

KADHEM SALAMN ALFAHEED

HSE Manager | Incident Reduction | Safety Training | Compliance Excellence

+966-54-868-2030 @ kadhem.alfaheed@gmail.com <https://www.linkedin.com/in/kadhem-alfaheed/> Dammam, Saudi Arabia

SUMMARY

HSE professional with over 13 years of experience in occupational safety and health management and compliance, expert in incident reduction and safety training programs and initiatives. Key achievements include a 30% reduction in safety incidents within one year and improving QHSE KPI satisfaction by 20% within a year. A position as Project HSE Manager at your company is being sought, bringing my expertise in health and safety operations and compliance to support your mission of promoting a positive and proactive health and safety culture across all business levels.

KEY ACHIEVEMENTS



Enhanced QHSE Satisfaction

Improved QHSE KPI satisfaction by 20% within a year.



Reduced Incidents Significantly

Implemented training sessions reducing incidents by 30%.



Incident Reduction Success

Reduced safety incidents by 30% in one year through compliance and culture initiatives.



Successful Safety Training

Trained over 100 personnel, increasing safety awareness and compliance by 40%.



Conducted Safety Audits

Led over 42 successful safety audits on offshore.



Streamlined Reporting Process

Reduced report processing time by 50% through new systems.



Compliance Excellence

Achieved a 95% compliance rate within 6 months for Aramco standards.



Crisis Management Improvement

Improved emergency response times by 25% through effective crisis management.

EXPERIENCE

03/2023 - Present

Khobar, Saudi Arabia

QHSE Supervisor

COSL Drilling

- Monitored the daily implementation of COSL policies, processes, and procedures related to system control, monitoring, and continuous improvement management.
- Implementing HACCP principles and practices, ensuring adherence to food safety standards and regulations, and contributing to the development and implementation of effective food safety management systems.
- Conducted monthly offshore visits each year, following management schedules, to evaluate compliance with safety protocols and suggest prompt feedback.
- Ensured timely and accurate incident reporting from the field, achieving a 95% closure rate for investigations and follow-up actions within 30 days of reporting.
- Developed and reviewed training materials, conducting safety training sessions for over 100 personnel, increasing safety awareness and compliance by 40%.
- Coordinated with HR to facilitate HSE inductions for over 30 new employees at the Saudi office, ensuring compliance from the start of their employment within the first week.
- Supported field operations during emergency and non-emergency situations, improving response times by 25% through effective crisis management.

03/2019 - 03/2023

Khobar, Saudi Arabia

QHSE Advisor

Valaris

- Managed operations for over 8 offshore rigs, providing direct support and oversight for safety officers, overseeing the workforce.
- Conducted over 21 internal audits and inspections within the first year to ensure effective implementation of the company's Safety Management System (SMS).
- Ensured compliance with Aramco requirements, achieving a compliance rate of 98% within 6 months of implementation.
- Promoted a strong safety culture by reporting monthly to the HSE Manager on safety programs and initiatives, resulting in a 25% increase in safety training participation.
- Analyzed and eliminated dangerous behaviors contributing to a 30% reduction in safety incidents over a 12-month period.
- Conducted incident investigations, participated in quarterly audits, and collected data to determine root causes of accidents, recommending prevention strategies that reduced recurring incidents by 40%.
- Successfully improved and enforce workplace safety, reducing the overall incident rate.

EXPERIENCE

06/2017 - 03/2019

Khobar, Saudi Arabia

QHSSE Advisor and DPA.

Topaz Energy and Marine

- Managed the safety for over 9 vessels in Saudi Arabia, providing front-line QHSSE support and ensuring regular, active availability at vessels and worksites, including offshore activities.
- Actively promoted and monitored the implementation of TOPAZ Control of Work (COW) processes and other safe working practices, enhancing operational safety.
- Conducted over 18 internal audits and inspections annually to evaluate the effectiveness of the company's Safety Management System (SMS) and safe working practices, identifying areas for improvement.
- Oversaw compliance with all applicable legislative and operational standards, achieving a 95% compliance rate across all vessels within 6 months.
- Fostered an effective safety culture by maintaining local QHSSE performance standards that resulted in a 25% increase in employee engagement in safety initiatives.
- Supported the QHSSE Manager in delivering local safety programs and initiatives, contributing to a 25% increase in safety training participation among crew members over 12 months.
- Provided on-ground assistance for incident investigations and follow-up actions, ensuring appropriate QHSSE representation during client-led investigations, which improved resolution times by 30%.

