

MEHDI BABAEI

☎: +61404415495

✉: babaie.mehdi@gmail.com

Based in: Adelaide

Citizenship: Australian

Talented, confident, result-driven, and dedicated professional with an outstanding zeal and passion in implementing and maintaining best practice standards for businesses.

University post-graduated in “HSE”, “Petroleum Engineering” and then “MBA” followed by many technical qualifications also having extensive working experience in multinational firms for over 15 years.

SUMMARY OF QUALIFICATIONS, CERTIFICATES & MAIN PROJECTS

| No. | Qualification | Detail | Relevant Certificates | Projects Directly Involved in |
|-----|------------------------------------|--|---|--|
| 1 | Leadership & Management | <ul style="list-style-type: none">- Strategy & Policy Development- Self-Management- People Management- Team Leadership- Change Management | <ul style="list-style-type: none">- MBA- Strategic Leadership Skills- Coaching vs Mentoring- Multicultural Management | <ul style="list-style-type: none">- Involved in a 2-year acquisition and merger project (2013-2014)- Contractor Pre-qualification & Selection and Management |
| 2 | Project Management | <ul style="list-style-type: none">- Project Life Cycle Management- CAPEX & OPEX Planning- Scheduling & Time Management- Digital Transformation Projects | <ul style="list-style-type: none">- PMBOK Project Management- Managerial Accounting- SCRUM Master- Digital Product Owner- Software Development Life Cycle (SDLC) | <ul style="list-style-type: none">- Development of “Capacity Planning” software as the product Owner (2022)- Product Owner of E-Permit Software (2016)- Led two “Enterprise Resource planning Software” as the Product Owner (2014-2015)- Project Manager of Firefighting system design & implementation for an upstream plan with +300 employees |
| 3 | Process Improvement | <ul style="list-style-type: none">- Organisational Standardisation- ISO Internal/Lead Auditor- Organisational Optimisation | <ul style="list-style-type: none">- ISO 45001 Auditor (in Safety)- ISO 14001 Environment Auditor- ISO 9001 Quality Lead Auditor- ISO 31000 in Risk Management- ICAM Lead Investigator | <ul style="list-style-type: none">- Led implementation of the Integrated Management System in a Renewable Energy Company including ISO 45001, 31000, 9001 & 14001 (2018-2019)- Led many incident investigation reviews |
| 4 | Operational Excellence | <ul style="list-style-type: none">- LEAN / Six-Sigma- TQM- Metrics & KPIs setting | <ul style="list-style-type: none">- LEAN/SIX-SIGMA Green Belt- Business Excellence Models (BPM, BPMS)- Continuous Improvement in Operation and Manufacturing | <ul style="list-style-type: none">- Participated in a LEAN asset management project, resulting in 30% process time saving and 800K\$ cost saving (2012) |
| 5 | QHSE | <ul style="list-style-type: none">- Quality & Safety Management- Fleet Management- Resource & Capacity Planning- Regulatory Compliance- Chemicals & HAZMAT- Quantitative Risk Management- Master Trainer- Process Safety- Return To Work Coordinator | <ul style="list-style-type: none">- M.Sc. Degree in HSE- Chartered QHSE Manager- Australia WHS Cert IV in OHS- Registered Quality Manager- Technical Safety Studies (FTA, ETA, Bow Tie, HAZOP, SIL)- HAZOP Leader- IMDG Specialist- Environmental Pollution Prevention & Control | <ul style="list-style-type: none">- Co-led HAZOP meetings for Well Test Operations- Executed HAZID & HAZAN Studies for Offshore & onshore facilities.- Performed Bow-Tie study for risk assessment- Participated in preparing Safety Case for Otway Project, Offshore Victoria- Being focal point for HSE regulatory matters including permits and HSE Case and return to work etc |
| 6 | Other Technical | <ul style="list-style-type: none">- Oil & Gas- Renewable Energy- Marine Construction | <ul style="list-style-type: none">- M.Sc. in Petroleum Engineering- Well Drilling & Completion- Carbon Capture & Storage- Australia CER Carbon Credits- Technoeconomic evaluation- Hydrogen Technology- Solar/Wind farm Renewables- Marine Vessels Classification- SOLAS / MARPOL- IADC Registered Rig Inspector | <ul style="list-style-type: none">- SLB Sustainability Expert working on Green House Gases (GHG) reduction KPIs toward Net Zero goal in 2030- Carbon Capture Risk Management Project, (2022)- Carried out Environmental Impact Assessment for Offshore gas field in Persian Gulf (2013) |

