

SUMMARY OF COMPETENCIES:**Professional youth development advisor & skilled teacher/trainer:**

- skilled in developing Learning & Development Policy & Procedure.
- experienced youth professional development advisor.
- trained hundreds of professionals, online & face-to-face (self-developed courses).
- experienced in leadership, management, and soft skills training.
- experienced in project management & Control Systems training.
- experienced in math, physics, and Arabic & English language teaching/tutoring.
- experienced control & instrumentation design/projects engineer.
- skilled C&I/E&I field engineer (pre-commissioning, commissioning, & start-up).
- experienced engineering, QA/QC, HSE consultant, auditor, & 3rd party inspector.
- extensive 34 years of international & regional experience (& still learning).

**EDUCATION:****•B.Sc. in Electrical Engineering**

Graduated 1989 - University of New Orleans, USA.

•Passed the Louisiana State Board of Registration For Professional Engineers examination – 1989**COMPLETED PROFESSIONAL TRAINING:**CPD Accredited Teaching of English as a 2nd Language:**(World TESOL Academy, UK) – 2023**Turkish Language A-1 (beginner level):**(Yunus Emre Center, Amman, Jordan) – 2021**Teaching Arabic Language to non-Native Speakers:**(Mother Tongue Center, Abu Dhabi, UAE) – Mar 2019**Project Management Institute Workshop:**(PMI Abu Dhabi, UAE) – Aug 2016**Excellence In Project Management Workshop:**(ZADCO Abu Dhabi, UAE) – Jan 2016**Professional Coaching:**(CORTA Abu Dhabi, UAE) – Nov 2014**Certified CAMS Verifier:**(ZADCO MD - Abu Dhabi, UAE)– May 2014**Performance Management:**(ZADCO MD - Abu Dhabi, UAE)– Sept 2013**Certified CAMS Assessor:**(ZADCO MD - Abu Dhabi, UAE)– June 2013**Accredited Professional Coach Instructor:**(Productivity Institute, Abu Dhabi, UAE)–Feb 2013**Professional Project Management:**(Cambridge – Abu Dhabi, UAE) – Nov 2007**Accredited Professional Trainer:**(American Leadership T. A.-Abu Dhabi, UAE)–Jan 2013**Oil Treatment Processes:**(ZADCO – Abu Dhabi, UAE) – Dec 2009.**PMI Project Management Professional:**(AMEDEAST – Abu Dhabi, UAE) – Nov 2007.**Project Management: “Building Successful Project Teams”:**(LEADERS – Abu Dhabi, UAE) – Feb 2007.**Psychology of Leadership - Emotional Intelligence”:**(GLOMACS – Abu Dhabi, UAE) – April 2007.**

Functional Safety Engineering Design:

(EXIDA-Abu Dhabi, UAE.) – Sept 2005 + Dec 2006.

H₂S Safety & Offshore Survival Certification Training:

(ZADCO - Abu Dhabi, UAE)–June 2005.

PHSER - Project Health, Safety, & Environment Review:

(ABB-Abu Dhabi, UAE.) – May 2005.

Alarm Management (EEMUA):

(Honeywell-Abu Dhabi, UAE)–Oct 2003

Foundation Fieldbus Configuration - ABB:

(ABB - Abu Dhabi, UAE.) – June 2003

Health, Safety, & Environment Management:

(NPCC – Abu Dhabi, UAE.) – Dec. 2002

Network Administration - MCSA:

(EXCEED, Abu Dhabi, UAE.) Oct 2002

Network⁺ Certification:

(EXCEED, Abu Dhabi, UAE.) – Sept. 2002

A⁺ Certification (PC Hardware):

(EXCEED, Abu Dhabi, UAE.) – Aug. 2002

Industrial Safety:

(NPCC-HSE Dept., Abu Dhabi, UAE.) – 1998

Two Months In-Factory-Training: design, manufacture, operate, calibrate, & maintain transmitters, electromagnetic flow meters, chart recorders, loop controllers, PLCs, & DCS**Toshiba Corp. (Futaba-Tokyo, Japan) - Oct-Dec 1990**Quantitative/Qualitative Risk Assessment:

(NPCC-HSE Dept., Abu Dhabi, UAE.) – May 2001

Developing Leaders in Organizational Ethics:

(Gulf Ethics Center, Dubai, UAE.) – Mar. 2001

Successful Manager:

(Brain-Power Inst. Dubai, UAE.) – Nov. 2000

DATA SCADA – On Site Training:

