



## Mohd Farhan bin Mohammad Foad

Phone: (+60) 166650013 | Email: [farhan.tgsb@gmail.com](mailto:farhan.tgsb@gmail.com) / [farhan.mfoad@petronas.com](mailto:farhan.mfoad@petronas.com) | Malaysian

### Profile

Enthusiastic professional with over 15 years broad experience and skillset including management of key portfolios in Oil and Gas sector i.e. Talent Capability, Human Resources, Stakeholder Management, Talent Learning & Development, HSE, Resource Planner, Facilities Maintenance, Project Management, Contractor Management and Procurement. Proven track record in delivering successful solutions and keen eye for identifying challenges to turn into beneficial opportunities. Well exposed with PETRONAS's Strategic and Groupwide Initiatives. Also, experienced in managing several PETRONAS Top Leaders i.e. Senior Vice President (SVP), Vice President (VP) and Technical Skill Group Advisors. Able and focused to work on shift timing and collaborate with multicultural global teams. I thrive on embracing new opportunities and value them highly. I am particularly excited about the prospect of pursuing a position outside of Malaysia, whether it be technical or non-technical.

### Highlights

Currently leading an enterprise 'Talent Reshaping Initiative' for PETRONAS Groupwide. This initiative is essential in facilitating transformative changes by enhancing capability of PETRONAS technical talents for the future needs. It focuses on developing talent to be systems-thinker with a robust multi-disciplinary capability to better create business value.

### Skills

- |                                   |  |                           |
|-----------------------------------|--|---------------------------|
| ▪ Data Analysis & Reporting       | ▪ Contractor Management                | ▪ STAADPro                |
| ▪ Capability Management           | ▪ Contract Management                  | ▪ Matlab                  |
| ▪ Human Resources Management      | ▪ Negotiation                          | ▪ MS Excel & Power BI     |
| ▪ Design Thinking & Scrum master  | ▪ Planning & Optimization              | ▪ Risk, Assurance & Audit |
| ▪ Learning Management             | ▪ Resource Management                  | ▪ Marketing & Research    |
| ▪ Pricing, Costing & Remuneration | ▪ Secretariat & Stakeholder Management | ▪ Rewards & Recognition   |
| ▪ Performance Excellence          | ▪ Maintenance & Project Management     | ▪ Synergy - Collaborate   |

### Work Experience History

#### **Dec 2018 - Present**

Company  
Department  
Position Level

#### **Talent Management & Development (Technical Talent)**

Petroleum Nasional Berhad | Kuala Lumpur  
Group Technical Capability Management  
Manager

#### **Responsibilities**

- Responsible for supporting technical employees, HRBPs and line managers with regards to Groupwide Technical Professional fraternity for PETRONAS i.e. framework, people planning, job description, reward & recognition, appointment and career progression.
- Responsible in capability talent management of Technical Executive & Technical Professional for PETRONAS i.e. drive strategic initiatives and competency bench strength.
- Manage key stakeholders including engagement i.e. Senior Vice President, Vice President, Technical Skill Group Advisors and Technical Professional on capability talent management matters.
- Secretariat for Technical Professional's Employee Performance Management and Leadership Team chaired by Senior Vice President. Prepare proposal template and appointment letter.
- Produce monthly performance report of PETRONAS Group Wide Technical Professional data for various stakeholders within PETRONAS.
- Custodian for annual talent performance & reward management for Technical Professional including handling of employee relations and grievance cases.
- Provide business driven insights to support decision making and resolve appropriate global / business wide interventions with regards to Technical Professional and Technical Executive.
- Delivers human resources advisory support to Leaders, Technical Professional and Technical Executive.
- Department focal for organisational change, assurance, risk and business continuity management.
- Manage database of Technical Professional, Technical Executive and Specialist.