WORK EXPERIENCE

Employer 1:
Schlumberger (SLB)

2020 – Current
field: Energy Sector-Oil & Gas

Positions:
Senior HSE Staff

Area of Responsibility: South Australia, Victoria

My role includes;

- Focal point to authorities in terms of regulatory compliance including Safety Case requirements, start up permits and licenses and injured personnel's return to work. Main regulators include NOPSEMA, WorkSafe SA, WorkSafe WA, WorkSafe NT, WorkSafe QLD, WorkSafe VIC, CER)
- Monitor and communicate changes to relevant legislation, regulations, and guidelines to stakeholders.
- Create local frameworks to ensure WHSE activities adhere to regulations, client requirements, and international standards.
- Contribute to the development, review, and maintenance of policies, processes, and procedures.
- Identify opportunities for improvement on tasks completed through LEAN principles and Root Cause Analysis etc.
- Oversee Lean improvement projects across SLB maintenance sites & workshops in SA, VIC & NT.
- Execute non-conformity investigations through ICAM model to identify root causes to provide preventive & mitigation measures in order to minimise recurrence.
- Participate in life cycle risk management of new projects from the early stage to decommissioning stages. Leading Risk Assessment sessions including Process & Personnel risk studies e.g. HAZOP, SIL & HAZID etc.
- Monitoring, analyzing, and reporting on the Quality, Safety, and Health performance of the business.
- Participate in Business sustainability meetings working on decarbonisation technologies; recycling greenhouse gases into value-added materials and; benchmarking on techno-economic evaluations and carbon credits.
- Provide technical support to Carbon Capture & Storage (CCS) manager through the lifecycle of CCS Wells according to SafeGuard Mechanism and Carbon Credits Scheme governed by Australian Clean Energy Regulator (CER).
- Lead Covid-19 control measures as well as Emergency Response Cases.
- Carry out Training Needs Analysis and run educational meetings for employees and contractors.
- Participate in Capex planning, annual budgeting, and also financial decisions of the projects.
- In charge of compliant journey management of Company Fleet -including 65 Light & Heavy Vehicles- aiming for safe transportation of crews and timely mobilisation of resources.
- Responsible for Fatigue management monitoring of people on rosters.
- In charge of HAZMAT management and chemicals safe transportation, storage, and usage in East Coast-Australia.
- In charge of lithium battery transportation, handling and disposal in East Coast-Australia.

Notable Achievements:

- Best performance in Company TRIF rate ever over the past 30 years in Australia, 2021-22
- Recognised by Santos for Best HSE Contribution in land operation and Beach Energy for Offshore jobs, 2021-22
- Ranked as the best employee in achieving annual objectives according to HR yearly evaluations, 2021-22
- Team recognition award on successful completion of Carbon Capture & Storage well in Cooper Basin, 2022
- Achieving all Greenhous Gases (GHG) reduction objectives for two years in a row, 2021-22
- Developed HSE online platform - for Capacity planning and personnel fatigue management, 2021
- Successfully obtained three environmental permits from the Department of Environment in SA/NSW/QLD for DG chemicals transportation & storage, 2021-22

Employer 2:
Australian Ground Mount Solutions (AUSGMS)

Jan.2018 – Dec.2019
field: Renewable Energy

Position:
Country Quality, Health, Safety & Environment Manager
Location: Australia

The scope was EPC Solar Farm projects ranging from 50 to 175 MW across Australia.

