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| Managing Director | |
| BHASKARAN CHETTY | |
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| Professional Summary | |
| Strategic and results-oriented IT Executive with over 18 years of diverse experience driving digital transformation, enterprise system integration, and infrastructure modernization across public and private sectors. Demonstrated success in executive leadership roles, combining deep technical expertise with visionary project oversight to deliver innovative, secure, and scalable solutions.  Proficient in managing end-to-end ERP implementations, cloud architecture (AWS, Azure, GCP), enterprise software development, and cybersecurity frameworks—backed by strong credentials in IT governance, stakeholder engagement, and team leadership. Known for leading complex, multi-disciplinary projects from concept to delivery, optimizing operations, and aligning technology initiatives with organizational objectives. | |
| key Strengths | |
| * Executive Leadership: Proven experience in managing cross-functional teams, finance, HR, and IT operations at a director and general manager level. * Project & Program Management: Extensive background in budgeting, stakeholder alignment, risk management, and compliance across high-impact projects. * Technical Mastery: Expert in modernizing network and cloud infrastructures, delivering customized software platforms, and implementing Zero Trust security models. * ERP & Business Systems: Deep knowledge of Dynamics Navision, Business Central, Maximo, Pronto, and HR/Payroll systems with data migration and process optimization. * Cybersecurity & Forensics: Skilled in penetration testing, audit readiness, secure DevOps pipelines, and digital forensics for risk mitigation. * Education & Mentorship: Experienced lecturer and trainer in IT and cybersecurity, fostering knowledge transfer and capacity building. | |
| LEADERSHIP MANAGEMENT HIGHLIGHTS | |
| * Executive-Level Leadership: Directed multidisciplinary teams across finance, HR, and IT functions, setting strategic business objectives and aligning technology initiatives with overarching corporate goals. * Advanced Project Management: Successfully delivered complex, large-scale technology projects—including solar infrastructure deployments and ERP rollouts, while managing budgets, securing funding through grants and tenders, and ensuring compliance with all regulatory and industry standards. * Human Resources & Financial Oversight: Led recruitment, talent development, performance management, and budgeting processes across multiple organizations, fostering high-performance teams and operational efficiency. * Policy Development & Governance: Designed and implemented IT governance frameworks, cybersecurity protocols, and operational policies to safeguard data integrity, availability, and confidentiality, while meeting compliance requirements. | |
| Experience | |
| 2022 – present | Cybex pte ltdProject Manager, Managing Director  * Led complex ERP implementation projects across various sectors, managing system design, customization, data migration, and long-term support strategies to ensure smooth deployment and scalability. * Architected and delivered custom software solutions that enhanced operational efficiency, streamlined workflows, and integrated seamlessly with existing enterprise systems. * Directed cloud infrastructure and security operations using AWS, Microsoft Azure, and VPS platforms to build resilient, scalable, and secure environments for client organizations. * Oversaw cybersecurity compliance programs, conducted vulnerability assessments, and performed penetration testing to ensure adherence to industry regulations and standards. * Managed internal divisions—including HR, finance, and administration—leveraging IT governance frameworks (e.g., ITIL, ISO) to optimize processes and strengthen enterprise performance. * Spearheaded blockchain-based supply chain tracking initiatives, enhancing data integrity, visibility, and end-to-end traceability.   Key Achievements   * Successfully delivered an integrated Online Tender Management System for a major government client, improving transparency and automation in procurement workflows. * Designed and launched a comprehensive Payroll and Human Resources Management System, incorporating compliance tracking, performance metrics, and leave management features. * Implemented a secure Payment Gateway System, enabling real-time online transactions for various e-commerce platforms with enhanced fraud prevention protocols. * Led the development of a web and mobile application for the Sugar Research Institute of Fiji, enabling real-time data collection, analytics, and decision-making in field operations. |
| 2021 - 2025 | Cyber PacificProject Manager  * Deliver expert consultation on the design and deployment of ICT infrastructure solutions, supporting both on-premises and cloud-native environments. * Architect and implement cybersecurity frameworks, conducting security audits, risk assessments, and compliance evaluations in line with industry standards. * Lead full-cycle software development initiatives, emphasizing secure DevOps practices, CI/CD pipelines, and seamless cloud integration. * Advise executive leadership on IT governance, disaster recovery planning, and enterprise-grade network security strategies. * Perform advanced penetration testing and oversee digital forensic investigations to ensure the integrity, confidentiality, and availability of client systems and data. |
