

## KHALIL ALOBAIDAT MASME MCMI

### CEO – EXPRO International Consulting and Development WLL

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#### A. Qualification and Membership of Institutions

- ✚ Graduate in Engineering U.K.
- ✚ Member of the American Society of Mechanical Engineers.
- ✚ Member of the Bahrain Society of Engineers.
- ✚ Member of the UK Institute of Management.
- ✚ Member of the Bahrain Management Society.
- ✚ Founding member of the Bahrain Strategic Management Society
- ✚ Other Professional Training and Executive Development including Executive Programme with Harvard Business School, American Management Association New York, Cornell University New York, University of Michigan, USA, Oxford and Cambridge Universities U.K. and Caltex NYK Executive Development Program.
- ✚ Other professional project and practical experience included assignment at various international offices such as Caltex New York, Texaco Houston Texas, Chevron San Francisco, Caltex London, Caltex Refinery Sydney Australia, UHDE Engineering Germany, ENI Group and Snamprogetti Italy, and ICI U.K.
- ✚ Attended Various Multi National, Global and Local Conferences and presented various papers
- ✚ Attended GCC Commercial Arbitration Annual Conference on Arbitration in Oil and International Agreements and Contracts (Aug. 26-28, 2014).
- ✚ Currently Attending GCC Commercial Arbitration Center ABITRATORS' QUALIFICATION AND DEVELOPMENT PROGRAMME for the period (Oct. – Dec. 2014).

#### B. Professional Experience (Engineering, Technical Human Resources and General Management)

- **COMPANY:** **BAPCO ( BAHRAIN PETROLEUM COMPANY) – 1974-1981**  
**POSITION:** *Professional Engineer / Technical Marketing Executive / Human Resources Manager*  
**DEPARTMENT:** Engineering Division/ Marketing Division/Human Resource Department  
**Roles & Responsibilities:** In addition to Engineering and Marketing functions, Responsible for administration of 5000 multinational employees including training activities as per senior executive development programs and Administering 19 different payrolls.
- **COMPANY:** **BAPCO**  
**POSITION:** *Manager*  
**DEPARTMENT:** GENERAL SERVICES  
**Roles & Responsibilities:** Responsible for running Awali Town activities which includes the total residential physical and recreation Assets and responsible for the management of nearly 1000 employees.
- **COMPANY:** **GPIC ( GULF PETROCHEMICAL INDUSTRIES CO. (B.S.C.) 1982-1998**  
**POSITION:** *Deputy Project Manager*  
**Roles & Responsibilities:** (At the request of the H.E. the Minister of Oil and Industry transferred to GPIC to participate in the creation and development as part of Government Diversification program).Key member of Executives and Board members team, responsible for the implementation of \$ 500 million investment grassroot Petrochemical complex in the Kingdom of Bahrain and Project

Representation in Italy, Germany for coordinating obtaining Technology License ,basic and detailed Engineering and Construction of the complex design and procurement of major equipment for GPIC Complex.

- **COMPANY:** **GPIC**  
**POSITION:** *General Manager Finance and Administration*  
**Roles & Responsibilities:** This function followed the Construction Plan of GPIC includes the overall planning, recruitment, training and development of the entire workforce which includes Administering financial loans, Rescheduling and Finalizing agreement of such loans to the Board.
- **COMPANY:** **GPIC**  
**POSITION:** *General Manager Technical Affairs*  
**Roles & Responsibilities:** This function responsible for the overall technical affairs of GPIC including the Commissioning Phase of the Complex and operation of the complex engineering and management development, Fire and Safety, major downstream project development and execution, material procurement, plant complex operations and maintenance, engineering graduate training and development.
- **COMPANY:** **GPIC**  
**POSITION:** *Chairman of Training and Development Committee*  
**Roles & Responsibilities:** Responsible for the selection and development of GPIC graduate and senior staff.
- **COMPANY:** **GPIC**  
**POSITION:** *Chairman of ISO 9000 (Quality Certification Committee)*  
**Roles & Responsibilities:** Instrumental in implementing and obtaining ISO Certification for GPIC organization & follow up of compliance of such Certification.
- **COMPANY:** **GPIC**  
**POSITION:** *Chairman of ISO 14000 (Environment Certification)*  
**Roles & Responsibilities:** Initiated and managed ISO 140000 process implementation.
- **NOTE:** *During my Employment with GPIC. I had attended all Board & AGM meetings and prepared all relevant reports and resolutions for such meetings.*
- **COMPANY:** **BKIC ( Bahrain Kuwait Insurance) 1998-2001**  
**POSITION:** *Assistant General Manager Marketing and Secretary to the Board of Directors*  
**Roles & Responsibilities:** Responsible for the overall function of Marketing strategy development and implementation of BKIC and Board of Directors and shareholders matters. The function included introduction of new insurance products
- **COMPANY:** **EY (Ernst & Young) 2001-2014**  
**POSITION:** *Chief Executive Project 4000*  
**Roles & Responsibilities:** Managed and executed on behalf of Ernst & Young in conjunction with the Ministry of Labor and Social Affairs the employment and training of 4000 nationals in the private sector.
- **COMPANY:** **Ernst & Young**  
**POSITION:** *Director- Business Development*  
**Roles & Responsibilities:** Responsible for special projects and various Consultancy Services, Marketing, Client Relations, Promotion, PR activities, Key Management Team Work of various Custodianships, Key Member of

