

THE FORE FRONT



Monthly NEWSLETTER

August 2025

Insightful Tech Snippets

Your go-to source for Concise Updates

Work-life Balance

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Your Voice Matters

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WORK Anniversary September



Vaibhav Bhogle
15th Sep 2020



Sonali Samanta
21st Sep 2020



Sunil Singh
1st Sep 2021



Petrina Rodriguez
8th Sep 2021



Prachi Tripathi
15th Sep 2021



Sadhana Venkatesan
20th Sep 2021



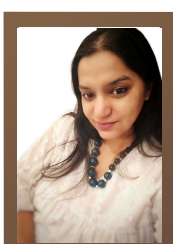
Umakant Gund
10th Sep 2022



Sunil Bhuyan
12th Sep 2022



Shubham Mali
19th Sep 2022



Praneeta Rao
1st Sep 2023



Rohit Chourasia
8th Sep 2023



Megha Jaiswal
2nd Sep 2024



Ramya Prabhakar
2nd Sep 2024



Seshadri Lakshminarayanan
2nd Sep 2024



Roona Praveen
2nd Sep 2024



Sanjay Bera
9th Sep 2024



Somil Patadia
12th Sep 2024



Sadhvi Pugaonkar
23rd Sep 2024

Congratulations !!

SPOT LIGHT

WELCOMING DEVENDRA DESHMUKH AS Non-Executive Chairman



A visionary entrepreneur and industry leader, **Devendra** brings 25+ years of experience in building and scaling global technology enterprises. His strategic guidance will help us sharpen focus, strengthen governance, and accelerate innovation.

[Read more](#)

VCREATEK WELCOMES DIV AND SANDEEP TO LEAD Product & Innovation

We're excited to share a significant step in shaping VCreaTek's future. To strengthen our expertise, broaden our capabilities, and reaffirm our commitment to people-centric, AI-driven transformation, we are joining forces with **Div** and **Sandeep** to accelerate our product and innovation journey.



DIV RAKESH



SANDEEP MEHTA

[Read more](#)

VCREATEK SECURES NEW MED-TECH PARTNERSHIP WITH STRYKER



vCreaTek has partnered with **Stryker**, a global Med-Tech leader, to design an interactive Power BI dashboard that consolidates sales data across 13 countries. This engagement strengthens our presence in the healthcare space and reinforces our expertise in delivering impactful analytics and digital transformation solutions.

WELCOME NEWBIES



Shagufta Saiyed
22nd July 2025



Bhavisha Chotrani
24th July 2025



Bharat Prajapati
24th July 2025



Veronica Fernandes
1st August 2025



Niranjali Mali
4th August 2025



Anup Mudugal
4th August 2025



Rutuja Gajare
5th August 2025



Bhakti More
5th August 2025



Nikhil Bhadra
13th August 2025



Namrata Pawar
20 August 2025



Nitu Samdani
21st August 2025

WELCOME ON BOARD !!

Let's Achieve Great Things Together!!

Business Analyst

TOTAL EXPERIENCE: 5+ years

LOCATION: Pune, Mumbai, Bangalore / Hybrid

TOTAL NO OF POSITIONS: 10

REQUIRED SKILLS:

Strong experience in Agile methodology (user stories, backlog, scrum calls)

Proven ability in business analysis – requirement gathering, documentation

Solid stakeholder management and communication skills

Hands-on with digital product development and lifecycle management

Basic working knowledge of ERP (SAP) and SQL

Exposure to data & analytics tools (Tableau, Alteryx)

Understanding of technical architecture and performance requirements

Knowledge of Supply Chain processes (Planning, Procurement, Logistics, etc.)

Familiarity with design thinking principles



QA Tester

TOTAL EXPERIENCE: 5+ years & 10+ years

LOCATION: Pune, Mumbai, Bangalore / Hybrid

TOTAL NO OF POSITIONS: 2 & 2

REQUIRED SKILLS:

Strong hands-on automation expertise using Playwright with Java and TypeScript.

API automation experience with Rest Assured and Java; working knowledge of Postman and SOAP UI.

Proficiency in CI/CD tools like Jenkins, and familiarity with Azure Functions, AWS (S3, Lambda, API Gateway).

Performance & Load testing experience; solid understanding of writing basic SQL queries.

Proven ability to design automation frameworks from scratch and implement scalable, reusable solutions.



