

## Dr. Subbiah Narayanasamy, M.Sc., Ph.D (Environmental Science)

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### CAREER OBJECTIVE

Seeking Senior Leadership assignment in QHSE/ HSE Management to use my proven skills of managing, planning and organizing, acquired through diverse work experience and delivering optimal results in multi-cultural and fast paced PMC environments, Clients and Contractors.

### EXECUTIVE SUMMARY

Professional, self-driven, disciplined, highly organized **Regional HSE Head** with 24+ years of progressively senior HSE experience with Project Management Consultancy firms and +30 years of combined experience and knowledge in **Engineering & Construction, Cement, Energy, Marine works, Bridge, Infra, Roads, Barge, dredging, break water, quay wall construction, etc. in Saudi Arabia, Qatar, Kuwait, Oman, UAE, Libya, UK, Denmark and India including the following.**

- ✓ Inspection, Audit at workplace as per the International Quality Standards (ISO 9001, ISO 14001, OSHAS 18001, ISO 45001 and IMS).
- ✓ Coordinating with the ministry officials for HSE and Environmental compliance Audit and Inspection at the workplace and welfare facilities for workers.
- ✓ Environmental monitoring, inspection, EIA, EMP, EMS & Audit as per ISO 14001.
- ✓ Manage activities of safety, occupational hygiene, environmental, security & fire functionaries as per benchmark.
- ✓ Incident / Accident investigation & Root Cause Analysis.
- ✓ Site Inspections, HSE Audits and Investigations & rectification of irregularities and ensure follow-up.
- ✓ Risk Assessment, Risk Analysis & Mitigation Plans.
- ✓ Regular field inspections to ensure permit to Work System (PTW), Regulatory & Safety Compliance.
- ✓ HAZID, Risk & Hazard Assessments – HAZOP, COSHH, JSA.
- ✓ Certifications & Safety Awareness Training.

### • MAJOR PROJECTS;

- NEOM and AMAALA Projects in Saudi Arabia. Infosys Projects across Bangalore, India, KEF Infra Projects across Kerala and Tamil Nadu, Schools, Hospital and College projects in Tamil Nadu and Kerala, India.
- Doha Convention Centre, Qatar
- Wafi City Mall Expansion Project, Dubai
- The Wave Muscat, Real Estate Projects, Oman
- Chennai Metro Project, India
- JBR Project in UAE
- Health & Wealth Centre Construction Project, Qatar
- Abraj Towers, Infra Projects, The pearl Qatar, Qatar.
- Sabratha City Projects, Tripoli, Libya
- SBR Project, Indian Oil Corporation, India

### PROFESSIONAL HSE TRAINING & CERTIFICATION

- NEBOSH Training/Trainer, UK
- IOSH Managing Safely, U.K. CMIOSH
- One-year Extensive HSE Training (Health, Safety and Environment Training)
- Scaffolding Appreciation
- First Aid and Emergency Training in Muscat
- Excellent knowledge of ISO 9001, ISO 14001, OSHAS 18001, ISO 45001
- Others:  
Good computer skills (MS-Office), Oracle, etc.
- D.I S. Diploma in Industrial Safety (DIS)
- OSHA Training
- Accident Investigation and reports
- Excavation Safety Training

## EDUCATION

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| ➤ B.Sc. Chemistry             | Madurai Kamaraj University, India |
| ➤ M.Sc. Chemistry             | Annamalai University, India       |
| ➤ Ph.D. Environmental Science | Anna University, India            |

## ACCOMPLISHMENTS & CONTRIBUTIONS

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- ✚ Launched task specific follow-up meetings; introduced proper hazard/risk assessments, improved inspections; ensured effective implementation of HSE management system, HSE control and administered training for managerial personnel.
- ✚ Raised safety standards significantly through multiple new initiatives which subsequently reduced LTIs in major projects.
- ✚ Recognized by peers as a Leader in Safety and received superior performance ratings for 'The Wave Muscat' project based on effective implementation of HSE Management System as per Local Regulatory Bodies.
- ✚ At Wave Muscat, designed and developed a new HSE Management System; based on local and international regulations, it was rolled out company-wide which led to continuous improvement through project planning, organization and execution.
- ✚ Zero LTI (Lost Time Injury) for 23.5 million man-hours worked at The Wave Muscat Project with over 5000 employees.

## KEY FUNCTIONS / RESPONSIBILITIES

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Plan, execute and direct the HSE Management System for **Engineering & Construction, Road, High rise Buildings, Infrastructure projects, structural steel, earthworks, and transmission, commercial and industrial projects in Saudi Arabia, Qatar, Kuwait, Libya, Oman, UAE and India.**

Inspection, Audit at workplace as per the International Quality Standards (ISO 9001, ISO 14001, OSHAS 18001, ISO-45001).

