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*Multi skilled QHSSE Manager - Specialising in Strategic Development, Project, Risk and Talent Management*

*Considered a robust, performance-driven leader, rattles the status quo, initiates action to drive change.*

Courageous transformative QHSSE Management specialist with the proven ability to inspire corporate support services to deliver world class performance and develop top tier management teams via inspirational “hands on” visible leadership. Renowned for changing behaviours, enhancing productivity, and implementing pragmatic solutions to ensure achievement of strategic objectives through effective business risk management strategies and plans. Unwilling to accept the status quo, recognised as a highly effective agent of change.

**Core Busines competencies**

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| * Executive leadership * Significant P&L Responsibility * Team Building * Talent Management * Staff Development Programmes * Performance Optimisation * QHSE Strategic Development * Physical Security Management * Corporate cross Functional Coordination | * Strategic Leadership * Multi-Cultural awareness * Cultural Change Expertise * Project Management * EWRM Risk Identification & Mitigation * QHSE MS Design & Implementation * Customer Relationship Management * Contract Development & Negotiation * Change Management |

**Key Milestones**

* Eliminated monthly road related fatalities in Romania within 3 months of my arrival after years of management and employee acceptance that such events could not be avoided. Sustainable change means that 14 years later this is still a zero-fatality location. My proudest professional achievement.
* Early adopter of Psychological Safety approaches, driving successful cultural change across OMV, Gazprom Oilserv and DNO.
* Led bespoke Corporate Communications initiatives to improve employee participation in Company programs.
* Led Global Process Safety / MAH study for OMV identifying and mitigating “Company Killer Risks “, embedding Process Safety awareness and planning firmly into Leaderships strategic thought.
* Delivered corporate support services and developed management teams to ensure achievement of strategic objectives through a keen cultural awareness delivering effective strategies and plans in multiple positions & Countries.
* Built my own successful Security recruiting and training company in Serbia, dominating the market for 5 years before selling the business.
* As Geomarket QHSE Manager, Developed first Real Time Journey Management Control Centre worldwide for Schlumberger in KSA, (SPE Paper 111766, Nice 2008). This is now a Global JM centre based in India working 24/7/365.
* As Sudan Country Manager increased monthly revenue from $500k to $10m over 3-year period by introducing 4 Business Segments, developed a structured career path, training and personnel systems for national staff and demonstrated strong QHSE leadership in a country affected by civil war and Sanctions.
* As Project Manager achieved land mobilisation of millions of dollars of equipment across Cameroon into Chad without losses; recruited and trained 350 Chadians and operated 12 months accident free, moreover, led multi nationality team and learnt French to communicate with Chadian staff.
* As Business Development & Base Manager increased Land revenue for Schlumberger UK by 150% YOY. Simultaneously improved the UK Land Operational Base QHSE Management System audit result year on year from 48 - 75% compliance and cut operating costs by 35%.

**Career Experience**

## David Allison Consultancy LLP - Principal Consultant (1st Aug 2021 – Date)

*Focus on building consulting services after ensuring the survival of BSG.*

After divesting shares in BSG and finishing both covid vaccination and booster rounds, generating revenue via recruitment and paid Consultancy and leadership mentoring services for local and international companies.

## Balkan Security Group – Recruitment, Training and Consultancy, Serbia & UAE.

*Focus on sustaining the Serbia based business after significantly contributing in DNOs nationalisation progress.*

**Interim Chief Executive Officer** (2020 to 2021)

Returned to BSG to lead business redevelopment in Serbia following the crash in training and recruiting activities following the covid-19 event. Determined new directions and strategies for the group including forming a JV for Serbian based security work. After 6 months of zero revenue recovered to 50% of pre pandemic revenue with full recovery forecast for end of 2021.