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### Achievements

1. Winning MIHRM - HR Best Practices Award and National Conference 2022: Structured Capability Design of the Organization Contribute Towards Business Growth (TPCP Program)
2. Completion of Career Pathing Framework – Technical Trade Specialist to Technical Professional Initiative
3. Completion of Technical Professional Remuneration Enhancement
4. Completion of Enterprise Technical Manager Technical Professional (TMTP) Framework
5. Completion of PETRONAS Second Line Assurance - Sarawak Asset
6. Completion of Decision Right Implementation for Technical Professional
7. Completion of Technical Professional Enhanced Roles (TPeR) Framework
8. Completion of Technical Professional Requirement for Petronas Groupwide
9. Successfully conducted events - Technical Professional Forum, Technical Trade Specialist Symposium, PETRONAS Assessor Appreciation and PETRONAS Instrument Forum
10. Lead the development of Technical Professional Management System (TPMS)

### Jan 2016 - Nov 2018

Company

Department

Position Level

### Facilities Management & Services (Maintenance Engineer)

Petronas Technical Training Sdn Bhd (INSTEP) | Kuala Terengganu, Terengganu

Training Plant & Asset Management

Senior Executive & Covering Head

### Responsibilities

- Provide professional expertise and supervise contractor's activities during facilities projects and maintenance life cycle to ensure full compliance with company HSE and Quality rules, regulations and standards. This is to include civil, mechanical, electrical, infrastructure and landscaping works.
- Managed and supervised contractor's performance and day to day operation complies with the agreed strategies, in line with applicable HSE, Permit to Work (hot and cold) and project procedures i.e. 7 contractors and its 250 workers in doing all project and maintenance works at INSTEP i.e. Civil, HVAC, Electrical, Landscaping, Housekeeping, Pest Control and Fire Fighting.
- Responsible with procurement, contract management, tendering process and payment process related to facilities project and maintenance. Prepare the contract package and the scope of work to be executed and ensure it align with the company applicable policies and procedures.
- Lead, drive and provide professional expertise in the planning and execution of project for facilities upgrading with high safety.
- Conduct inspection and materials review with the Contractor to ensure it match the approved drawings and project specifications.
- Participate in all phases of the Engineering Design reviews to meet technical requirements from a project perspective.
- Survey, investigate and identify potential project issues, HSE critical aspects and risk, as early as possible to ensure appropriate solutions at the time of implementation.
- Ensure effective coordination for the access (including confined space) and work permit procedures and authorization of personnel within the project area.
- Responsible in providing project status, facility condition and contractor performance reports to the management.
- Prepare project & maintenance budget and track its utilization.
- Identify improvements in internal processes against best practices in pursuit of greater efficiency.
- Comply with relevant HSE policies, procedures & controls, applicable legislation and sustainability guidelines in line with company standards and authorised body regulations.

### Achievements

1. Completion of Project Management and tender for the Upgrading of Female Toilet at Masjid Al Ehsan (RM250k)
2. Completion of Project Management and tender for the Installation of Netting System along INSTEP Stream (RM80k)
3. Completion of Project Management and tender for the Provision of Civil works and Infrastructure at INSTEP Campus (RM9mil)
4. Completion of Project Management and tender for the Housekeeping Works at INSTEP Campus (RM3mil)
5. Completion of Project Management and tender for the Provision of Upgrading of Hostel and Residence at INSTEP Campus (RM11mil)
6. Completion of Project Management and tender for the Provision of Upgrading of Learning Room at INSTEP Campus (RM4mil)



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- 7. Achieved Zero LTI.
  - 8. Elected as INSTEP Emergency Response Team – Certified On Scene Commander
  - 9. Attended Confined Space, PTW, Hazardous Material (HAZMAT) and Tripod Beta trainings.
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### Jan 2013 - Dec 2015

Company  
Department  
Position Level

### Resource Planning & Optimization (Learning Programs)

Petronas Technical Training Sdn Bhd | Kuala Terengganu, Terengganu  
Technical Learning Excellence  
Senior Executive & Covering Head