Full Stack Developer

TOTAL EXPERIENCE: 5+ years & 10+ years

LOCATION: Pune, Mumbai, Bangalore / Hybrid

TOTAL NO OF POSITIONS: 9 & 2

REQUIRED SKILLS:

Strong full stack expertise in .NET Core/.NET 8, C#, React, Node.js, REST APIs, Microservices.

Cloud experience with Microsoft Azure or AWS (App Services, AKS, Function Apps, Redis, etc.).

DevOps & CI/CD proficiency – GitHub, Jenkins, Docker, Containers, and automation pipelines.

Hands-on database skills – SQL, ETL, database design, and performance optimization.

Solid understanding of software architecture – SOLID principles, Micro-Frontends, scalable design.

Proven leadership experience – team handling, sprint planning, reporting, and cross-functional collaboration.

Agile/Scrum expertise – backlog grooming, retrospectives, velocity tracking, stakeholder management.

Data Scientist

TOTAL EXPERIENCE: 5+ years

LOCATION: Pune, Mumbai, Bangalore / Hybrid

TOTAL NO OF POSITIONS: 5

REQUIRED SKILLS:

Strong programming and ML expertise using Python, R, SQL, and frameworks like TensorFlow, with solid experience in model development, feature engineering, and hyperparameter tuning.

Cloud and data platform proficiency with tools such as Azure ML, Databricks, Synapse, Data Lake, and Data Factory; experience in deploying models using CI/CD and MLOps practices.

Solid foundation in statistics and machine learning algorithms, including predictive modeling, optimization, deep learning, and evaluation metrics.

Proven ability to translate complex business problems into data science solutions, and deliver end-to-end ML pipelines from POC to production.



Tracks

JOB POSTINGS

Data Engineer

TOTAL EXPERIENCE: 5+ years

LOCATION: Pune, Mumbai, Bangalore / Hybrid

TOTAL NO OF POSITIONS: 2

REQUIRED SKILLS:

Expertise in Neo4j – hands-on experience with graph data modelling, Cypher query development, and performance tuning.

Proficiency in Databricks – working with Spark, Delta Lake, and building scalable data pipelines.

Strong grasp of graph theory and analytics, including complex graph traversal and relationship modelling.

Programming skills in Python or Scala for data engineering and automation tasks.

Experience with ETL processes and integrating data from multiple sources into graph structures.

Familiarity with cloud platforms, preferably Azure, for deploying and managing data workflows.



Azure Data Engineer

TOTAL EXPERIENCE: 5+ years

LOCATION: Pune, Mumbai, Bangalore / Hybrid

TOTAL NO OF POSITIONS: 2

REQUIRED SKILLS:

Hands-on experience with Azure Data Engineering tools – including Azure Data Factory, Azure Data Lake, Azure Synapse (MPP), Logic Apps, and Azure SQL.

Strong expertise in Azure Databricks (PySpark, SQL, Delta Lake) or Synapse Spark for complex data transformation on structured and semi-structured data.

Solid understanding of ETL/ELT processes, data warehousing, and handling of large-scale data migrations from on-prem to Azure cloud.

Proficient in SQL development – including stored procedures, CTEs, data modeling concepts, and performance tuning.

Knowledge of data integration and ingestion from diverse sources (e.g., FTP, relational DBs, SAP) and file formats (CSV, JSON, XML, Parquet).



Client Appreciation for Akash and Vaibhav in Kenvue DTO- DQI Project

Peer Nominated Recognition



- Spotlight on Akash!**
- We would like to extend our sincere appreciation to **Akash** for his exceptional contribution to the **DQI project**. His unwavering commitment, technical excellence, and proactive approach have been instrumental in driving the project forward.
 - Akash consistently demonstrated a deep understanding of the domain, took initiative in resolving complex challenges, and went above and beyond to ensure timely delivery. His ability to anticipate potential issues and address them proactively has not only improved the quality of our outcomes but also inspired confidence across the team.
 - Well done and keep up the great work!



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Peer Nominated Recognition



- Spotlight on Vaibhav!**
- A big thank you to **Vaibhav** for his outstanding contribution to the **DQI project**. His proactive approach, attention to detail, and willingness to take ownership have been truly commendable.
 - Vaibhav consistently stepped up to tackle challenges head-on, offering smart solutions and keeping the momentum going. His ability to anticipate needs and support the team without being asked speaks volumes about his dedication.
 - Your efforts have had a real impact, Vaibhav, and we deeply appreciate the energy and excellence you bring to every task. Keep up the fantastic work!



