

CURRICULUM VITAE

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Marital status: Married, 2 children
Citizenship: Russia
Place of residence: Russia, Ukraine
Spoken languages: Russian (native), English (fluent)

Summary

Quality, health, safety and environment executive with vast background in QHSE – 18 years, total work experience of 30 years, 14 years in Oil & Gas, 7 years in Mining & Metals, career progression from a Mechanic and first-line Supervisor to a senior Executive and a Board member in a vertically integrated group of metallurgical and mining companies with 130K personnel, 17 work sites and around 860 HSE experts under functional leadership.

Extensive experience in adapting proven world-class QHSE systems and practices to local conditions of ex-USSR countries, taking into consideration the local culture, legislation and managerial practices. Good knowledge of behavior-based safety methodologies as well as process safety management (PSM) systems and tools. Experience of building efficient and sustainable corporate QHSE managements systems certified to respective ISO and OHSAS standards. Experience of working for leading global companies (such as Conoco, DuPont, BP, Shell), building and managing multi-national teams. Participation in implementation of *Lean* and *Six Sigma* projects. Good understanding of '*Technical Limit*' and '*Drilling on Paper*' methodologies. Member of project management teams for capital investment projects of \$US 11 Bln. Vast background in maintaining working relationship with NGOs, governmental authorities, community representatives and other stakeholders.

Strategic thinker and goal-oriented practitioner. Hands-on experience at the site level, as well as Board-room. Seasoned professional in providing training and coaching at different levels within organizations: from CxO level to first-line Supervisors. Native Russian, fluent English. Active member of Rotary International (since 2013), Society of Petroleum Engineers (since 2003), WSA HSE Committee and British Safety Council.

Work Experience:

July 2014 – Present

Director, Safety Technologies, Russia

Leading a team of seasoned HSE experts with background of implementing world best practices in the ex-USSR realities. Providing health, safety & environmental consulting, training, skills development and coaching in the HSE area with emphasis on Organizational Resilience and Business Continuity. Assisting client companies with integration of QHSE elements within overall enterprise management system. Focusing on cultural aspects of QHSE management at the same time providing adequate competent advice in the area of Process Safety Management (PSM). Participating in site audits and inspections, incident investigations and root-cause analysis, risk assessment, due diligence, emergency response drills, management training.

October 2012 – Present

Director, Center for Mining Safety, Ukraine

Managing HSE consulting practice in Ukraine and Russia, leading team of consultants with extensive experience of applying XXI century management technologies in local conditions. Working at the CxO level and top management, assessing safety culture and management systems, developing improvement strategy, providing implementation assistance, personal coaching to executives, hands-on training to the management team and supervisors. Participating in incidents investigations, root cause analysis and risk assessment processes (HAZID, ENVID, HAZOP methodologies). Providing assistance in development of relevant strategies, execution plans and standards. Upgrading existing HSE management systems to new levels in terms of efficiency and sustainability, helping companies to obtain relevant certification (ISO 9001, 14001, OHSAS 18001). List of client companies available upon request.

May 2008 – December 2011

Corporate Director, HSE, METINVEST Holding, Ukraine

Setting up Corporate HSE Department for a vertically integrated metallurgical holding (coal and iron ore mines, steelworks, rolling mills, distribution network) with 130 000 employees and with 17 sites in Ukraine, Russia, UK, US, Italy and Bulgaria (www.metinvestholding.com). Performing initial assessment, identifying gaps and areas for improvement. Developing corporate HSE Strategy and implementation plans. Implementing corporate HSE Integrated Management System, developing HSE Policy, standards and guidelines. Compiling register of environmental issues, developing mitigation plans, assessing investment requirements. Managing energy efficiency improvement and emissions reduction projects. Launching massive HSE and leadership training program for several thousands of line managers and supervisors. Ensuring full HSE compliance on new capital projects throughout each stage and embedding “time-proof” solutions to guarantee future compliance with EU legislation. Interfacing with senior governmental officials and international financial institutions. Leading REACH compliance program. Providing functional guidance to over 860 HSE personnel at the plants. In October 2011 METINVEST received *Health & Safety Excellence Recognition* awarded by *World Steel Association*, being the first and only company within ex-USSR territory to ever receive this award.