## DNO Iraq As – Erbil Kurdistan

*Assisted DNO in producing safely in a challenging environment after successfully starting up and sustaining BSG.*

**Senior HSE Manager** (2019 – 2020)

Rotational, (6 weeks on / 2 off), Business unit functional leadership role covering concurrent activities involving drilling, civil, operating assets and ongoing infrastructure development projects including a major gas plant build.

Responsible for Strategic planning, long-term development, Risk Management, Resilience, and liaison with Government MNR HSE officials. In this period:

* Recorded a full 12 months LTI free period, the first time in 10 years.
* Implemented human factor accident investigation methodology and MS redevelopment to achieve cultural change.
* Made significant progress with nationalisation, time spent in the field teaching national staff enabled DNO to make multiple expat roles redundant as part of a radical nationalization move realising major cost reductions in reaction to $20/bbl. oil, Covid-19 effects, and payment delays from the KRI Government.

## Balkan Security Group – Recruitment, Consultancy and Training, Serbia & UAE

*Focus on developing a recruitment business after significantly contributing in OiLSERV’ progress.*

**Managing Director** (2015 to 2019)

Security Companies could not reliably access talented close protection operatives from the Balkan Region. Recognising this established Balkan Security Recruitment with Serbian Partner in Dubai in July of 2015 initially targeting Iraq based International Private Security Companies and captured the business of two of the biggest players in the market, CRG and G4S. BSR now recruits skilled security personnel for multi-million projects in the Middle East and Africa.

* Oversaw Group P&L activities, balance sheet, budgets, and cash flow.
* Maintained a trajectory of growth actively expanded the training company across Europe establishing JVs in Macedonia, Finland, and Cyprus.
* Avoided obstacles that arose from constantly changing demands of staff and operations. Assembled, coached, and monitored a high-performing team for seamless operations across the group.
* To guarantee the right people were recruited for clients established a UK accredited training company in Serbia, Balkan Security Academy DOO, in Dec 2015, recruiting and training a small team of 5, and commenced delivering security courses in compliance with UK SIA requirements.
* Dominated Balkan high Risk Security training market for 3 years then sold BSA to the Lead Instructor for 4X annual turnover in 2018.
* Attained Certification as an Instructor in early 2016 to enable delivery of security training for SIA courses.
* Approached by DNO and left BSG running under the management of business partners whilst giving remote strategic direction and occasional financial investment.

**OiLSERV, Dubai UAE**

*Directed all aspects of QHSSE management and enhance the working of internal structures by creating new policies, SOPs, and management systems.*

**VP - SQ & SAFETY, SECURITY, HEALTH & ENVIRONMENT** (2014 to 2015)

Oilserv was in the process of preparing to float itself on the market. To do so, and pass due diligence, required the design and implementation of several operational management systems.

* Generated increased QHSSE cultural awareness via transformative leadership and training programmes,
* Developed the capabilities of functional reports in the operating locations of UAE, KSA, Iraq, and Kurdistan.
* Enforced strict end-to-end controls for compliance with set requirements related to accident/incident investigation, understanding, reasoning, reporting, and lessons learnt.
* Developed the companies ISO 9001, 29001, 14001, OHSAS 18001, and API Q2 management systems, completing the final certification audit within 18 months of project start with no major non-conformances.
* Designed and introduced OSCARs (OiLSERV – Stop – Consult – Act – Report) system for front line personnel use and the ORBIS (OiLSERV Risk and Barrier Information System) SharePoint based reporting platform.
* Led massive improvement in lifting and hoisting practices, avoiding the loss of major contracts in Iraq,

**NIS Gazprom Neft,** Novi Sad, Serbia

*Advised NIS Gazprom Neft in the development of their vision of being the leading regional vertically integrated energy company in the Balkans by 2020.*

**DIRECTOR HSE FUNCTION** (2012 to 2014)

Gazprom purchased NIS from the Serbian Government and set out on a set of radical restructuring programmes in the face of stiff union and government resistance. I was employed to help lead the cultural changes needed for the transformation to succeed.