07/2016 - 06/2017

Khobar, Saudi Arabia

Safety Training Officer

Seadrill

- Working in offshore rig (AOD2), ensuring strict adherence to the Seadrill Code of Conduct and all applicable governing requirements, with a focus on continuous improvement.
- Promptly identified and reported noncompliance to the direct supervisor, achieving a 100% reporting rate for identified issues within 24 hours and addressing them within 48 hours.
- Developed a comprehensive training plan to optimize educational and practical results for crew members, resulting in a 45% improvement in training completion rates within 6 months.
- Conducted training and competence assessments as assigned, coaching team members and following up on all internal training requirements, resulting in a 45% increase in training participation over a 12-month period.
- Led investigations into safety incidents according to established procedures, completing investigations within 72 hours to ensure timely resolution.
- Planned and executed regular safety drills and musters, conducting over 48 drills in one year, which improved crew preparedness and response capabilities.
- Performed safety inspections and audits as per procedures, identifying and addressing safety concerns proactively, achieving a 42% reduction in identified safety issues.

12/2012 - 07/2016

Dhahran, Saudi Arabia

Rig Safety Training Coordinator

Arabian Drilling Company

- Working in onshore Rig (ADC-28) to identified gaps in hazard identification and safety practices on the ADC-28 rig, which may increase the potential for incidents and decreased overall safety performance.
- Collaborated with the rig superintendent and supervisors to implement procedures for identifying hazards in equipment and work practices, enhancing overall safety awareness among the crew.
- Conducted quarterly QHSE-MS assessments, enabling rig personnel to pinpoint areas for improvement, resulting in the implementation of 15 corrective actions over one year.
- Monitored, organized fire and emergency drills to ensure realistic application; made recommendations that led to a 20% improvement in drill effectiveness scores over a 12-month period, based on post-drill evaluations.
- Assisted in the quarterly review of the rig's QHSE performance against specific objectives, fostering accountability and encouraging a culture of continuous improvement, resulting a good increase in performance metrics.
- Analyzed accident, incident, and near-miss reports, providing actionable recommendations that contributed to zero incident within almost 4 years.
- Conducted and participated in QHSE audits and inspections to ensure compliance with safety standards and procedures, identifying critical areas for improvement and achieving a compliance rate of 95% during audits.

EXPERIENCE

11/2011 - 11/2012

Jubail, Saudi Arabia

Safety Officer

Kaefer

- Established and implemented key health and safety processes and methods, creating a structured approach to workplace safety that aligned with industry standards over a one year.
- Assisted employees on safety matters, prioritizing issues according to risk and importance, resulting increase in reported safety concerns addressed within 48 hours within the first year.
- Monitored and assessed the work of third-party contractors hired by the company to ensure compliance with safety protocols, achieving a compliance during audits conducted quarterly.
- Actively identified hazards and threats in the workplace, taking corrective actions that led to have a safe workplace.
- Delivered front-line safety-related education and training to over 80 staff members, enhancing safety awareness and improving knowledge.
- Ensured that fire drills were practiced monthly for every work shift, maintaining readiness and compliance with safety regulations, and documented improvements in response times during drills, achieving a faster response time within six months.
- Developed comprehensive safety training procedures and documented them in manuals, which were distributed to all staff members, ensuring consistency and clarity in safety practices, with 100% of staff acknowledging receipt and understanding of the manuals.

EDUCATION

03/2025 - 06/2025

Location

Diploma in Management

American Institute of Business and Management

- Fundamentals of Management and Leadership.
- Strategic Planning and Organizational Design.
- Communication and Interpersonal Effectiveness.
- Human Resource Management and Talent Development.
- Financial Management and Project Management.
- Change Management, Ethics, and Sustainability.

03/2022 - 05/2025

Istanbul, Turkey

Bachelor Degree of Occupational Safety and Health.

Arab International Academy

- **Understanding of Safety Regulations. Risk Assessment and Management. Human Factors and Ergonomics. Emergency Preparedness. Health and Wellness Programs. Safety Program Development. Accident Investigation. Collaboration with Stakeholders.**

01/2008 - 04/2009

Lincoln | NE, Lincoln, United States

ESL - English Language Program & TOEFL

University of Nebraska-Lincoln

- Lincoln | NE, Lincoln, United
- ESL: English Language
- TOEFL

CERTIFICATION

NEBOASH - International General Certificate in Occupational Health and Safety.