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Client Appreciation for Navjot and team-TDP- CVD Kenvue Project

From: Janeen Stapleton [Redacted]
Sent: Tuesday, September 2, 2025 8:18 PM
To: Navjot Singh [Redacted] Shivangini Vansia [Redacted]
Cc: Rahul Verma [Redacted] Anupama Singh [Redacted] Minakshi Machale [Redacted]
[Redacted] Niranjan Sapkal [Redacted] Devyang Sikotariya [Redacted]
Subject: Re: Phase 1 Completion Update

Awesome news team! And amazing work on getting us this far! Thank you for your efforts!



Janeen Stapleton, SAFe POPM

[Redacted]

Mobile: [Redacted]

Email: [Redacted]

[Redacted]

Client Appreciation to Nikita Patwardhan from Roxy Valero of the Change Management, J&J Team

Subject: Integrate Change Management Collaboration and Rollout

Hi Patrick and Dipesh,

I wanted to take a moment to acknowledge the collaboration and support I've experienced working with Nikita on the Integrate project around the change management activities.

I would like to thank her and recognize the extra mile she has been giving these past weeks even though she is not part of the program anymore, she volunteered to support Ericka and me.

Her proactive approach and strong follow-through have made a real difference in creating alignment, drive adoption of R4 and ensure smooth rollout of the changes.

Just wanted to take a moment to recognize her contributions and thank you for the support you've enabled through her.

Thank you all for your support.

Regards,
Roxy

Client Appreciation to Atul Kulkarni and his team DTO- KARE Support

Hi Shyam and Geetha,

I would like to take a moment to recognize the **outstanding work from the Kare team**. I am truly **impressed by the speed and quality of the delivery**, which has been consistently remarkable.

Beyond that, I have noticed great improvements in independence, ways of working and the strong connection the team built with both capabilities and business teams. These advancements are making a real difference and reflect the maturity and commitments of the group.

What a great job! This makes me feel proud of the DTO and this great work is a reflection of a great leadership team.

Special thanks to **Monita, Zeeshan, Aniket** (sorry if I am missing anybody here).

Regards

Jose Roberto Mantoan Junior

TRIUMPHS & ACCOLADES

CONTINUING PROFESSIONAL DEVELOPMENT



Nitin Khanderao
(Team Lead)



Highlight: Project Management Professional (PMP)



Mihir Raval
(Associate Engineer)



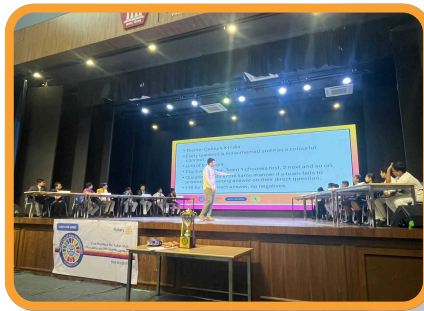
Highlight: Data Modelling in Power BI



Rishabh Raj
(Associate Trainee)

Highlight: Microsoft Certified: Azure Administrator Associate





**VCreaTek-Title sponsor and volunteer for Rotary Club
Quiz Quest 2025**



A memorable moment as Abhishek met Pratik in the US

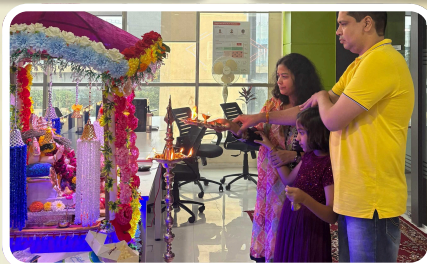
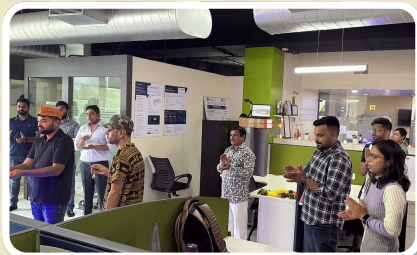


**A laughter-filled evening for the VcreaTek family as they
enjoyed "Coolie" movie together at INOX Theatre**



HIGHLIGHTS & MEMORIES

Ganesh Chaturthi & Family Day Celebrations



vCreaTek Pune office celebrated five days of Ganesh Chaturthi with morning and evening artis, joined by team members and their families



vCreaTek team celebrated Family Day, marked by a Satyanarayana Pooja along with dance and engaging activities at Pune office