- HSE & ESG (Environmental, Social, Sustainability Governance) Compliance Audit and Inspection, developing the procedures and control measures for non-compliances.
- Climate Change, Weather Condition impact on business activities and mitigation measures.
- Interacting with the Employees, HR, Suppliers, Customers, public and Investors for any ESG issues and mitigation.
- Meeting with the public for any grievances arising out of our business activities and mitigation measures as part of CSR (Corporate Social Responsibility) policy.
- Oversee, implementing and control ESG and HSE procedures, policies, plans, and programs.

Direct and coordinate strategic planning, organization and execution of the HSE Management System including resource allocation, client relations, risk mitigation strategies, Safety audits, regulatory compliance, incident investigations, governmental representation, external committee involvement, reporting, forecasting, subcontractors & staff training.

## STAFFING & RESOURCE ALLOCATION

- Recruit, interview, select, hire, schedule and allocate safety projects to HSE personnel.
- Plan, organize, allocate resources and execute pre-construction safety programs (e.g, risk assessments, project hazard assessments, project specific site safety plans& training).
- Organize and coordinate training, employee orientations, audits, inspections and environmental assessments and risk mitigation strategies.

## COMMUNICATIONS AND CLIENT & SUBCONTRACTOR RELATIONS

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- Communicate and liaise with clients on HSE issues including pre-qualification requirements, site safety plans, non-conformance items, incident investigations, pre-job meetings, close-out meetings and non-prime contractor concerns.
- Consult with representatives from Regulatory authorities and external clients on a wide range of safety compliance and regulatory issues.

### **SAFETY TRAINING, INVESTIGATIONS, AUDITS & PERMITS**

- Carry out comprehensive HSE audits and inspections as per the Quality Standards, ISO 9001, ISO 14001, OSHAS 18001, ISO 45001 and as per the local government guidelines.
- Training the staff and employees on HSE as per the codes and practices.
- Ensure proper permits are in place prior to and during projects (i.e. Confined Space, Lock-out/Tag-out, Hot Work, environmental permit, excavation permit, etc.).

### **COMMITTEE & SENIOR MANAGEMENT REPRESENTATION**

- Co-chair monthly meetings with VP, PMs and Construction Managers from Operations, Commercial, Civil and Major Infrastructure groups; Risk Mitigation Strategies, HSE Management System, compliance inspections, etc.
- Chair weekly and monthly meetings with all members of the HSE Team to review site issues, upcoming HSE initiatives, training programs and areas of risk.

### **REPORTING**

- Create and distribute monthly, quarterly and annual reports to Senior Management (e.g. Safety Statistics, KPIs, Near Misses, Inspections and Audit Reports etc.).

### **PROFESSIONAL EXPERIENCE**

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#### **Surbana Jurong International, Saudi Arabia and Qatar** **HSE Head**

**November 2020 to March 2025**

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- NEOM and AMAALA Projects, Saudi Arabia

Managing the Project HSE Management, Implementation, overseeing the construction activities and ensuring the HSE Compliance in accordance with the International and Saudi government Health, Safety guidelines and policy of accident / incident free workplace.

Developing, Writing QHSE Policies, Procedures, HSE MS, Reviewing and Approving projects HSE plan and ensured proper utilization of resources and carried out audits as per the International Quality Standards (ISO 9001, ISO 14001, ISO 45001, OSHAS 18001) and government's guidelines, Lead and deliver training programs and seminars on Safety, Documentation, Mock-up Drill, Emergency preparedness, accident investigation, etc.

- Reviewing and Approving Contractors HSE Plan for projects and ensuring their HSE Performance according to the standards.
- Developing, implementing, managing and reviewing the QHSE Management Plan in line with projects goals and objectives and conducting the inspection and audit for compliance.
- Coordinating with contractors for the effective implementation of QHSE Policy and procedures through regular meetings, combined site inspection and Audit with the contractors, clients and consultants for the NCR and improvement.
- Oversee and control safety procedures, policies, plans, and programs pertaining to PPE, Confined Space, Fall Arrest, Height works, Excavation, Spill Containment, etc.
- Managing QHSE programs, site HSE inspections, audits, safety controls, etc.
- Maintain and apply the entire QHSE management system including standards, JSA, SOPs and development. Co-coordinating and conducting HSE training, preparing and approving training materials, etc.

