

Name: Ian Szapira
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WORK EXPERIENCE

2005 – Present **Independent consultant**
GRW Engineering
Associate Consultant Awaken Consulting Limited

2009 – Marketing of bulk tankers in the RSA and Africa for GRW

2007 – Independent transport and logistics consultancy; Shell Global Services in Holland, Mzansi Logistics, Unitrans, GRW Engineering amongst others.

- Transport operational audits
- HSSE transport audits
- Workshop audits
- Transport training courses
- Transport economics
- HSSE cases, aviation audits etc.

Also included was depot storage and handling – writing standards from receipt of product, accounting of product, storage, handling through to the loading of all products, including HSSE and some engineering standards.

1971 – 2005 **Shell South Africa (Pty) Ltd.**

2005. Transport Advisor for Shell Oil Products Africa. Writing and compiling technical standards manuals for bulk fuel delivery vehicles. Transport reviews in all countries where Shell is represented in Africa. Operational, economic and technical standards and was responsible for training staff

2000. Transport Operation (Transport Contractors) Developed new global systems and controls. Reorganised the whole of Transport, reduced transport cents / litre delivery cost by over 20% still maintaining our customer propositions delivery on time.

1999 Set-up of a new wholly owned Shell Subsidiary Company (small drop sales / deliveries)

1996 Commercial Planning and Marketing Manager (for fuel and lubricants). Guiding the field force re-organisation through to a deregulated mode. Development of a segmentation strategy within defined classes of markets taking into account and supporting the marketing of products via specific channels e.g. Agents, Distributors, and Resellers etc. Set policy for rebate (price discount) and credit levels. Reviewed the C&L market to assess profitability, potential and relative competitive advantage of the different sectors. Set basis for business evaluation tools and ensure their proper application. Customer focus was always number one.

1989 Aviation General Manager. Grew market share to 24%, in spite of competition from 7 other major oil companies. In excess of 15% return on average capital employed.

1985 Regional Manager Distribution, National Transport Manager Southern Africa in Head Office. Optimised the fleet (395 extra heavy own vehicles, plus 350 contractor vehicles, Drivers = 480, Maintenance Staff = 86, Other 30).

1984 Coastal Region Transport Manager post (Durban. Managed all Trade Union Negotiations.

1982 Distribution Storage and Handling Manager.

1981 Distribution Depot Operations Manager - Western Cape.

1977 Head Office Distribution Department as the Transport Economist

1975 Network Advisor. Implement the Shell Service Station customer proposition, improvement of the Service Station network infrastructure.

My early work experience was with Wayne Pump Company initially as a trainee draughtsman and later a trainee fitter and turner. I did not qualify for financial reasons. I worked my way overseas, around the UK and ended up working with National Benzol (UK) for a few years as an Advertising Co-ordinator and trainee representative.

COURSES

- Marketing Management
- Transport Technical - and Workshop Management
- NOSA HSSE SAPREF (refinery)
- LPG Recovery - Transport
- Management Practices
- Sales and Negotiating Skills (all levels)
- HSSE – all aspects including fire fighting
- Collective Bargaining – specifically related to Trade Unions
- National Key Point Security Training
- IR Simulation
- Shell International HSSE
- Spillage & Recovery (HSSE) - UK
- Business Management (at London University)
- Distribution Logistics and Distribution Management Course - UK
- Commercial Management Study - UK – mini MBA on management consultancy, and developing marketing and operational strategies for small independent companies
- Shell Leadership Challenge
- Focussed Results Delivery

Other courses include Crisis Management, Quality Management, Art of selling, etc.

PROFESSIONAL MEMBERSHIPS

National Private Transport Organisation (Past Director)

Road Freight Association (Past Director) – current member

Associate Member of the Institute of Road Transport Engineers (IRTE). (Past Chairman – for 10 years) – still a current member

Society of Operational Engineers – UK

SUMMARY OF QUALIFICATIONS

Matriculated (passed Grade 12) at Christian Brothers College in 1962. I was then conscripted into the SA army in 1963 for a year (serving with the Cape Town Highlanders).