#### Responsibilities

- Responsible in managing Resource Planning Department which having 4 sections i.e. Resource Planning & Optimization, Program Execution, System Management and Facilities Management. This department is consisting of 4 executives and 29 non executives.
- Managing company resources, programs offering & registration, learning facilities such as hostel, learning room & residence and internal system i.e. Learning Management System (LMiS) and Campus Management System (CMS).
- Lead the development of annual learning calendar for long term and short term programmes and mapping it with the company resources i.e. trainer, classroom and hostel to ensure that the supply and demand are balanced and progressively monitored.
- Has been working closely with PTTSB top level management in proposing a strategic plan on resources to increase optimization rate.
- Has been appointed to lead and joint several task forces by the top management.
- Additional roles inclusive of managing INSTEP program registration and nomination, HRDF management, budget focal person for department and division, secretary of Performance Reporting Committee (PRC) and appointed Team Leader for Off the Shelf programs.

#### Achievements

1. Completion of Campus Management System (CMS) – Integrated System
  2. Completion of INSTEP's ICT Blueprint
  3. Completion of PRODIGY Website/System
  4. Completion of Learning Management and Information System (LMiS)
  5. Completion of Provision of Leasing and Maintenance of Production Photocopy Machines for Reproduction of Learning Material at INSTEP Campus (RM1.7mil)
  6. Completion of INSTEP New Pricing Guideline & Manning Philosophy
  7. Successfully conducted events – INSTEP Convocation, INSTEP Experiential Business Networking (IEBN) and PETRONAS Majlis Tilawah Al-Quran (MTAQ)
  8. Successfully renegotiated with learning vendors and achieved value creation / cost saving around RM1.5mil.
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### Feb 2012 - Dec 2012

Company  
Department  
Position Level

### Health, Safety & Environment (Program Leader)

Petronas Technical Training Sdn Bhd | Kuala Terengganu, Terengganu  
Technical Learning Excellence  
Executive

#### Responsibilities

- Lead the coordination of HSE programs for PETRONAS mainly and others oil and gas industry players such as PETROFAC, TALISMAN, KPOC, MMHE ENGEN and international client .i.e. PLISB at Italy, Brazil and South Africa.
  - Has experienced in dealing with international clients, develop training proposal, costing and entertain international visitor.
  - Responsible in ensuring that INSTEP was able to offer sufficient HSE trainings according to the standard set by PETRONAS and Skill Group Committee to satisfy client needs.
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### Jan 2010 - Nov 2011

Company  
Position Level

### Managing Director & Technical Programmer

Scylla Operation Sdn Bhd | Ipoh, Perak  
Top Management

#### Responsibilities

- Part of the technical programmer team of ERCAD and IRCAD Software. ERCAD and IRCAD are structural analysis software.
- Responsible in dealing with state government of PERAK, CIDB



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- Responsible to lead the marketing team.
  - Responsible for the establishment of business marketing plan which targeted IPTA as a major potential client.
  - Entrusted to manage company budget and account.

### Achievements

1. Successfully convinced and received commercialization grant from the state government of Perak in collaboration with UTM and CIDB. The value of the grant is RM1.8mil.
  2. Successfully sold the developed software to Universiti Teknologi Hussien Onn Malaysia (UTHM) and UNISEL.
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### Education

#### Master of Engineering (Civil-Structural)

Universiti Teknologi Malaysia (UTM)

2013 (CGPA: 3.67 / 4.0)

#### Bachelor Degree in Civil Engineering

Universiti Teknologi Malaysia (UTM)

2009

Certified ISO Lead Auditor

SIRIM

Completed Design Thinking

LUMA Institute, LLC

Completed Professional Scrum Master

Scrum.Org

### Personal Characters and Preferences

- Able to work in team or independently
- Leader
- Thinker
- Strategist
- Negotiator
- People Oriented
- Man of Principle
- High Adaptability
- Diplomatic style of management
- Good interpersonal and communication skill
- Willing to be moved overseas
- Willing to travel
- Willing to be relocated

### References

1. Syakirah Muzni  
Senior Manager (TSKG Management)  
[syakirah\\_muzni@petronas.com.my](mailto:syakirah_muzni@petronas.com.my)
2. Aerna Wani Ahmed  
Manager (Human Resource)  
[aernawani@petronas.com.my](mailto:aernawani@petronas.com.my)