

CYBERSECURITY · TRANSFORMATION · AUTOMOTIVE

Nilesh Kulkarni

Entrepreneur | Founder & Managing Director

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PROFILE

I build and steer advisory and technology businesses alongside more than 20 years in engineering, software and transformation: Excelloit Consultancy Services, GAK Enterprises, EssNetz, Unternehmerversorgung360 and CFU24 – with measurable growth, P&L ownership, delegated delivery and governance concepts for cybersecurity and digital resilience.

20+ years Engineering, technology and leadership

375% Revenue growth at Excelloit Germany in four years

580% Revenue growth at GAK Germany in two years

96% Reduction of liabilities in the UK turnaround

EXPERTISE

Entrepreneurship & Growth

P&L and financial steering · Turnaround and profitable scaling · International business development · Delegation and organisational build-up

Project & Transformation Management

Project, programme and PMO management · Agile, Scrum, hybrid and SAFe / Agile Release Train (ART) delivery · Digital transformation and process harmonisation · Stakeholder, risk and escalation management

Cybersecurity & Product Security

Automotive Product Cybersecurity · UNECE R155 & ISO/SAE 21434 · TARA-related Cybersecurity Risk Activities · Cybersecurity Requirements & Engineering

Processes, Requirements & ALM

Automotive SPICE 4.0 · Requirements engineering, elicitation workshops, backlog and user stories · Configuration and asset management · Change and problem resolution management

DevOps, Cloud & Software

DOORS, PTC Integrity/RV&S, Codebeamer, Azure DevOps, Jira/Confluence, SharePoint, Microsoft 365, Articulate 360 · Azure DevOps, Microsoft Azure, CI/CD and YAML pipelines · Software process management · Encryption and export-control tooling

Automotive & Engineering

ADAS, embedded systems and ISO 26262 · Systems and product engineering · Automotive seating and chassis systems · DFMEA, DFM/DFA and GD&T

TOOLS DOORS, PTC Integrity/RV&S, Codebeamer, Azure DevOps, Jira/Confluence, SharePoint, Microsoft 365, Articulate 360

ENTREPRENEURSHIP

Founder & Managing Director – Excelloit Consultancy Services — Aug 2019–Present

Built and scaled a multi-country consulting and talent business with activities in Germany, the UK, the EU, India and the USA.

- Achieved more than 375% revenue growth in Germany within four years.
- Enabled year-over-year business growth of more than 85%.
- Brought the UK unit to profitability and reduced liabilities by about 96%.
- Built international delivery structures with more than 30 staff/resources; operational delivery delegated to team leads.
- Independently developed, set up and maintained Microsoft SharePoint.
- Scaled international delivery capacity by more than 300% through a delegation-based model.
- Built three practices: Talent Consulting, Digital Transformation and Energy Consulting.

Managing Director Germany & Shareholder – GAK Enterprises GmbH — May 2021–Present

Built the German company from market entry and incorporation into a strategic operating entity.

- Achieved more than 580% revenue growth within two years.
- Owned P&L, compliance, financial governance, sales, suppliers and delivery end to end.
- Reached early profitability with a lean, cash-efficient operating model.

Founder – EssNetz GmbH — Jan 2024–Present

Designed a sustainable food-tech subscription platform with local partners; product development is currently paused, investor search remains open.

- Steered platform design, investor relations and value positioning.
- Delegated operational tasks to leads for technology, logistics and compliance.

Owner | Cybersecurity & Digital Resilience Advisor – CFU24 – Cyber Fusion Unit — Since Sep 2026

Owner; concept development for cybersecurity governance and digital resilience under CFU24 – Cyber Fusion Unit.

- Development of cybersecurity service and governance concepts: cyber risk, NIS2/CRA readiness, role/escalation models and security reporting.
- Conception of cooperation and service models with specialist security providers for assessments, monitoring and incident response.

Advisor for strategic entrepreneur benefits – Unternehmerversorgung360.de **Aug 2024–Present**

Guidance for entrepreneurs and managing directors on occupational pensions, executive benefits, protection and long-term wealth planning.

- Made complex pension topics understandable from an entrepreneurial and business perspective.
- Included individual goals of the company, leadership and family in the assessment.

PROFESSIONAL EXPERIENCE

Software Project Manager – DevOps & SDV Process Infrastructure
Sep 2022–Dec 2025

ZF Group · Mayen-Koblenz · Hybrid

Project and process ownership for DevOps platforms, software-process harmonisation and software-defined vehicle initiatives.

- Designed and technically steered an interface between the company-internal and customer-side DevOps platforms.
- Ensured continuous development, monitoring and operation of the platform interface.