- Follow up with Permit to work system (PTW), Gas monitoring, Safety Training to managers and staff.
- Total QHSE Management across all the projects and construction Risk Management, JSA, SOP, HSE Training to the Staffs (Site Engineers, Managers, Foremen and workers)
- Managing QHSE programs, site inspections, audits, safety controls, Environmental Management (Waste Management, Dust control at workplace, Air and water Pollution arising out of construction activities, etc.)
- ESG (Environmental, Social, Sustainability Governance) Compliance Audit and Inspection, developing the procedures and control measures for non-compliances.
- Climate Change, Weather Condition impact on business activities and mitigation measures.
- Interacting with the Employees, HR, Suppliers, Customers, public and Investors for any ESG issues and mitigation.
- Meeting with the public for any grievances arising out of our business activities and mitigation measures as part of CSR (Corporate Social Responsibility) policy.
- **Oversee, implementing and control ESG and HSE procedures, policies, plans, and programs.**

Developing, Reviewing and Approving Contractors project HSE plan and ensured proper utilization of resources and carried out audits as per the International Quality Standards (ISO 9001, ISO 14001, OSHAS 18001, ISO-45001) and government's guidelines.

#### **QDC, Qatar HSE Head**

**September 2016 to Oct-2020**

- Projects: Sabratha City projects, Libya and Pearl Qatar Projects in Qatar.
- NEOM and AMAALA Projects, Saudi Arabia
- Lusail city development, Pearl Qatar (High rise buildings, shopping malls, Metro construction projects, Infra, Roads, Bridges, etc.) in Qatar

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- ESG (Environmental, Social, Sustainability Governance) Compliance Audit and Inspection, developing the procedures and control measures for non-compliances.
- Climate Change, Weather Condition impact on business activities and mitigation measures.
- Interacting with the Employees, HR, Suppliers, Customers, public and Investors for any ESG issues and mitigation.
- Meeting with the public for any grievances arising out of our business activities and mitigation measures as part of CSR (Corporate Social Responsibility) policy.
- **Oversee, implementing and control ESG and HSE procedures, policies, plans, and programs.**

Developing, Reviewing and Approving Contractors project HSE plan and ensured proper utilization of resources and carried out audits as per the International Quality Standards (ISO 9001, ISO 14001, OSHAS 18001, ISO-45001) and government's guidelines.

### **KEF Infra India Ltd, Bangaluru, India**

#### **HSE Head**

**June 2011 to August 2016**

- Projects: Construction of High-rise office buildings for Infosys, Accenture, HCL, Embassy projects, Marathahalli, Bangaluru
- Residential buildings in Electronic City, Majestic, Jaya Nagar, Bangaluru.
- Hospital and residential projects in Mysore.
- Schools, Medical college construction Projects in Krishnagiri and Coimbatore in Tamil Nadu
- Hospital and residential construction projects in Cochin, Calicut, in Kerala and Andhra Pradesh
- Schools and Hospital construction projects in Mangalore, Karnataka.

Managed HSEMS, Procedures, monitoring Contractors HSE compliance as per contract, developing & executing action plan for implementing HSE program, providing advice on HSE technical issues to project team & reviewing documents impacting upto 6000 employees.

- Reviewing and Approving Contractors HSE Plan for projects and ensuring their HSE Performance according to the standards (OSHAS 18001, ISO 14001, and Indian standards BOCW act.
- Monitored the effectiveness of the HSE management processes – weekly, monthly and yearly Safety reports / statistics.
- Regular HSE Meeting with Project team, employees and workers
- Developed procedures for implementing the site HSE Plan and managed the program.
- Conducted HSE Awareness training for all site personnel and regular field inspections of construction activities to ensure compliance with contract, existing permits and other applicable environmental regulations.
- Maintain and apply the entire HSE management system including standards, JSA, SOPs and development. Co-coordinating and conducting Environmental and HSE training, preparing and approving training materials, etc.
- Follow up with Permit to work system (PTW), Gas monitoring, Air and Water pollution, Waste Management, ESG, HSE and Environmental awareness Training to managers and staff.

## **The Wave, Muscat, Oman, City Expansion Project** **Head HSE**

**May 2008 to May 2011**

Managed over 6500 employees on the safety programs, monitoring Contractors HSE compliance as per contract, monitoring and reporting HSE performance of operation, developing and executing action plan for implementing HSE program, providing advice on HSE technical issues to project team.

- Developed project specific standard operating procedures to ensure all HSE aspects are covered - Working as an interface with other project site discipline managers to convey and reinforce HSE requirements and reviewing method statements issued by site discipline areas, if necessary.
- Inspection, Audit at workplace as per the International (ISO 9001, ISO 14001, OSHAS 18001) and Oman government's guidelines, Health and Safety authorities and Ministry of Environment and liaison with government authorities.
- Chair weekly / monthly meetings with all members of the HSE Team, Contractors, consultants and project team to review site issues, upcoming HSE initiatives, training programs and areas of risk.

