

EYAD SALLAM

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QHSE Director, Corporate, Head of Safety, Environment and Quality

CORE COMPETENCIES

QHSE Strategy; ISO 45001; ISO 9001; ISO 14001; Governance & Compliance Frameworks; HSE and Quality Transformational Leadership; Zero-Harm Strategy; Operational Excellence; management; Strategic Risk Management; Contractor Performance Evaluation; HSE Assurance & Audit Programs; Life-Saving Rules; Incident Investigation; Root Cause Analysis (5-Why, Fishbone, Pareto); Behavioral Safety; Risk Registers; HIRA; HAZID; JSA; PTW; Confined Space; Work at Height; Lifting Operations; Emergency Response; Fire Safety; Security; Business Continuity; Sustainability; KPI Management; Performance Dashboards; Data Analytics; Digital QHSE Platforms; Integrated Management Systems; Change Leadership; Safety Culture Maturity Model; Regulatory Compliance (KSA Civil Defense, AMANA, PME, HRD); Governance; Procurement Interface for HSE. Managing QA/QC plans, ITPs , RFIs, MIRs and NCRs.

PROFESSIONAL CAREER SUMMARY

Corporate QHSE Director with Engineering Degree (B.SC), Consultant grade classified in Saudi Engineers Council, and with 29+ years of leadership experience driving QHSE strategy, ISO compliance, HSE, Safety, security and quality culture transformation, and enterprise-level risk and QHSE management across construction, oil & gas, infrastructure, and multi-site construction operations. Proven success leading large-scale QMS, OHSE, and sustainability implementation, enhancing HSE and Quality performance, reducing incidents, and elevating organizational maturity through strong governance, auditing, and stakeholder engagement, and introducing technology and AI in QHSE management. Used efficiently QHSE analytics and digitization.

Recognized for building high-performing QHSE teams, directing complex corporate programs and projects, and aligning quality, sustainability, and health, safety and environment HSE functions with executive business objectives even beyond compliance to ensure QHSE and sustainability is embedded in the business strategies, leadership and risk management. A strategic thinker with strong business acumen, combining executive-level leadership with deep technical and HSE field-based expertise. Adept at elevating QHSE maturity through integrated management systems, data-driven performance frameworks, and proactive risk management. Influences senior leadership, guides cross-functional alignment, and ensures that quality and safety remain embedded in every layer of the organization. NEBOSH IGC and OSHA Certified, ISO 45001,9001,14001 Lead Auditor.

EDUCATION

B.Sc. Chemical Engineering

Jordan University of Science & Technology (JUST), Jordan

EXECUTIVE & TECHNICAL LEADERSHIP COMPETENCIES

- QHSE Strategic Leadership & Governance, Stakeholders Engagement in Multi-Project Construction Portfolios
- Leadership Coaching, & Team Development & Local Capability Building
- Corporate Risk Management & Mitigation, Construction Risk Management (HIRA, HAZID, JSA)
- ISO 9001, ISO 14001, ISO 45001 Compliance & Certification & Integrated Management Systems Expert.
- Incident (HSE and Quality) Investigation & Root Cause Analysis Fishbone, 5-WHY, PARETO
- QHSE Auditing (Lead Auditor). Trainer skills (HSE ToT certified).
- Organizational Culture Transformation & Change Leadership, behavioral Safety.
- Development of Policies, Standards, Method Statements & Risk Registers
- High-Risk Activity Oversight (Work at Height, Scaffolding, Lifting Operations, Cranes)
- Permit to Work (PTW), Confined Space, Excavation & Trenching Safety
- Heavy Equipment & Machinery Safety, Road Safety.
- KPI Management, Data Reporting & Performance Metrics
- Emergency Response, Fire Safety, Security and Crisis Management
- Cross-Functional Alignment with Engineering, PMO, Commercial & Operations Team
- Quality Control Systems, ITPs, Method Statements, NCRs management.
- Digital QHSE Platforms, Performance Dashboards & KPI Analytics

CERTIFICATIONS

- NEBOSH IGC (with Credit)
- ISO 45001:2018 Lead Auditor – TUV Austria
- ISO 9001:2008 Lead Auditor
- ISO 14001:2008 Lead Auditor
- Behavioral Safety Leadership International Certification (Dominique Cooper).
- Six Sigma Green Belt
- OSHA 30 Hours Construction
- HAZOP Certified
- COSHH Manager Certification
- Train-the-Trainer Certified
- ESG ED4S Certification
- Business Continuity Certificate – PMI
- SSPA Sustainability Practitioner
- Certified Country and Regional Level Security Risk Professional

PROFESSIONAL EXPERIENCE

Corporate QHSE Director

Ayar International Contracting & Property Development (Al Jammaz Group) — Riyadh, Saudi Arabia

Sep 2022 – Present

- Directed corporate-wide QHSE governance, strategy, and ISO compliance frameworks across multiple subsidiaries.
- Achieved and maintained compliance with ISO 9001:2015, ISO 45001, and ISO 18001 for TAROUK and AICC.
- Led corporate and project-level HSE/QA audits, driving substantial improvements in regulatory alignment and operational excellence.
- Established QHSE budgeting processes aligned with P&L requirements.