Software Configuration Manager
Jan 2019–Aug 2022

ZF Group · Koblenz · Hybrid

Global responsibility for software configuration and software asset management as well as migration of core development processes to Azure DevOps.

- Global lead for software configuration and asset management; coordination of an internationally distributed team of around ten asset managers.
- Migration of more than 25 projects from PTC Integrity to Azure DevOps.

System Project Lead
Sep 2016–Dec 2018

ZF Group · Koblenz · On-site

Leadership and coordination of systems-engineering work packages for international ADAS development programmes.

- Owned planning, steering, decision-making and on-time delivery of systems-engineering projects.
- Planned and controlled systems-engineering activities in global ADAS programmes including Functional Safety and Cybersecurity.
  - **Project Configuration & Change Manager (May–Nov 2018)** — Configuration items, CM plan, milestones, changes and continuous process improvement in the core project with PTC Integrity/RV&S.
  - **System Project Office, ADAS Systems Engineering (Feb–Nov 2018)** — Global PMO support, budget and resource reporting, standards, templates, communication and project audits.

Manager – Requirements Management
Nov 2011–Sep 2016

Johnson Controls Automotive · Burscheid, Germany

Requirements and technical risk steering for international automotive seating programmes from RFQ/RFI through validation.

- Steered requirements, DVP&R and FEA planning, traceability and technical risk audits across project milestones.
- Supported the Recaro sports seat for the L538 programme within a development window of about 18 months.

Lead Engineer – Requirements Management
Aug 2010–Nov 2011

Johnson Controls Automotive · Pune, India

Requirements lifecycle from needs analysis and planning through traceability to evaluation for Ford, Toyota, Fiat and Kia programmes.

- Prepared technical RFQ/RFI risk analyses and requirements management plans.
- Analysed OEM specifications, assessed gaps and tracked risk-reduction actions.

Principal Engineer
Mar 2006–Aug 2010

Autoline Industries Ltd. · Pune, India

Technical project leadership and product development for fixed and adjustable pedal systems on international vehicle platforms.

- Led localisation of the VW Polo RHD pedal system on PQ25Ex within a development window of about 24 months.
- Owned product definition, development plan, changes, DFMEA, CAD/PDM and validation.

Design & Development Engineer
Jun 2005–Feb 2006

Padsons Industries Pvt. Ltd. · Maharashtra, India

Design and further development of seed and grain processing machines.

- Developed gravity separator, destoner, precleaner and a mobile seed-processing unit.
- Implemented reverse engineering, performance improvement and vibration reduction.

CERTIFICATIONS

Project Management Professional (PMP)®
Project Management Institute · Feb 2014–Feb 2029

ThePowerMBA
thePower · Jan 2021

EITCA/IS Information Technologies Security Academy – 24 ECTS
European IT Certification Institute, Brussels · Aug 2026

EITCA/AI Artificial Intelligence Academy – 24 ECTS
European IT Certification Institute, Brussels · Jul 2026

intacs®-certified Automotive SPICE® Process Expert v4.0
German Association of the Automotive Industry (VDA) · Nov 2024

CPRE-FL – Certified Professional for Requirements Engineering
IREB · Feb 2019

PMI Professional in Business Analysis (PMI-PBA)®
Project Management Institute · Dec 2014–Dec 2026

PRINCE2® Practitioner in Project Management
PeopleCert · Feb 2017–Jul 2023

AWARDS

Merit Award
Jun 2015 · Global Support Requirements Engineering · Johnson Controls

Merit Award
Jan 2013 · Core Metals and Mechanisms Requirements Engineering · Johnson Controls

EDUCATION

Master of Business Administration (MBA)
thePower · Jan 2021–Jan 2023

Bachelor of Engineering – Mechanical Engineering
Government College of Engineering, Amravati · 2001–2005

Higher Secondary School Certification
Akola Arts, Commerce & Science Jr. College · 1999–2001

Secondary School Certification
New English High School, Akola · 1998–1999

LANGUAGES

Hindi
Native / bilingual

Marathi
Native / bilingual

English
business fluent

German
business fluent (verhandlungssicher)

VOLUNTEERING

Treasurer · Indian Association Koblenz e.V.
Sep 2020–Present · Financial planning, budgeting and transparent reporting; raised more than €15,000 in sponsorship for inclusive cultural events and community initiatives.

Blue Sky Projects · Johnson Controls
2013, 2014 and 2015 · Volunteer social projects for nature and sensory experience offerings in the region (Blue Sky 2013–2015; sensory trail, aroma station, nature school garden).