My role;

- Architected, structured, and managed QHSSE Department from the scratch as the newly created function.
- Assisted CEO to comply with Australian federal/state WHS and CER-Australia Clean Energy legislation.
- Developed National HSE Plans and supporting documents including SWMS and ERPs according to international best practices and legislation of relevant states and territories.
- Successfully implemented Company's Integrated Management System including ISO 45001, 31000, 9001 & 14001.
- Established HSE Audit framework nationally across Company facilities and assets.
- Developed Corporate Risk Management structure and directed Risk assessments through all remote fields & projects.
- Structured a comprehensive training system to shape planning, developing, delivering, and reviewing of WHS training.
- Oversight HSE performance versus KPIs, interpreted trends and made recommendations to management.
- Carried out subcontractors management including pre-qualification assessment and performance monitoring.
- Led a change management strategy to prepare managers and employees toward implementing ISO standard series.
- Accelerated liaison with clients, contractors, officials & other stakeholders.
- Contributed to project control and management practices including operational and financial aspects.
- Drove systematic accident investigation approach based on ICAM & Taproot and brought it into online portal.
- Developed assurance & audit structure; Directed internal & external audits versus processes, activities & facilities.
- Carried out frequent inter/intrastate site visits to support local HSE advisors and Project managers.
- Introduced customised Key Performance Indicators (KPIs) for the organisation.
- Managed and coached my team including 12 HSE specialists across multiple projects and locations within Australia.
- Ran HSE lifecycle assessment of projects including design, fabrication, construction, and operation of renewable projects.
- Performed critical quality and high-risk hold point assurance field verifications.
- Undertook frequent HSE field visits followed by inspections and audits across the business and its subcontractors.
- Standardised processes and related services for organisational alignment to national and international best practices
- Drove positive behavioral change and implemented timebound actions for continual HSE improvement opportunities.

Notable Achievements:

- Established a comprehensive risk register recognised by Client-Signal Energy for Finley Solar Farm Project (175 MW)
- Demonstrated a strong HSEQ system and culture through the implementation of ISO 9001 in Quality Management, ISO 45001 in Safety & ISO 31000 in Risk Management and ISO 14001 in Environmental Management
- Deployed Safety & Incident reporting software within the organisation.
- Implemented Lean/six-sigma principles through maintenance and field activities.
- Satisfactorily passed the client's audit with the excellent result – “ZERO-NCR / No Further Action Needed.”

Employer 3:
Schlumberger

July 2010 –Dec. 2017
Field: Onshore/Offshore Oil & Gas

Positions:

National Quality, Health, Safety & Environment Manager (Sep.13-Dec.17)

HSE Lead (Jul.10-Sep.13)

The scope was 3 operational bases & 26 offshore rigs and 20 land rigs, including operations varying from drilling, cementing, coiled tubing, stimulation, testing, logging, perforating, completion, artificial lift & waste management.

- Spearheaded all operational sites, and strongly ensured compliance with WHS local regulations & SLB's global standards.
- Directed the Health, Safety & Environment department including a multinational team of 11 WHS advisors, officers, and physicians, boldly resulted in strengthening safety culture and obtaining national & international recognition.
- Rendered technical safety & quality assistance to top management, and promoted safety levels throughout the operation.
- Appropriately provided specialist advice to concerned functions regarding WHS legislation & best practices.
- Partnered effectively in teamwork activities with senior managers in strategic thinking, yielded solutions.
- Synergised integrity of quality & safety strategic plans and objectives, resulted in 8% more target achievement vs anticipations.
- Accelerated liaison with contractors, auditors, officials & clients, acknowledged in their satisfaction feedback.
- Consistently carried out the evaluation of contractors regarding the quality, health & safety of their services.
- Accomplished innovative Risk Assessment methods & tools based on the company's real needs.
- Transformed Policies, Safe Work procedures, and Manuals into risk-based type.
- Efficiently shaped audit framework; executed or supervised audits, and headed accident investigation team.
- Re-framed and modernised training programs for personnel at all levels, giving a 35% rise to the annual participation of workers.
- Invented software for WHS reporting, performance monitoring, statistical interpretation, and document control.
- Devised a range of online systems as a voluntary project including electronic permit to work and real-time transportation monitoring.
- Participated in a LEAN asset management project through operations, resulting in 30% process time saving and 800K\$ cost saving.
- Participated in defining the annual budget and was accountable for managing performance against agreed financial targets.
- Attained 7% yearly profit through projects, by executing WHS preventive measures, quantified by software simulations via reduction of non-productive time, cost control & fortifying safety & quality.
- Performed cultural leadership to drive cross-country teams with a global corporate mindset.
- Carried out JSA, FMEA, HAZID, HAZOP, SIL & other risk analysis methods for in-site & offshore activities.