ISO 45001 Lead Auditor - IRCA.

ISO 9001:2015 Lead Auditor - IRCA

Certified Health and Safety Manager (CHSM) - American Institute of Safety Professionals.

Certified Occupational Safety and Health Manager - OSHA.

Certified Manager - American Institute of Business and Management

Tap Root- 5 days taproot advanced root cause analysis team leader.

ABS - ISM Code (International Safety Management) - Internal Auditor.

ABS - Effective SMS Implementation - Designated Person Requirements.

ABS - ISPS Code (The International Ship and Port Facility Security) - Internal Auditor and CSO (Company Security Officer).

TOP-SET - Senior Investigator.

IACET - Leadership and Supervision.

IACET - Problem Solving Strategies.

TTT (Train the Trainer) Fall Protection, H2S and Confined Space.

CERTIFICATION

Minimum Safety Trainings for oil & gas such as and not limited to (PTW, Site Lifting Supervisor, JSA, WI, PPE, gas tester, FOET)etc.

Effective Accident Investigation - OSHA

Emergency Action Plans - OSHA

Fire Prevention Plans - OSHA

Ergonomics Program Management - OSHA

Fleet Safety Management - OSHA

Safety Supervision and Leadership - OSHA

Safety Management System Evaluation - OSHA

Introduction to Safety Management - OSHA

Effective Safety Committee Operations - OSHA

LANGUAGES

Arabic
Native



English
Second



SKILLS

Team Work

Communication

Motivation and Drive

Results Orientation

Logical Thinking

Flexible & Adaptable

Effective Problem-solving

Data Collection & Analysis

PDCA Cycle

Data Evaluation

Microsoft Office

Strategic Planning

Developing ERP

QMS

Analyzing Data

PROJECTS

Safety Officer System

📅 2014 - 2015 📍 Arabian Drilling Company

Monitoring and Continuous Improvement

- System Design: Design a user-friendly interface for easy navigation and task management.
- Task Scheduler: Develop a scheduling module for daily, weekly, and monthly tasks.
- Notification System: Implement alerts and reminders for upcoming tasks and compliance deadlines.
- Task Management: Allow safety officers to create, assign, and track tasks.
- Documentation Repository: Provide access to important documents and resources related to safety regulations.
- Reporting Tools: Create tools for generating compliance reports and tracking progress.

RSTC - PRE - CEHA Checklist.

📅 2014 📍 Arabian Drilling Company

Comply to Client's Environmental Requirement

- Conduct a thorough review of Saudi Aramco's CEHA guidelines to identify the specific criteria and standards related to environmental health.
- Checklist Framework Design: Categorization: Organize the checklist into key categories such as air quality, water management, waste management, and occupational health.
- Criteria Development: Define specific assessment criteria for each category aligned with CEHA requirements.
- Checklist Content Creation: Detailed Questions: Formulate clear and concise questions that cover all aspects of environmental health.
- Documentation and Reporting: Record Keeping: Implement a system for documenting assessment results and compliance status.
- Reporting Tools: Create templates for reporting findings to management and regulatory bodies as required by CEHA.

COMMUNITY VOLUNTEERING

Risks of the fire, chemicals, electrical, back injury, fatigue, and driving.

Police Department - Alahs.

📅 2014

A five-hour safety workshop was held for 32 police officers. It covered fire, chemical, and electrical hazards, as well as back injuries, fatigue, and driving safety. The workshop also included prevention strategies and hazard identification.

COMMUNITY VOLUNTEERING

Safety at home & school.

Sixteenth Secondary School in Al-Hofuf

 2024

Safety Awareness Education: Gained experience in educating young individuals about critical safety practices relevant to both home and school environments, promoting a culture of safety awareness. The workshop was focused on risks of the fire, chemicals, electrical and back injury.

AWARDS



**ADC: Appreciation Certificate
From Aramco - Outstanding
Performance - Achieving 9 years
without LTI.**



**Seadrill: Rig of the Year 2016 in
Africa & Middle East & Asia - HSE
Performance.**

REFERENCES



**Mark Boyd | QHSE Manager at COSL |
+966-555265581**



**Hussain Bin Ahmed | Rig Manager at Valaris | +966-
538352062**