(DATA SCADA - at QGPC, Offshore, Qatar) – 1999

Multi-Channel Digital Telephone Line Recorders:**Atis Assmann, GmbH (Bad-Hamburg, Germany) - Jan 1991**G2 Software

Expert Systems-OOP-Real-time intelligent systems

Gensym Corp. (Cambridge, USA) - Oct 1996PACS Conference & Training:

Process automation, control, integration, optimization

APC & fuzzy-logic applications

Institute of Int'l Research (Dubai, UAE)–Jun' 96Process Control & Instrumentation:

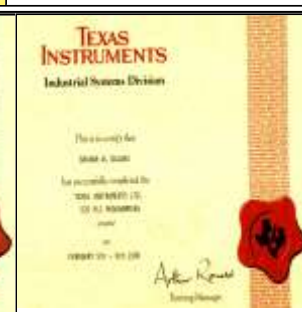
Conference/Training: PLC based safety systems

Institute of Int'l Research, (Dubai, UAE) - June 1995ABB Distributed Control Systems:**ABB Arescon, (Manama, Bahrain) - April 1995**Industrial Process Control & Control Valves:**University of Bahrain (Manama, Bahrain) - April 1995**Compressor Anti-Surge Systems:**Petrotech Inc. (New Orleans, USA) - January 1994**In-Factory-Training:

manufacturing hydraulic well head control panels

Petrotech Inc. (New Orleans, USA) - December 1993Relay Logic Systems:

Petrotech Inc. (New Orleans, USA) - December 1994

Intensive Course on Total Quality Management:**Philip Crosby & Assoc. - (Abu Dhabi, UAE) – 1992**Vibration/Condition Monitoring:**Bruel & Kjaer (Athens, Greece) - September 1991**VAX/VMS Utilities & Commands:**Texas Instruments Inc. - (MD, USA.) - June 1990.**SCADA System User / Manager:**Texas Instruments Inc. - (Maryland, USA.) - June 1990**Acoustic Instruments:**Bruel & Kjaer, (Copenhagen, Denmark) - April 1990.**GE FANUC PLC Series Six Plus & Series Ninety:**GE Fanuc (Milton Keynes, UK) - April 1990.**Vibration Monitoring & Frequency Analysis:**Bruel & Kjaer (Copenhagen, Denmark) - Feb 1990.**Texas Instruments Programmable Logic Controller:**TI-405 PLC + TI-305 PLC + TI-525 PLC****Texas Ins. Ltd. (Bedford, UK)-March '90.**

PROFESSIONAL WORK EXPERIENCE:**Apr 2019 – Present: Self Employed, (Amman, Jordan & Istanbul, Turkey)**

- conducting training courses on free-lance basis – online (zoom based) and face-to-face
- contributing to HR management consultancy studies & policy/procedure composing & checking
- participating in external HSE audits and HR audits

Oct 2016 – March 2019: ABU DHABI NATIONAL OIL COMPANY (ADNOC), Abu Dhabi, UAE
Position Held: Training & Development Specialist (Attached from ZADCO to ADNOC)

Principal Duties: advising Specialist for:

- developing new ADNOC Group Policies & Procedures for Learning & Development – for fresh graduate recruits and recruits with experience
- developing guidelines for various Training & Development processes, Including "employee-rotation", "development-attachment", "assessing", "verifying development programs", and "coaching & mentoring"
- developing & conducting training courses at HQ and other ADNOC sites, on 20 subjects including: Project Management, Control & Instrumentation, Professional Assertiveness, Employee Engagement, Coaching & Mentoring, Training In-House Trainers, Presenting Skills, Time-Management, Supervision & Leadership Skills, Competency Assessment & Verification, Management of Change, Innovation, and one day primer-sessions on Managing Commitment, Managing Motivation, etc.

**Feb 2013 – Oct 2016: ZAKUM DEVELOPMENT COMPANY (ZADCO), Abu Dhabi, UAE****Position Held: Manpower Development Competency Development Advisor****Principal Duties:** Advisor for Manpower Development – Competency Development:

- Managing multi-discipline competency development of new recruits
- Handling developpee problems/concerns & enhancing motivation & confidence
- Reporting developpees progress/issues to management
- Interfacing internal development work between line management and MD
- Coordinating Project Management and Coaching training in ZADCO
- Follow up & monitoring Assessors, Verifiers, and Coaches.
- Designed and conducted training session & courses almost monthly on:



Project Management	Innovation at Work	Change Management	Team-Building
Control & Instrumentation	F&G, ESD systems	Employee Engagement	PLC, DCS, SCADA
Coaching & Mentoring	Recruits Orientation	Assertiveness at Work	Leadership

- Received several appreciation letters for conducted training and MD work.
- Awarded ZADCO Spot Award (for MD work) – Nov 2014



Feb 2004 – Jan 2013: ZAKUM DEVELOPMENT COMPANY (ZADCO), Abu Dhabi, UAE

Position Held: Control & Instrumentation Engineer**Principal Duties:** MOSAICS Project Engineer participating in:

- Replacement (hot/cold changeover) of 11 ESD and F&G Systems in 6 offshore locations (from relay-logic systems to TMR technology) - EPC contractor is Invensys-ME (Triconex)
- Replacement (hot/cold changeover) of 6 DCS Systems in 6 offshore locations & Field Control Center (from Honeywell TDC2000 to Honeywell Experion), SCADA tie-up, horizontal integration of all plant automation, and Replacement of 2 accommodation platforms F&G Systems (6 floors each) - EPC contractor is Honeywell-ME
- As ZADCO-PMT representative, my duties included:
 - attend technical design review meetings with EPC contractor
 - survey sites, update documentation, & interview end-users
 - review & approve technical submittals
 - attend Factory Acceptance Tests & Site Acceptance Tests
 - attend/approve Job Safety Analysis and Risk Analysis Review meetings
 - sign Job Permits (authorized/trained ZADCO Performer-Authority) & inspect deliveries
 - supervise site construction work and inspect / approve / Punch / & liaise construction work
 - supervise the preparation, inspection, & approval of various commissioning activities
 - participate in loop-by-loop changeover activities on site (hot, warm, or cold)
 - following up on contractor progress, reporting
 - liaise daily project commissioning activities with end-users
 - train site personnel on commissioned systems
- Technical Design Documentation Reviews included:



Shutdown philosophies	I/O lists - assignments	Panel internal arrangement drawings
Functional Design Specifications	WAN Devices Docs	Power Supply Distrib. & Single Line Diag.
System architectural schematics	Loop Drawings	cable schedules and cable routing layouts
HMI Graphics & links	Controller DB	Fibre-Optic LAN documentation
Wiring & Earthing schematics	Bills of Material	Criticality assessment & functional grouping
Detectors installation details	Pre-Comm Procedures	Hot-changeover Methodologies/Procedures
Marshalling Termination	Power Consumption	Control Room Layouts (construction)
Commissioning Procedures	Logic Design	Factory/Site Test Procedure



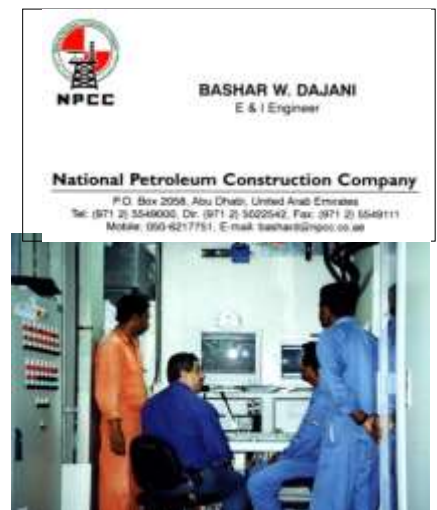
- Received management appreciation letter for completion of changeover of various plants - 2011
- Awarded ZADCO Spot Award (for project work) – March 2010
- Received management appreciation letter for conducting in-house training sessions for site personnel on control/safety systems - 2006
- Awarded ZADCO's HSE SUGGESTION OF THE MONTH Award for Dec.2004

April 2003–Feb 2004: NAMA MOTT MACDONALD, Abu Dhabi, UAE
Position Held: Control & Instrumentation Engineer.**Principal Duties:** Senior Design engineer participating in FEED projects:
•assigned to GASCO ABICS FEED Project Team (Asab & Bab Integrated Control System Front End Engineering & Design) to work, as part of the Control & Instrumentation Consultant Team, on:

- Reviewing client documentation (including preliminary P&IDs, FEED Scope of work, Design requirements, & site visit reports, etc.)
- Assisted in producing FEED deliverables including: FEED I/O listing/tagging, FEED P&IDs, FEED DCS specification, ESD specifications, F&G specifications, FEED Cause/effect matrices, FEED ICS architecture, Instrumentation specifications, etc.
- Reviewing bids technical submittals on ESD, F&G, and DCS systems.
- Handling ICS bids evaluations including technical clarification rounds and producing technical evaluation reports (evaluated systems included Invensys, Honeywell, Yokogawa, & Emerson.)
- Assisted in preparing bids, training of personnel on some management subjects, and developing the business activities for NMM in Abu Dhabi.