- Designed and executed organizational safety leadership programs and steering committees, with focus on workforce, stakeholders and company.
- Strengthened safety culture through workshops, audits, leadership and independent inspections programs, emergency response and security planning, and workforce engagement.
- Developed and standardized QHSE policies, procedures, training and competency frameworks.

Senior Manager – HSE / Contractor Management

Red Sea Development Company — Umluj, Saudi Arabia

Sep 2021 – Sep 2022

- Directed HSE oversight for major aviation and infrastructure development projects for Red Sea Airport within Red Sea Global
- Implemented contractor HSE governance, inspections, audits, and corrective action programs.
- Planned and delivered evacuation drills, safety leadership tours, and compliance oversight.
- Oversaw incident investigations, lessons learned, and regulatory adherence.
- Led and coached HSE team, facilitated HSE steering meetings, Prepared and acted on weekly and monthly HSE KPIs dashboard.
- Established and implemented HSE training and TBTs programme.

Corporate QHSE Director

Ayar International Contracting, Property Development & SLTCC (Al Jammaz Group)

Aug 2019 – Sep 2021

- Led QHSE compliance initiatives for two major organizations.
- Strengthened HSE governance across multiple construction and development companies, establishing consistent standards and elevating safety performance across all project sites.
- Maintained ISO 45001 and ISO 9001, ISO 14001 compliance by reinforcing high-risk control measures, improving process discipline, and aligning HSE functions with corporate and project-level operations.
- Reduced critical observations and unsafe conditions through targeted site audits, structured HIRA/JSA processes, and focused competency-based HSE training.
- Embedded a zero-incident culture by launching behavior-based safety programs, leadership walkdowns, and enhanced contractor HSE performance monitoring.

- Improved incident prevention and investigation quality by standardizing reporting systems, strengthening root-cause analysis practices(RCA, Fishbone, 5-why), and implementing proactive risk-control strategies. Analyzed and evaluated near misses and HIPO incidents for continuous improvement of safety at sites.
- Enhanced regulatory and client confidence by ensuring strong compliance assurance, proactive communication, and visible HSE leadership across high-risk construction environments.
- Boosted QMS/QAQC effectiveness by tightening document control, refining ITPs, and reducing recurring NCRs.

Senior Quality & Safety Manager/ Head of Safety

KONE Middle East — Jeddah, Saudi Arabia

Sep 2014 – Apr 2019

- Led national HSE strategy for KONE Saudi Arabia, ensuring full compliance with KONE Global Safety Standards, Saudi Civil Defense requirements, and international industry best practices for elevator and escalator operations.
- Strengthened safety culture across installation, maintenance, and modernization activities by enhancing high-risk controls, conducting rigorous field audits, enforcing LOTO and hoist way protection standards, and raising technician safety competency, with focus on fall protection and work at height safety.
- Drove a substantial reduction in incidents and unsafe conditions through improved contractor management, targeted behavioral-safety interventions, and stronger supervision of installation and modernization teams.
- Achieved and maintained ISO 14001 & OHSAS 18001 certifications by improving HSE systems, emergency preparedness, product safety governance, and lifting/hoisting safety protocols.
- Enhanced incident prevention and Learning-from-Incidents practices by standardizing RCA and incidents investigations, improving digital reporting quality, and driving proactive hazard identification across all branches.
- Elevated QMS maturity by maintaining ISO 9001 certification, reducing NCR trends, strengthening ITP and method statement discipline, and improving installation quality through stricter inspection and testing procedures.
- Improved national customer satisfaction, raising NPI from 30 to 66, by reducing defects, minimizing callbacks, improving installation handover quality, and aligning quality processes with KONE global service excellence programs.

- Directed multi-disciplinary QA/QC, HSE officers, supplier inspectors, and project teams across Saudi Arabia—ensuring alignment with global KPIs, corporate reporting, and regional audit benchmarks.
- Reinforced supply-chain and vendor compliance by auditing critical suppliers, improving component quality, and coordinating with global procurement on field-issue escalations and corrective actions.