Ganesh Chaturthi observance at the vCreaTek Pune office formally ended with Ganesh Visarjan



KNOWLEDGE HUB

This Use Case was adjudged the **Winners** in the 3rd Edition Best Use Case Program-July-2025

Forecastable Units: Handling PIPO with Graph

Forecastable Units: Handling PIPO with Graph

Engagement Summary

- Problem:** PIPO (Phase-in and Phase-out of the material code over the period) creates a challenge to keep the time series key consistent
- Solution:** Generation of graph network of all related material codes related through PIPO and assign it a unique ID (Forecastable Units) which will remain consistent and can be used as our time series key.
 - The graph can be saved as .pkl file for future updates (Phase-in of new material codes) with constant Forecastable units.
 - A python library is created with class **DynamicGraph** with all the functionality required for the process and it has been successful employed to map the historical sellout data to forecastable units and being used to generate the forecast.

Ph_in_M	Ph_out_M	Snap_date	Fcst_date
M1	M5	2024-08-11	2024-10-01
M7	M9	2025-03-30	9999-12-31
...	...	...	...

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Forecastable Units: Handling PIPO with Graph

Background and Context

LATAM Data Modeling for Advance forecast and Demand Sensing

- The Market is new to Data Science
- Source tables are scattered across different sources (i.e. Snowflake, Databricks-Digital core, Local Business Planners).
- Unlike EMEA no prior DPDM structure which keeps track of PIPO materials.
- DynamicGraph** is used in place of DPDM to map the connected PIPO materials.

SQL Tables for Forecast and Front End Tool

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To read more details- Forecastable Units: Handling PIPO with Graph please click [here](#)

Winners

Shashank Jyoti
Ruchit Ahuja
Damon Hansen

CELEBRATING INCLUSIVITY

Unique, Not Less - Understanding Autism

When Aarav was six, his teachers and parents began noticing subtle differences in how he interacted with the world. While other children eagerly played in groups, Aarav preferred quiet corners. He could spend hours arranging his toy cars or sketching intricate patterns — always in a perfectly symmetrical order. Yet, he struggled with making eye contact, joining conversations, or adjusting to sudden changes in routine.

At first, relatives and neighbours dismissed it as shyness or a phase. Some even recommended stricter discipline. But Aarav's parents chose a different approach — one rooted in empathy and understanding. After seeking professional guidance, Aarav was diagnosed as autistic.

At first, the word felt unfamiliar and heavy. Questions naturally followed — Is it a disease? Can it be treated? Will he always be like this?

But the truth, they soon learned, was much simpler — and more hopeful.

Autism is not an illness.

It's not a condition to be “cured” or “fixed.” It simply means that Aarav's brain processes information in a different, but equally valid way.

Autistic individuals experience the world uniquely. For Aarav, this means difficulty interpreting social cues, heightened sensitivity to noise and light, and anxiety in unfamiliar settings. Yet, it also means possessing exceptional attention to detail, a remarkable memory, and a passion for patterns and routines that few can match.

What made the biggest difference in Aarav's journey was not medication or therapy alone, it was ‘UNDERSTANDING’.

With the support of teachers who communicated clearly and friends who offered patience and acceptance, Aarav began to thrive. He still has challenges, but don't we all?

And that brings us to something we often forget:

Being autistic does not mean you cannot live a fulfilling life.

Aarav like many others on the spectrum can form deep friendships, experience meaningful relationships, and pursue a successful career. He may need extra support, whether through structured environments, inclusive workplaces, or a little more time to adapt. But his abilities, drive, and creativity are every bit as valuable.

Today, with the help of a compassionate school system, therapy, friendly colleagues and a loving family, Aarav is exploring the world on his own terms. He's discovering his voice, nurturing his interests in design and logic, and building connections at his own pace. His path may not look like everyone else's and that's perfectly okay. His journey is no less meaningful.

In India, awareness of autism is still evolving. Aarav's story is a reminder that inclusivity is not only about policies or checkboxes — it's about people. It's about creating environments

where differences are not just accepted but **respected** and **celebrated**.

So, the next time you meet someone who thinks or behaves differently, pause before you judge. Remember Aarav.

He doesn't need fixing.