* Delivered active functional support to the CEO by joining and guiding the senior Russian management team to the top quartile of the business in terms of normal European HSE performance.
* Acted as coach to CEO meeting weekly to discuss western business practices and expected results.
* Identified HSE performance gaps and conducted training sessions for supervisors with over 200 senior field supervisors attending sessions in HSE management and risk assessment.
* Enforced NIS to take a strategic approach to land transport, injury prevention, accident investigation, waste management and historical environmental issues, while building a better working relationship with the Serbian government HSE Regulators.
* Introduced Process Safety Management to NIS in Serbia, with full PSMS and Risk Assessments including FERA, Asset Integrity, Maintenance & Reliability as well as Crisis Management and Resilience Planning.
* Tendered and awarded contract for specialist HSE reporting software to bring NIS into the open reporting culture.
* Steered NIS to install IVMS across a fleet of several hundred vehicles with technical advice, leading a project resulting in massive improvements of group driving performance.

## OMV Group of Companies, Vienna, Austria

*Improved OMV understanding of global risks and asset condition and gained management commitment to risk reduction.*

**GLOBAL HEAD OF SAFETY** (2011 to 2012)

OMV merged 4 divisions HSSE functions in E&P, Refining, Retail and Power Generation, into one corporate group covering Sustainability: HSSE with global responsibility. Selected to define the strategy and lead the new Global Safety function. Spearheaded global strategic development of the group safety management system covering OHS, process safety / asset integrity, transportation, contractor management and investigation of all Safety related incidents and high potential near misses and associated knowledge sharing.

* Leading member of OMVs EWRM Committee which established parameters and protocols to identify and mitigate risk, based on the groups risk appetite.
* Authored the OMV Group Risk Management Standard and steered its global roll out.
* Initiated a project for a process safety major accident event study to assess asset integrity worldwide, covering offshore production facilities in New Zealand and Onshore Terminal / LNG / Refineries in Turkey, Romania, Austria, and Germany. Gained sponsorship of the CEO of OMV, meeting regularly to review continuous project progress.
* Ensured project covered full scope of PSMS and Risk Assessments including FERA, Asset Integrity, Maintenance & Reliability as well as Crisis Management and Resilience Planning.
* Transformed global process safety management practices through the project by establishing strategic 3 year rolling investment plans based on annually updated process safety risk profiles.

## OMV Petrom, Exploration & Production and EPS, Romania

*Directly led two core teams spread between E&P and EPS HQ buildings and functionally, via four Heads of Departments in EPS, 60 specialists in 16 field operational centres managing 10,000 employees, 1,600 operational sites and 8,000 producing wells.*

**HSEQ DIRECTOR PETROM EXPLORATION & PRODUCTION SERVICES**, **Head of Safety E&P** (2008 to 2010)

OMV purchased Petrom the national oil company of Romania and immediately encountered numerous QHSE problems including monthly road related fatalities which had stretched back over a decade.

Advised and mentored senior managers of the operating divisions on industry best practice for service organisations to develop state of the art services in Romania.

* Managed a team of 18 Quality Specialists, via a head of department in HQ, in the development of the Petrom HSE MS and along with ISO 9001 and 14001 systems required by local regulator.
* Deployed permit to work and job safety analysis practices into operations and commenced systematic change management, HAZID, HAZOP and HSE reviews for projects to aid risk management.
* Produced bow-tie analysis studies for all major risk sites and introduced a Technical Integrity Standard to Petrom.
* Eliminated driving fatalities and reduced serious and major driving incidents by 75% through targeted training and awareness campaigns in a matter of months.
* Identified and addressed key HSE leadership issues and establish a consistent approach to HSE leadership and risk management at the worksite.
* Orchestrated a countrywide HSE attitude survey of all managers and supervisors in early 2009 with subsequent roll out of a “HSE for Supervisors” leadership training program to 2000 personnel in Q3-4 2009.
* As part of this initiative, personally created and deployed a safety leadership programme called “Recognise and React” specifically for front line supervisors and devised programs for Fair culture with responsibility and accountability, STOP Work and Golden rules, reducing LTI rates in E&P and EPS by 34% YOY.
* Reduced training costs and enhanced more consistent delivery across the country by building an internal training organisation in OMV/ Petrom using existing resources.
* Initiated and steered a project that reduced Annual PPE spend by over €1m by introducing systematic issuance and care of equipment.
* Led the development of HSE and operational support personnel in Driving and Journey Management for OMV worldwide.