Notable Achievements:

- Team winner as the best quality & safety award in the energy sector in the Country of assignment, for 3 consecutive years, awarded by the union of national oil companies, (2015-17).
- Launched a voluntary project and developed an online software, increased the agility of the operation up to 50% (validated by the third party) and includes;
- personnel reports capturing; submitting real-time risk assessment; establishing risk registers; schedule audits; providing online training; incident investigations and data mining, interpretation & statistical analytics, 2014.
- Invented a journey management center as an initiative project to control land transportation fleet via an online platform.
- Finalist of "Schlumberger Middle east president's excellent award in quality & Safety", 2012.
- Led a significant change in the company WHS safety behavioral programs, within my assigned locations, reaching the highest rank of 6 KPIs amongst Schlumberger's facilities across 50 countries.
- Won the "Schlumberger Middle east president's excellent award", 2011

Employer 4:
Deep Offshore Technology (DOT)

Jun 2006 – July 2010
Field: Maritime Construction

Position:
HSE Specialist

The scope was 4 operational bases; and the operations varying from shipyard and drydocks to construction and commission, pipe-laying, heavy lift & transportation of infrastructures such as offshore jackets, topsides and ancillaries etc

- Actively contributed to the Company's operational excellence program.
- Tendered technical advice to the company as regards maintaining an Integrated Management System (IMS).
- Assisting the Company in Compliance with Classification Society rules and other regulatory requirements.
- Provided engineering administrative support to Supervisors throughout the projects.
- Support Senior Supervisors with planning, scheduling, progression of the milestones and end of phase reports.
- Prepared the Daily Activity Reports for HSE, Service Quality, Resource allocation and KPI monitoring.
- Handled operations corrective action management system.
- Oversaw supervisory role as regards heavy lift (5000tons) & pipe-laying projects both in onshore fabrication & constructions yards and also in offshore fields.
- Contributed to Environmental Impact Assessment of offshore pipe-laying and heavy lift marine projects.
- Fostered marine pollution prevention and assessments in accordance with Country legislation and MARPOL.
- Oversight port safety & drydock operation.
- Consistently trained staff and contractors.
- Participated in 5S and Kanban design and implementation in the workplace.

ACADEMIC QUALIFICATION

- Master of Business Administration (MBA), 2017
- Master of Science (M.Sc.) in Petroleum Engineering, 2016
- Master of Science (M.Sc.) in Environmental Management (majoring in HSE), 2011
- Bachelor of Science (B.Sc.) in Occupational Health & Safety Engineering, 2008

POST-GRADUATE DISSERTATION TITLES

- "Optimised well Construction: Computerised stimulation to improve project management during well's life cycle";
Master's dissertation title in the field of petroleum engineering, 2016
- "Risk assessment in Heavy Lift Installation of offshore fixed platforms";
Master's dissertation title in the field of HSE, 2011

SOFTWARE SKILLS

- Microsoft Office – Advanced
- Osprey Risk – Advanced
- MS Project– Advanced

REFERENCES

Available Upon Request