**July 97-Feb 03: NATIONAL PETROLEUM CONSTRUCTION CO., Abu Dhabi, UAE****Position Held: Electrical & Instrumentation Engineer.****Principal Duties:** Office/site engineer participating in EPC & construction projects in UAE & Qatar involved in:

- instrumentation specifications & datasheets development, referencing several ISA and other Standards.
- safety systems detailed engineering, referencing Engineering Standards such as IEC-61508.
- Instrumentation, PLC control systems, DCS, & SCADA systems detailed engineering, including Basis of Design documents, Specifications, Dimensional drawings, termination details, loop diagrams, instrument index, cause/effect matrices, electrical loads calculations, etc.
- participate in site surveying to clarify, develop, & prepare system specifications,
- participate in project team/client meetings & assist in proper/timely handling of project deliverables,
- modification, modernization, upgrading of control systems and safety systems (hot change-over),
- generating purchase requisitions (defining specs, bill-of-material / quantities, documentation requirements, inspection requirements, etc.),
- reviewing vendor submittals, drawings, & technical details,
- performing factory acceptance tests (I strongly believe that a good and thorough FAT prevents site problems later and ensures a smoother commissioning/start up),
- technical evaluation of vendor offers, & advise project managers on vendor issues (technical and commercial): comparing market commitment, strengths/weaknesses, & support reliability/continuity, etc,
- participating in HAZOP design reviews,
- inspecting received material for shipping damages & completion of deliveries,
- developing / reviewing construction drawings, including instruments layouts, trays layouts, JB layouts, cable schedules, tubing schedules, cable diagrams, termination details, hook up drawings, supports details
- supervising installation & pre-commissioning work on sites,
- performing the commissioning of installed systems (I believe in close coordination with vendor reps.)



- conducting technical training sessions for colleagues and/or clients
- assisted in the recruitment process for E&I technicians,
- Served for one year as NPCC training coordinator preparing competency based development plans for young National Developpees.**
- Participated in several task forces, including:
 - 1998/99NPCC web-site development task force (elected/served as team leader)
 - ‘97-2001NPCC activities coordination committee (organizing activities.)
 - 98-2002Served as Editor of NPCCNEWS Magazine.
 - 2000CAREER DEVELOPMENT COMMITTEE (weekly reviewing, monitoring, & guiding the development of young National recruits.)
 - 2002E&I STORE/MATERIAL CONTROL TASK FORCE (assigned team-leader to inventory & organize all existing E&I material & test equipment, & revise existing material/test equipment handling, storage, & documenting procedures.)

Some NPCC Projects (1997 to 2002) in which I participated:**OGPC Production & Water Injection platforms at PS-2, PS-3, & Halul Island:**

- Two consecutive projects: the first covering complete EPC for one production platform and three water injection platforms, the second covering complete EPC for three production platforms.
- This project material included a “DATAC” SCADA (four RTUs and a master station at Halul Island CCR), MSA toxic gas detection system (H₂S), Flame detectors (UV/IR), “SHELL-SOLAR” solar-energy system, & field instruments on four platforms (Rosemount transmitters, WIKA gauges, ABB control valves, WHCPs, etc.)
- Scope of work included Detailed Engineering (Specs, datasheets, layout drawings, cable/tubing schedules, block diagrams, & instrument index), Procurement (technical evaluations), FAT, Inspection of received material, Supervision of installation, Supervision of Pre-commissioning, Leading the commissioning team (hands-on at site), & performing 72-hours start-up (platform turn-key acceptance by client.)
- Most challenging part of the site work included hot changeover of control system components, inside the control rooms of PS2, PS3, & Halul Island, while operations were in progress.
- I performed FAT in Ireland (DATAC), in Scotland (MSA), & in Holland (SHELL.) After several months of office work, including several trips to meet with the client in Doha, I spent several months offshore and on Halul Island doing site work up to start-up and hand-over.