***1985 – 2008****: Extensive and varied experience with Schlumberger Oilfield Services over 16 years as a* ***Geomarket QHSE Manager*** *for Saudi Arabia, Kuwait, Pakistan & Bahrain (2006-2008), Islamic Republic of Iran (2006-2004), Schlumberger OFS and Sema for Norway, Sweden & Denmark (2002-2004),* ***Project Manager*** *for The ExxonMobil Project – Tchad, Kome base,* ***Business Development Manager*** *for the UK South,* ***Sudan Country General Manager*** *(1997-2000), as well as* ***Well-site engineer, Field Service Manager, Technical Manager, and BD Manager*** *in Yemen, Qatar, Vietnam, Pakistan, and Dubai (1992-1997). From 1985-1992:* ***Drilling Fluids Engineer*** *for BW Mud UK Ltd,* ***Solids Control Engineer/District Manager*** *for Wight Engineering UK, NE UK* ***Area Sales Engineer*** *for Pall Industrial Filtration Services,* ***Data & Drilling Engineer*** *for Baroid Logging Services ME & Africa,* ***Mud Logger*** *for Gearhart Geodata/Halliburton ME, Africa & UK*

**Education & Credentials**

**Bachelor of Science in Geology (Hons)**, Kingston Polytechnic, Surrey, UK

Professional Development

**CPD 2020-21:** UK CDM 2015 Regulations **|** LoPeZ Performance Solutions, Project Management Certification **|**PMI PMS (ongoing) **|**ISRM Foundations in Security and Risk Management L4.

**Leadership:** NEBOSH HSE International Certificate **|** IOSH Managing Safely **|** Process Safety Management **|** OMV Safety Leadership **|** 4D Safety, Brett Read **|** SLB Team Building and Communications **|** SLB Project Management **|** SLB QHSE for Managers Trainer Levels 1-5 **|** SLB TAS/CRM | SLB Financial Management **|** SLB Personnel Management

**Auditing:** ISO 9001 Lead Auditor **|** ISO 14001 Environmental Auditor **|** Advanced Safety Auditing **|** SLB Defensive Driving Assessor **|** SLB MoveSMARRT trainer and assessor

**Investigating:** Advanced understanding of Human Factors in investigations **|**Tripod Beta Accident investigation **|** SCAT Root cause analysis

**Security Related:** SIA Close Protection, FPOSI, Conflict Management **|** Education & Training Level 3 **|**Kidnap and Ransom Negotiating - CRG **|** BBC Media Crisis Management.

**Technical |**Training as per SLB function, (Drilling Fluids, Cementing, Laboratory Management, Fluids Design, Coiled Tubing)

Affiliations & Presentations

* Tech IOSH Member since Dec 2018. Working on CPD to gain CMIOSH Status.
* Represented OMV Group on IOGP Safety Committee and Chaired the Land Transportation Task Force and Co-Chaired the Safety Data Sub-committee from 2010 – 2012 which developed the Life Saving Rules.
* Presented papers at SPE Conferences in Nice in 2008 (SPE-111766) and in Rio in 2010 (SPE-126520) and acted a session co-chair for land transportation sessions.
* Project Team member for Schlumbergers’ “Just Culture” program development in 2004.
* Co-Developed QDEP – QHSE Staff Development Program in Schlumberger in 2006.
* Global Leader of SLB QHSE Community "Eureka" 2003-2005.