October 2007 – April 2008

HSE Director, Gas Business Unit, TNK-BP, Russia

Analyzing current and future HSE needs of Gas Business Unit, developing HSE improvement strategy and HSE plans with key milestones, deliverables, timeline and responsible parties.

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Identifying requirements for HSE policies, standards and procedures, and ensuring their timely development and implementation. Assessing required organizational capabilities for Gas BU, facilitating recruitment of competent HSE personnel. Evaluating Gas BU HSE training and coaching needs, designing overall HSE Training Program. Providing coaching to Gas BU Leadership and Management Teams on HSE issues. Assisting in integration of HSE standards in all business aspects. Providing functional guidance to regional HSE teams. Facilitating unobstructed information exchange between the head-office and regional organizations. Interacting with various stakeholders on HSE aspects.

July 2005 – October 2007

HSSE Manager for Kovykta Project, acting HSE Director,
TNK-BP, Russia, (East Siberia)

Setting up HSSE Department for Kovykta gas-condensate project (Eastern Siberia, \$US1,4 billion investment). Design and implementation of HSSE management systems in accordance with international best practices and local legislation. Recruitment and management of expatriate and national personnel. Development of HSE Strategy, business processes and structures. Contractor assessment and selection, contract negotiation. Cost estimation and budgeting. Contractor management, audits, incident investigation. Community engagement planning, interfacing with NGO's, mass media, authorities, participation in public consultations for JOI and TEOC. Consulting project executives and line managers on HSSE issues. Organizing and participating in FEEDs, HAZIDs, ENVIDs. Setting up HSE performance monitoring system, regular reporting to the project stakeholders.

November 2004 – July 2005:

HSE Advisor

Client companies: Galp Energia, Sakhalin Energy Investment Company, TNK-BP.

October 2002 – November 2004:

Operations Manager - CIS, DuPont Safety Resources.

Managing a team of Project Managers and Consultants, supervising major client's HSE improvement projects (primarily in oil and gas industry). Conducting evaluations of the clients' HSE management systems, designing improvement plans, getting management buy-in and alignment of the organization. Providing regular hands-on coaching to the senior management, ensuring that HSE aspects are given adequate priority and handled promptly. Monitoring the overall implementation process, providing quality assurance of the client projects. Managing operational aspects of the HSE consulting practice within former Soviet Union countries. Establishing and implementing internal business processes, enforcing compliance. Developing business practice. Ensuring the efficiency and profitability of the ongoing projects. Identifying staffing needs, interviewing candidates for Consultant and Project Manager positions, recruiting, designing development plans, conducting formal performance evaluations and providing day-to-day mentoring.

July 2000 – October 2002:

Project Manager, DuPont Safety Resources

Managing client companies' safety improvement projects across variety of industries (primarily oil&gas companies) throughout different stages: from the initial engagement, assessment, action planning, implementation, progress evaluation. Conducting safety management workshops for

different target groups within the client companies, from senior executives to line supervisors, on the following subjects: Management Systems, Change Management, Incident Investigation, Behavioral Audits, Contractor Safety, Risk Assessment, Emergency Preparedness and Response, etc.

October 1998 – July 2000:

Consultant, DuPont Safety Resources (part-time)

Providing safety consulting to various client companies within former USSR. Participating in safety management evaluation and improvement projects. Delivering seminars on various aspects of safety management.

March 1995 – June 2000:

Materials & Logistics Team Leader,
Polar Lights Company, JV (Conoco, oil E&P).

Managing materials & logistics operations of the Ardalin oil field in the Russian Arctic, including construction, drilling and production facilities. Ensuring safe and efficient transportation of materials and personnel. Closely cooperating with drilling and production teams, identifying needs for new equipment and maintaining spare parts inventory. Working as a member for the Site Maintenance Team. Establishing and managing materials and services supply chain in challenging conditions: remote areas with limited infrastructure, extreme temperatures, sensitive environment, extensive helicopter operations and limited contractors' availability. Coordinating a team of procurement, transportation and warehousing personnel. Optimizing inventory turnover and shortening supply cycle. Initially setting up and managing materials control system, writing procedures, recruiting and training personnel. Implementing and administering integrated inventory control IT system. Supervising a fleet of heavy trucks, lifting equipment and a helicopter crew.

November 1987 – November 1989

Drill Sergeant,
Military service at Soviet Army (USSR)