**Project:**The Wave Muscat, Oman

(Client: The Wave Muscat || Consultants: Turner, Atkins, Parsons, Majan Engineering)  
The Wave projects consists of residential Villas, Shopping Complexes, Marine works, Sea break water quay Wall, Golf Course, Five Star Hotels and recreation facilities).

## **Turner Construction International LLC, Muscat, Sultanate of Oman (PMC)**

**Regional HSE Head (The Wave, Muscat Project, DCC, Doha) May 2006 to March 2008**

Managed +5000 employees for the safety programs, monitoring Contractors HSE compliance as per contract, monitoring and reporting HSE performance of operation, developing and executing action plan for implementing HSE program, providing advice on HSE technical issues to project team and reviewing documents.

Inspection, Audit at workplace as per the International (ISO 9001, ISO 14001, OSHAS 18001, ISO-17025) and Oman government's guidelines, Health and Safety authorities and Ministry of Environment and liaison with government authorities.

Training the staff and Employees, Reviewing the contractors Safety performances through regular site visit, inspection, audit and meeting.

## **Voltas Ltd (International Operations), Dubai, UAE**

**Project HSE Manager**

**January 2005 to March 2006**

Managed +2000 employees for the safety programs, monitoring Contractors HSE compliance as per contract, monitoring and reporting HSE performance of operation, developing and executing action plan for implementing HSE program, providing advice on HSE technical issues to project team and reviewing documents.

- **Major Achievement:** Zero LTI (Lost Time Injury) for 13.5 million man-hours worked.

**Projects:**• Wafi Hotel & Mall Expansion Project • Burj Tower Project  
• Jumeirah Beach Resort • Mall of Emirates (MOE)

(Client(s): MKM, Dubai and Khansaheb Civil Engineering | | Consultants: Arif & Bintoak and Hyder

**Oman Steel Company for Oman LNG**  
**Corporate HSE Manager**

**December 2002 to December 2004**

Responsible for all the principal HSE tasks including training, planning, program development, auditing, JSA (Job Safety Analysis), risk assessment etc. and assisting Line Management and Supervision of all aspects of operations in relation to HSE matters

- **Major Achievement:** Zero LTI (Lost Time Injury) for 9.0 million man-hours worked.

**Projects:**

- “Fahud-Lekhwair 132 KV OHL (EPC)” cable laying Project (Petroleum Development Oman Contract).
- “Engineering, Procurement, design and construction(EPC) of Solvent flush water tank for Oman LNG Company (**Oman Liquefied Natural Gas Plant**), Qalhat, Oman.
- Construction of “Storage Tank” for Oman Polypropylene projects.

**Scope of work:** (Civil, Mechanical, Electrical, Instrumentation, commissioning and maintenance. Engineering, Procurement, design and Construction (EPC).

**Kuwait Oil Company, Kuwait Drilling Company (KDC), Kuwait (Onshore)**  
**HSE Engineer**

**August 1999 to November 2002**

Conducted regular field HSE inspection at the site – Regular safety inspection at the onshore rigs / assisting the rig manager and other team members on all Safety issues – Implementing STOP program in the rig - Identifying and communicating sound practices within and across all areas of the Project to ensure a level of consistency in HSE approach and performance.

**Projects:**

- Sea water injection project, A joint venture with Kuwait Oil Company (KOC) and Kuwait institute for scientific research (KISR) in North and South Kuwait)
- Onshore drilling in North and south Kuwait with Kuwait drilling company (KDC).

**Client:** Kuwait Oil Company (KOC)

**Consultant:** Petroleum Technology Division (PTD), Kuwait Institute for Scientific Research (KISR).

**Nuclear Power Corp Ltd., India**  
**Safety Engineer**

**October 1996 to July 1999**

Engaged in all the principal HSE tasks including training, planning, program development, auditing, risk assessment etc.

Investigating incidents and accidents as required, and formulate reports/ recommendations – Initiating notices of Safety NCR (Non Compliances Report) and follow up to ensure corrective actions, as approved by the HSE Manager – Conducting regular safety inspection, training and reporting.

**PROFESSIONAL MEMBERSHIP**

- ❖ NEBOSH & IOSH Managing Safely (UK) and Life Member of Indian Safety Council
- ❖ Member of Safety Engineers Association (SEA), India
- ❖ Lead Auditor – IMS (ISO 14001, OSHAS 18001)
- ❖ Indian Association for Radiation Protection (IARP)
- ❖ Indian Society for Radiation Protection (ISRP)