| 2016 – 2021 | Super Cyber TechnologiesManaging Director, Lead Engineer  * Provided strategic leadership and operational oversight as Managing Director, guiding the company’s growth across renewable energy and IT infrastructure domains. * Directed the full lifecycle of solar photovoltaic (PV) projects—from feasibility studies and site assessments to procurement, installation, and ongoing maintenance—ensuring reliable energy access for clients in both public and private sectors. * Delivered tailored ICT infrastructure solutions for corporate clients, including network cabling, server deployment, and cybersecurity implementations aligned with best practices. * Oversaw project budgeting, timeline management, and compliance with industry regulations, ensuring on-time and within-budget delivery of high-quality outcomes. * Formulated financial strategies, prepared and managed annual budgets, and led recruitment and training programs to build high-performing technical teams.   Key Achievements   * Successfully led the Bank of South Pacific Solar for Schools initiative, deploying solar power systems across multiple remote schools and enhancing energy reliability in underserved areas. * Designed and implemented robust cybersecurity frameworks for small to medium-sized enterprises, focusing on firewalls, IDS/IPS configurations, and VPN solutions for secure network access. |
| June 2014 – December 2016 | Lautoka City CouncilIT Manager  * Directed and maintained IT infrastructure across four municipal councils, leading the migration of legacy systems to secure, cloud-based platforms to improve efficiency and service delivery. * Designed, developed, and maintained Customer Management Systems using ASP.NET and SQL Server, significantly improving responsiveness and transparency in municipal services. * Spearheaded the development of IT policies, procedures, and budget proposals, and implemented comprehensive disaster recovery and business continuity plans to ensure service resilience. * Managed the deployment of CCTV surveillance systems and solar lighting projects for public infrastructure, contributing to urban safety and sustainable energy use. * Facilitated monthly IT audits and inter-council coordination meetings to align digital initiatives with overarching governance and community development strategies. |
| November 2009 – May 2014 | Fiji National UniversityLecturer – Information Systems and Computing Science / IT Development Officer (Campus Coordinator – Rakiraki)  * Delivered academic instruction through lectures and tutorials in multimedia systems, database programming, cybersecurity, MS Access development, and networking, supporting diploma and degree-level programs. * Served as Campus Coordinator for the Rakiraki NTPC Center, overseeing day-to-day operations, stakeholder engagement, and the delivery of industry-aligned IT training programs. * Designed and developed customized training modules for local industries, SMEs, and community stakeholders in the RakiRaki and Tavua regions, promoting digital literacy and workforce development. * Authored course materials, developed unit descriptors, and supervised student research projects—providing guidance in both qualitative and quantitative methodologies. |
| January 2008 to October 2009 | Vatukoula Gold Mines LimitedIT Manager  * Managed the organization’s end-to-end IT operations, including network infrastructure, hardware systems, Microsoft Exchange, and Red Hat Linux servers, ensuring high availability and performance across departments. * Developed and implemented robust backup and disaster recovery strategies, enforced cybersecurity protocols, and established IT policies to protect corporate assets and maintain compliance. * Oversaw critical VMware deployments, site-to-site wireless connectivity, and integrated biometric access control systems to strengthen physical and digital security. * Provided dedicated IT support to the Finance Department, maintaining and optimizing Microsoft Dynamics Navision and Pay Global systems, and generated comprehensive technical documentation to support operations and audits. |
| March 2005 – December 2007 | Fiji Institute of TechnologyNetwork Support Technician | Temporary Lecturer  * Delivered academic instruction in databases, statistics, and foundational information technology courses, contributing to curriculum development and student mentoring. * Installed, configured, and maintained critical network infrastructure, including structured cabling systems, switch racks, and patch panels, across multiple campuses. * Deployed and managed IBM X3550 servers with RAID and SAS arrays, coordinated antivirus deployment, and established secure site-to-site VPNs to ensure reliable inter-campus connectivity. * Led the IT network team in establishing the Namaka Aviation Campus, conducting comprehensive IT asset audits and developing institute-wide IT policies to standardize practices and enhance governance. |
| Education | |