TOTAL South Pars Project – WP1 / WP2:

- Engineering of this project was done by SOFRESID, France. I performed detailed FATs for the DCS and Safety Systems in UK (Silvertch Ltd) for both platforms separately (two trips – a month each.) I, then, spent several months onshore & offshore leading the installation team and then the commissioning team for the control & instrumentation, checking and documenting by special software the performance of every loop. The Project Manager expressed to me his full satisfaction with my performance.
- This project involved a Yokogawa DCS (two identical systems – one for each platform), an ESD system (by Silvertch Ltd. – using Moore PLCs in 2oo2D configuration), a fire & gas detection system (integrated by Silvertch Ltd. utilizing Moore PLCs in 2oo2D configuration.) The F&G system consisted of a large number of TGDs, CGDs, UV/IR FDs, HDs, SDs, and other field detectors, and field instruments on both platforms (Rosemount transmitters, control valves, Biffi actuators, Petrotech WHCPs, Rotork MOVs, etc.)



Oct. 96 - Jul. 97: GENSYM CORP., CAMBRIDGE, USA.
Position Held: Regional Applications Engineer – UAE

Principal Duties: Based in Abu Dhabi to provide technical support to Gensym's projects in the Middle East, applying "G2" intelligent real-time systems (industrial expert systems.) Responsible for developing & supporting technical solutions.



Sep. 94 - Oct. 96: ABB-ARESCON, MANAMA, BAHRAIN
Position Held: Regional Applications Engineer – UAE

Principal Duties: Based in Abu Dhabi to develop, coordinate, and provide local technical support to ABB-Arescon's projects in UAE and Oman, applying ABB's DCS (ADVANT, MASTER & MOD300), automated safety systems, and process analyzers. ASEA BROWN BOVERI is a 30+ Billion-Dollar Electrical Engineering Company. ABB Arescon is ABB's regional center for industrial automation based in Bahrain and fully supported by ABB worldwide. Projects included: Ras Al-Khaima Cement (Modernization of DCS, with hot changeover of components). Al-Khalij Sugar Refinery-Jebel Ali (DCS & several PLC packages & hot-changeover upgrades).



Nov. 93 - Aug. 94: PETROTECH INC., NEW ORLEANS, USA.
Position Held: Middle East Regional Applications Engineer

Principal Duties: Based in Abu Dhabi to develop, coordinate and give local technical support to Petrotech's projects in UAE, Saudi Arabia, Oman, Bahrain, Qatar, Syria and Jordan. Petrotech is an American control systems company, active in integrating PLC and relay control & safety systems, well head control systems (hydraulic, pneumatic, electrohydraulic), & turbomachinery controls (turbine fuel regulation & compressor anti-surge controls.)



Nov. 89 - Oct. 93: AL BAWARDI CO., Abu Dhabi, UAE.
Position Held: Manager, Control & Instrumentation Dept.

Principal Duties: Started as a technical support engineer then promoted to section manager responsible for projects development & technical support of 14 represented companies. Work involved promoting and applying the products and technologies of the international companies in UAE, and coordinating projects and activities of the companies in the UAE industrial market. Represented companies included TEXAS INSTRUMENTS (SCADA, DCS), GE-FANUC (PLC), SILVERTECH (PLC s/w developments/ system integration, fire & gas, ESD), BRUEL & KJAER (Vibration, Gas, & Acoustics monitoring), SONOMATIC (corrosion monitoring), PETROTECH, and others.



PERSONAL DATA:

- Date of birth: 26.05.1961 / Married + three children
- Nationality: Jordanian / Languages: Arabic & English
- Kids: May (1997), Wael (2001), Osama (2003)
- Certified in crisis Intervention & Suicidology**
Mental Health Association, New Orleans, USA.
- Served as a volunteer counsellor with New Orleans
United Way – Crisis Line in 1988-1989
- Member of “Emirates Autism Center”
Parents Advisory Committee - 2014

- Committee Member of ISA (Instrument Society of America) Abu Dhabi Branch - 1993

- Member of ZADCO Photography Club

- Conducted several successful training sessions, in Arabic & English on various subjects, including:**

- Project Management Skills / Employee Engagement
- Coaching & Mentoring / Presentation Skills
- Control & Instrumentation / Safety Systems
- Coaching and Mentoring / Change Management
- Team Building / Innovation at Work
- Motivating Young Recruits / Assertiveness at Work

- During university studies, I served as:

- President of UNO International Student Organization “ISO”
- President of “SEESAA” – Society of Electrical Engineering Students for Academic Advancement
- Vice-President of Engineering College Student Body
- UNO Campus Ambassador for UNICEF
- Student Manager of University Center Recreation Center
- Captain of UNO ISO soccer team

**The Home Team**