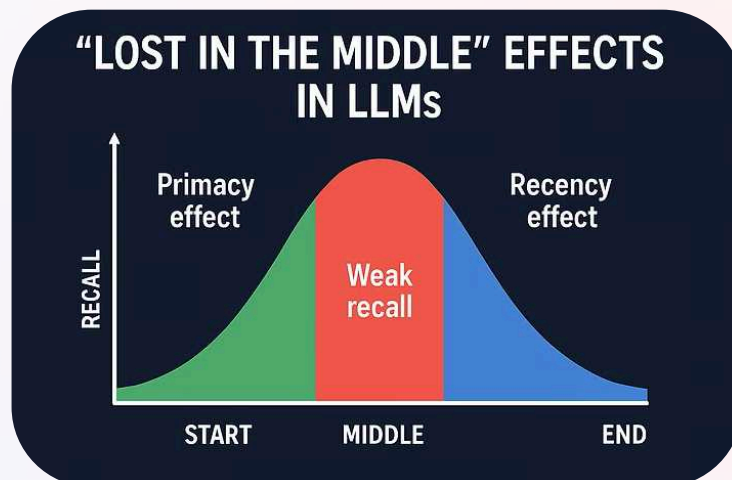
He just needs space to be himself.

Let's celebrate every kind of mind — just the way it is.



Namrata Chaudhari
(Team Lead, CEO OFFICE)

Mind the Middle: Cracking LLM Blind Spots in GenAI



Over the past year, we've seen an arms race in Large Language Models (LLMs). Vendors are announcing massive context windows — 32K, 128K, even **1 million tokens**.

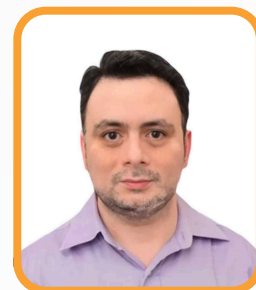
On paper, this feels revolutionary.

Imagine feeding an entire contract, policy handbook, or system log into a model and letting it reason across the whole thing. No more chopping documents, no more context limits.

But here's the uncomfortable truth: Even with massive context windows, LLMs don't process all tokens equally well. They tend to **remember the start and the end but lose track of the middle**.

This failure mode is known as the **"Lost in the Middle"** effect. And if you're leading GenAI adoption in a large enterprise, ignoring this can expose you to business, compliance, and strategic risks.

[To read more click here](#)

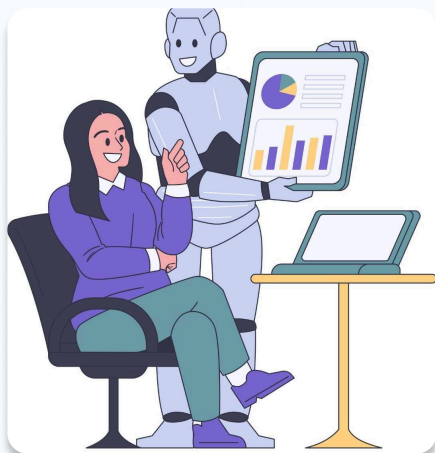


Div Rakesh
(VP Program)

TECH PULSE

Latest Tech Buzz

Global supply chain costs are set to rise up to 7% above inflation by Q4 2025, compared to just 2% in the previous year, according to the most recent "Supply Chain Navigator" report from management consulting firm Kearney. The report, released August 26, projects that inventories stockpiled ahead of tariff deadlines are now being depleted, forcing companies to restock at higher prices. **READ MORE.**



AI and automation are speeding up how quickly tech skills become outdated. Many professionals are now expected to refresh their competencies far more often than before. Just think, frameworks and tools you learned a few years ago might already be old news. The average “half-life” of a skill, how long it’s valuable, is now under five years in many industries. **READ MORE.**

The rise of data center development has revitalized demand for many formerly slow-growing industrial sectors, including power generation, heat/ventilation/air conditioning (HVAC), and electrical equipment. New technologies like artificial intelligence (AI), immersion cooling, and changing regulatory standards have accelerated this demand. **READ MORE.**



INTRODUCING

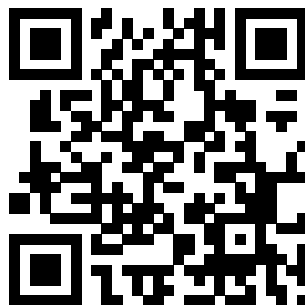
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and we're eager to hear what you think!

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for your time*