Management of Banking Liquidation Project. Also responsible for Legal and Administrative matters related to EY Bahrain and related companies in Ensuring Compliance with Commercial, Labor Laws and Tracking Economic, Political, Commercial, Social, Financial and Banking Development and reporting to Partners/ Executive Management on political impact performance improvement for Ernst & Young Business. Key Team member of various strategic proposals for EY Bahrain, Kuwait, Saudi Arabia and UAE to Governments and Private Sectors.

### C. ACHIEVEMENTS

- ✚ Over **35 years** of experience in **Leadership and Senior Management at BAPCO, GPIC and BKIC and ERNST & YOUNG.**
- ✚ Held various assignments in Caltex – New York, Chevron – San Francisco, Texaco – Houston, Uhde – Germany, Eni and Snamprogetti – Italy and ICI – UK and TOYO Japan
- ✚ Held **Senior Management positions in Engineering, Marketing, HR and General Services in BAPCO.**
- ✚ Was the **Deputy Project Manager** for a \$ 500 million grass root GPIC Petrochemical Complex
- ✚ Involved in the **Design and Implementation of the Project** from inception to successful commissioning operations, including manpower recruitment and training.
- ✚ **GM – Finance & Administration in GPIC** and was involved in the project funding including loans of US\$ 300 million and administering the rescheduling of such loans.
- ✚ **GM – Technical Affairs in GPIC**, including company expansion plans of US\$ 180 million. Urea Plants.
- ✚ **Chairman of Organizational Development and Graduate Training in GPIC.**
- ✚ **Asst. GM – Marketing in Bahrain Kuwait Insurance Company (BKIC).**
- ✚ **Extensive Contribution to Human Capital Development, Mentoring and Coaching during my tenure with BAPCO, GPIC, and ERNST & YOUNG.**
- ✚ **Extensive experience in Global and Local Consulting work with ERNST & YOUNG.**

### D. SKILLS

- ✚ Results driven mindset.
- ✚ Good negotiation skills both in selling and procurement as well as closing off deals of proposals and skills in completion and closing of projects.
- ✚ Met challenges of designing/constructing and operating grass root complexes.
- ✚ Has an international and multi-cultural perspective.
- ✚ Skilful in developing strategic relationship with high networks in private sector, Government sector and Financial Institutions, e.g. very well known to Heads of Bahrain Chamber of Commerce & Industry, Board and Executives, the Bahrain Private Sector.
- ✚ Marketing skills – designed and supervised the sales agreement of oil/gas products as well as petrochemicals
- ✚ Developed proposals for Human Capital Development huge project related to MGRP, Kuwait and Emiritisation Project
- ✚ Contributed to presentation for Ministry of Labour, Saudi Arabia and Oman
- ✚ Well known to both Government and Private Sector community in Bahrain and has strong contacts with high level members of Government and Private Sector. Have excellent contacts in GCC countries.
- ✚ Currently Founder and CEO of EXPRO International Consulting and Development WLL. This is a newly formed corporation involved in various Business Consulting Management activities. Activities include services for conducting economic, marketing & strategic studies and International and Local property development attracting investors to Bahrain.
- ✚ International Arbitration Expert.

### ***E. Experience***

- ❖ **Chief Executive for the Project 4000** representing Ernst and Young Bahrain for the placement and training of 4,000 Bahrainis in the Private Sector on behalf of Ministry of Labour and Social Affairs
- ❖ **Provided Consultancy Services** and expert advice across a variety of areas and projects in different sectors
- ❖ **Key Team Member of consulting activity carried out for the Economic Development Board, Bahrain** including Organisation Structure Development and Executive Search, Labour Regulatory Authority (LMRA) and the Labour Fund (Tamkeen).
- ❖ **Key Team Member for executing Project 1300** for the placement and training of Bahraini Graduates in the Private Sector on behalf of Tamkeen.
- ❖ **Key Team Member for the development of Strategic Action Plan for Manpower Restructuring Programme (MGRP) in Kuwait.**
- ❖ **Key Team Member in multi-custodian projects.**
- ❖ **Key Team Member of liquidation of a Bahrain Bank**

### **F . General Membership and Social Contribution**

- **Past member of various government and private sector committees including membership of the Board Bahrain Training Institute.**
- **Past Vice Chairman of the Bahrain Chamber of Commerce and Industry Industrial Committee.**
- **Past Member of the Board of Directors of the Bahrain Society of Engineers.**
- **Familiar with the Kingdom of Bahrain and GCC countries laws and regulations.**
- **Participated in and presented papers in various Management, Technical and Human Resources Development international and local conferences.**
- **Member of various charitable and community service societies.**