

Name: Nikos Xydas
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Professional Experience Summary:

- Leading Global/International activities and teams in Operations, Technical, HSE (Health Safety, Security, Environment), particular experience in Oil Industry, Gas and Lubricants, in English, French, German and Greek environments
- Global HSE Management Systems, design, implementation, monitoring
- Construction of Gas installations/plants
- Portfolio/Acquisitions/Divestment projects, due diligence, technical, planning, post acquisition development.
- People/Competence Development programmes
- Communications, corporate/Global level, internal and external
- Specific competences:
 - HSE Assurance/Auditing (Lead Auditor), HSE Risk Analysis, Incidents Analysis/Management
 - Gas Depot & Filling Plant operations, Distribution Operations Reviews (DOR), performance monitoring systems
 - Sigma methodology for performance improvement/optimisation (Yellow Belt competence level)

Strengths

- Leading Global teams and activities in multinational and multicultural environments
- Strong Experience in HSE, Technical and Operations, particularly in Oil products and Gases
- Strong analytical skills with structured/methodical approach, high delivery capability
- Highly driven, persistent, improvements/progress oriented
- Languages/communications (English, French, German, Greek)

Employment History:**2006 – 2010 Shell Lubricants, Global HSE Planning, Assurance, Performance & Communications Manager, Paris, France**

Marketing and distribution of Shell Lubricants worldwide, Global market leader, approx.10000 staff. Position in a corporate role covering Global coordination/management of HSE (Health, Safety, Security and Environment)

Scope/Dimensions: 61 countries, staff direct 2, indirect 91

Key HSE responsibilities: Strategy and Annual Planning.

Assurance, Auditing systems, coordination/management of Audits. Performance management, data collection systems, management reports. Global communications, website management, weekly and other bulletins

Key achievements:

Safety record (TRCF) improvement by 77% in 4 years, created/rebuilt Global Auditing system, implemented IT Assurance and Incident Management systems, redesigned/ rebuilt the Lubricants HSE website, developed/managed weekly HSE bulletin to 8000 staff, created document control system and reorganised procedures and standards.

2004 – 2006 Shell Gas (LPG), Global Operations & Development Manager, Paris, France

Marketing and distribution of Liquefied Petroleum Gas worldwide, approx. 2000 staff. Position in a corporate role covering performance management of Global operations and efficiency/cost optimisation.

Scope/Dimensions: 29 countries, staff indirect 58

Key responsibilities: Strategy development and assets maintenance

Optimisation of Plants operations and distribution using Sigma methodology. Network optimisation studies and implementation. Distribution & Operations Reviews / Audits
Global performance monitoring, Global dashboards and management reporting

Key achievements:

Established/managed a Global operations performance monitoring system, overlooked and improved significantly operational performance in Morocco, Tunisia, Switzerland, Poland, Romania, Hungary, Greece, Sri Lanka plants, using Sigma methodology.

2002 – 2004 Shell Gas (LPG), Regional Operations & Technical Manager, South & East Europe, Africa, Paris, France

Scope/Dimensions:

South & East Europe, Africa, 20 countries, staff direct 1, indirect 40

Key responsibilities:

Management of Technical, Operations, HSE and Procurement, including all portfolio investment/divestment and construction projects

Key achievements:

Carried out the construction/upgrade projects in Tunisia, South Africa, Ivory Coast and Romania. Managed the technical / operational / HSE aspects of the market entries in Czech Rep. and Turkey raising them to Shell standards in less than a year. Achieved the best Safety record (TRCF) amongst all Global regions, improving by two the set target.

1999 – 2002 Shell Gas (LPG), Technical, Operations & HSE Manager, Mediterranean & Africa, Paris, France

Scope/Dimensions:

Mediterranean and Africa, 17 countries, staff direct 1, indirect 34

Key responsibilities:

Management of Technical, Operations, HSE and Procurement, including all portfolio investment/divestment and construction projects (6 new plants)

Key achievements:

New market entry in Spain, technical/operations/HSE aspects of setting up the company and constructing the plant. New market entry in Bulgaria and plant, completion of the plant in Hungary. Market entry works/projects for Russia, Serbia, Albania and Turkey. Built/ implemented the first staff competence development system in Shell Gas (LPG) and created the first CD based database in the company of standards and best practices.

1997 – 1999 Shell LPG (Europe), Butagaz International BV, Technical & HSE Manager, Paris, France

Shell LPG (Europe) and Butagaz International BV, all Shell activities in LPG in Europe and new market entries

1996 – 1997 Shell LPG (Europe), Butagaz International BV, Technical & HSE adviser, Paris, France

Technical, Operations, HSE support/advice, specifically portfolio market entry projects

1993 – 1996 Shell (Hellas), Retail Operations & Marketing Communications Manager, Athens, Greece

Marketing and distribution of all Shell products in Greece. The specific role was in the Retail organisation (petrol service stations), in charge also of Marketing Communications, Advertising & Branding activities for all products

1989 – 1993 Shell Gas, Greece, Engineering and HSE Manager, Athens, Greece

Marketing and distribution of LPG in Greece. Staff:100, Installations/Plants: 2

- 1986 – 1989 **ABB, Switzerland, Water Treatment Systems**, Design/Process Engineer, Technical Sales support
- 1985 – 1986 **Micron Ltd, Athens, Greece**, Quality Assurance Engineer (industrial and military aeronautical components)
- 1984 – 1985 **KSB Pumps, Athens, Greece**, Technical Sales support
- 1982 – 1984 **Greek Naval Forces, Athens, Greece**, Engineering officer at Naval Base and Headquarters, NATO infrastructure

Higher Education

- 1982 Post graduate diploma in Alternative / Renewable Energies (Wind, Solar, Water, Geothermal)
- 1981 Master of Science (M.Sc). Water Treatment Systems, Glasgow University, Scotland
- 1980 Bachelor of Science (B.Sc). Mechanical Engineering, Glasgow University, Scotland

Languages: English (fluent), French (Fluent), German (Good), Greek (Fluent)