Divisional HSEQ Manager / Country QHSE Manager

BIC Contracting (Habtoor Leighton) — Riyadh, Saudi Arabia

Jul 2012 – Aug 2014

- Implemented and managed integrated QMS/HSE systems across major construction projects, ensuring compliance with company standards and local regulatory requirements.
- Led risk assessments, emergency drills, site inspections, and HSE compliance monitoring, improving site safety performance and reducing high-risk exposures.
- Enhanced safety KPIs by strengthening field supervision, improving PTW/HIRA/JSA processes, and delivering competency-based workforce training.
- Supported project quality delivery through improved ITPs, method statements, NCR management, and coordination with QA/QC teams and subcontractors.
- Provided hands-on leadership to HSE officers, QA/QC staff, and site teams to ensure consistent implementation of QHSE requirements across all project packages.

Head of Corporate Quality & HSE (Senior QHSE Manager)

Al-Khodari Contracting — Khobar, Saudi Arabia

Dec 2008 – Jul 2012

- Achieved and maintained ISO 9001 & OHSAS 18001
- Established and formalized corporate QHSE manuals, procedures, and standards, ensuring consistent adoption across all divisions and major construction projects.
- Led corporate and project-level HSE steering meetings, setting safety priorities, reviewing performance, and driving alignment between executive leadership and site management teams.
- Directed corporate audits, steering committees, and QHSE performance reporting, enhancing compliance readiness and strengthening client and regulatory confidence.
- Standardized risk management practices, high-risk activity controls, and site safety procedures, improving operational discipline and reducing unsafe conditions across multiple projects.

- Improved quality outcomes by refining ITPs, NCR close-out processes, and document control, enabling smoother project delivery and stronger QMS consistency.

Regional EHS Manager

General Electric – Oil & Gas Division — Doha, Qatar

Sep 2007 – Dec 2008

- Led regional EHS strategy and field operations across multiple Middle East sites, shutdowns, and high-risk oil & gas service environments, ensuring full compliance with GE Global EHS Frameworks, GE Life-Saving Rules, and international industry standards.
- Implemented GE's EHS management systems, critical risk controls, and safe-work processes, achieving a significant reduction in recordable incidents and raising overall site safety performance.
- Directed shutdown and turnaround EHS planning, contractor oversight, permit-to-work verification, and emergency preparedness for major maintenance and field service activities.
- Conducted comprehensive EHS audits, hazard assessments, incident investigations, and regulatory compliance reviews, strengthening operational discipline across service centers and field operations.
- Delivered targeted EHS training, toolbox talks, and technician competency programs, enhancing workforce awareness and ensuring adherence to GE global expectations.
- Led regional EHS performance reporting, governance reviews, and leadership engagement, ensuring alignment with GE corporate KPIs, corrective action plans, and strategic safety initiatives. EHS for multiple regional sites and shutdown operations.

Corporate HSE Manager

Construction Technology Contractors / RAK FTZ JV — Ras Al Khaimah, UAE

Jun 2005 – Jun 2007

- Developed and implemented QHSE systems, audits, trainings, inspections, led and developed HSE team, led fire safety and emergency programs, and behavioral safety initiatives across construction zones of Ras Al Khaimah free zone.

Regional HSE Manager

ExxonMobil Middle East – Dubai, UAE

May 2003 – May 2005

- Led cross-country HSE initiatives, reducing LTIs to zero and improving reporting culture. Led regional HSE programs across multiple Middle East operations, strengthening compliance with ExxonMobil Global HSE Standards and high-risk operational controls.

- Drove cross-country safety initiatives that eliminated LTIs, improved hazard identification, and strengthened reporting and learning culture across field and project teams.
- Conducted regional audits, led contractor HSE oversight, and implemented incident-prevention strategies that enhanced operational discipline and regulatory alignment.

Senior HSE, Security & Quality Coordinator

Fine Hygienic FZE – Dubai, UAE

Jun 1999 – May 2003

- Reduced incident and NCR frequency by 80% through leadership-driven programs. Led site HSE, security, and quality programs across manufacturing operations, strengthening compliance, workforce safety, and facility protection measures.
- Implemented risk controls, training, and improvement initiatives that achieved an 80% reduction in incidents and NCRs while enhancing reporting and safety culture.
- Coordinated audits, emergency preparedness, contractor oversight, and QMS activities to support consistent operational quality and regulatory alignment.

Quality & Hygiene Engineer

Jordanian Pharmaceutical Manufacturing – Amman, Jordan

Sep 1995 – Sep 1998

- Ensured GMP/cGMP compliance and quality control for pharmaceutical production.

PROFESSIONAL MEMBERSHIPS

- Saudi Council of Engineers Consultant Engineer Grade
- Jordan Engineers Association
- Sustainability Professionals – Saudi Arabia
- AIChE Sustainability Group
- ESG Business Institute

AWARDS & ACTIVITIES

- Speaker at major HSE conferences in Saudi Arabia
- Ranked among the Top 15 Middle East HSE Leaders Feb 2025 by Verve Management