| Master’s Degree in IT (Ongoing) Research focus on Cybersecurity C Digital Forensics Postgraduate Diploma in Information Technology (PGD(IT)) University of Fiji (2012–2014) Postgraduate Diploma in Computer Science / Information Systems (PGD(CS/IS)) University of the South Pacific (2011–2012) Bachelor of Science (BSc) in Information Technology University of the South Pacific (2002–2004) | |
| CERTIFICATIONS & TRAINING | |
| * **ITIL v4 Certified** (Achieved 100% Score)  **Certified in Cybersecurity** (CC) – (ISC)²  * **EC-Council Certifications** in Agile Product Management, Cybersecurity, and Cloud Computing * **IBM XSeries Server Installation and Configuration Training** (Datec Fiji Limited) * **Linux+ Certification** (Datec Fiji Limited) * **Microsoft SQL Server 2005 Database Maintenance** (Datec Fiji Limited) * **Advanced Project Management** (2012) – National Training and Productivity Centre | |
| Currently Preparing For | |
| * Project Management Professional (PMP) * Certified Information Systems Security Professional (CISSP) * Certified Information Systems Auditor (CISA) * Certified Ethical Hacker (CEH) | |
| Major Projects and Achievements | |
| * ERP Systems Implementation:   + Successfully implemented enterprise resource planning solutions—including Microsoft Dynamics Navision, IBM Maximo, and Pronto—across CYBEX, Vatukoula Gold Mines, municipal councils, and the Biosecurity Authority of Fiji. Customized modules for finance, procurement, HR, and payroll, integrating advanced data analytics and workflow automation. * Online Tender Management System:   + Architected and delivered a cloud-based automated tendering system, enhancing transparency, compliance, and operational efficiency for public sector procurement. * HR & Payroll Management System:   + Deployed a robust, scalable HR solution with integrated modules for performance tracking, leave management, and regulatory compliance, tailored for both private and government clients. * Cloud Infrastructure & Security:   + Designed and implemented secure, scalable cloud hosting environments on AWS, Azure, and VPS platforms. Applied industry best practices for cybersecurity, including regular vulnerability assessments and secure configuration baselines. * Web & Mobile Application Development:   + Led the design and development of a full-featured web and mobile application for the Sugar Research Institute of Fiji, enabling real-time data capture, analytics, and field reporting. * Renewable Energy Projects – Solar Deployments:   + Directed the planning and installation of solar photovoltaic systems for remote schools under the Bank of South Pacific – Solar for Schools Initiative, delivering reliable off-grid power to underserved communities. * Municipal IT Infrastructure Modernization:   + Oversaw the digital transformation of IT systems for Lautoka, Ba, Tavua, and Rakiraki Town Councils, including the development of custom municipal management software and cloud migrations. * Academic & Professional Training:   + Delivered university-level IT lectures and capacity-building workshops for professionals. Authored course materials and curricula on cybersecurity, networking, and database systems, contributing to national workforce development. | |
| Technical and Domain Expertise | |
| * Enterprise Systems & ERP: Microsoft Dynamics NAV / Business Central 365, IBM Maximo, Pronto, Custom ERP Design & Deployment, HR/Payroll Systems, Data Migration & Integration * Cloud Platforms & Infrastructure: AWS, Microsoft Azure, Google Cloud Platform (GCP), IBM Cloud, Virtual Private Servers (VPS), VMware, Scalable Architecture Design, Cloud Security & Zero Trust Implementation * Cybersecurity & Digital Forensics: Penetration Testing, Threat Modelling, Security Audits, Compliance (ITIL, ISO Standards), Secure DevOps Pipelines, Incident Response, Digital Forensics Investigations * Software Development & Integration: ASP.NET, C#, PHP, Java, JavaScript, Node.js, Python, Kotlin, TypeScript, HTML5, CSS3, REST API Development, Full-Stack Web & Mobile Application Development * Database Management & Analytics: Microsoft SQL Server, PostgreSQL, MySQL, MongoDB, Firebase, Data Analytics & Reporting, Automation Workflows * Network Infrastructure & Security: Cisco Systems, Fortinet, Palo Alto, Firewall/IDS/IPS Management, VPN Solutions, Encryption, Site-to-Site Connectivity * Project & Program Management: Agile, Waterfall & Hybrid Methodologies, Budgeting & Resource Allocation, Stakeholder Engagement, Tender & Grant Funding Management, Risk Management, Regulatory Compliance * Domain Expertise: Government ICT Solutions, Municipal Systems, Online Tender Management Platforms, Payment Gateway Integration, Renewable Energy Deployments, Academic & Workforce Training Programs | |
| References | |
| 1. **Mr. Kritesh Sharma**    * Team Leader IT    * BiosecurityAuthorityofFiji    * Mobile**:** 8919900    * Email: [ksharma@baf.com.fj](mailto:ksharma@baf.com.fj) 2. Professor Pankajeshwara Sharma    * Associate Professor    * University of Fiji    * Mobile: 9124453    * Email: [pankajeshwaras@unifiji.ac.fj](mailto:pankajeshwaras@unifiji.ac.fj) 3. Mr. [J](mailto:kevin@cyberpacificfj.com)agath Karunaratne  * Principal * Karunaratne Lawyers * Mobile: 9317827 * Email: jagath@karunaratnelawyers.com.fj | |