

SYED AGHA HAIDER NAQVI

EX GM HR (MPCL)

Date of Birth: 14 Jun 1954

PROFILE

- Entrepreneurial, flexible, enthusiastic and out-of-the-box thinker; – streamlined the HR policies and procedures of Mari Petroleum Company Limited (MPCL) with human resource capital of over 2000 persons that improved the recruitment, training, appraisal process, salaries and perquisites within the company. The changes created clear reporting lines within MPCL and increased the quality of human capital of the entity. Dedicated personality with an aggressive work ethic.
- Strong leadership and team work skills; developed and led the recruitment of over 1200 employees at MPCL in lieu with the operational expansion of the company from 1 exploration field to 5 exploration fields in Pakistan. Each field currently includes a self-sustaining pool of employees with a dedicated technical and back-office team.
- Analytical mind, with a strong consulting ability to solve problems critically.
- **Awards.** Awarded Sitara-e-Imtiaz (Star of Excellence) by the President of Pakistan and Chief of Army Staff Commendation Certificate in recognition of exceptional contribution towards the national security interests of Pakistan

EDUCATION AND CERTIFICATIONS

1997 **National Defense University, Islamabad, Pakistan**
Masters of Science (MSc) in War Studies

1984 **Staff College Quetta, Pakistan**
Bachelors of Science (BSc Hons) in War Studies

1975 **Pakistan Military Academy Kakul, Pakistan**
Bachelors of Science in 1975

Other Certification and Memberships

Jun 2013 **GLOMACS Training and Consultancy, Dubai, UAE**
Leading with Emotional Intelligence: Psychology of Leadership

Jun 2010 **International Human Resource Development Corporation (IHRDC), Boston, USA**
HR Processes and Change Management Programme (focus: oil & gas sector)

Dec 1999 **Henry L Stimson Centre, Washington DC, USA**
Fellowship

1996-97 **National Defense University, Islamabad, Pakistan**
Armed Forces War Course

1989 **Staff College, Kuala Lumpur, Malaysia**
Foreign Staff Course

- Mar 1989** **National Institute of Public Administration, Kuala Lumpur, Malaysia**
Management Module
- Dec 1987** **Fort Knox Army Post, Kentucky, USA**
Armor Advance Course
- 1984** **Command and Staff College, Quetta, Pakistan**
Staff Course

WORK EXPERIENCE

- 2008 - 2014** **Mari Petroleum Company Ltd**
General Manager Human Resource (Feb 2008 to Jun 2014)/ HR Consultant (Jun 2014 to Jul 2014)

Responsibilities:

- Contribute to the development of company's human capital and strategies by providing advice to the senior management on HR related issues.
- Achieve goals and objectives through effective management of the HR team. Select the right people, provide guidance, coaching and mentoring to develop team members, capability and ensure succession plan for key positions in place.
- Develop, administer and advise on company's benefit plans, compensation policies and be responsible for manpower planning and management development, keeping in view the latest trends in the industry.
- Ensure aligned HR policies, procedures and systems are in place and in compliance with the applicable employment laws and regulations.
- Support the assessment of training and leadership development needs to define the organization learning requirements and develop rollout strategy and plans.
- Plan HR budget, manage and rationalize all HR related costs to fully utilize resources.
- Development of an employee – oriented company culture that emphasizes quality, continuous improvement and high performance.
- Keep a pulse on market dynamics in terms of HR trends to ensure competitive salary packages to attract, motivate and retain qualified people.
- Advice on all union/industrial relation problems and policies with a view to maintain harmonious relations within the company.
- Assessing the company's future staffing requirements over the short, medium and long term span.
- Perform any other duties assigned by the Managing Director.
- I helped developing the following to increase Company's revenue and provide more job opportunities :-
 - **Seismic Unit.** Raised and organized the human resource of Mari Seismic Unit which is capable of undertaking 2D and 3D seismic surveys currently employed in Sind. Coordinated and organized its training in France and UAE.
 - **Data Processing Unit.** Raised the manpower of experts for the interpretation of seismic data and organized their training in Egypt

1973 to 2008 Last rank Brigadier / Pakistan Army

- Served as an instructor to Pakistani Saudi Armor Brigade in Tabuk, Saudi Arabia between 1981 and 1983.
- Commanded a force of 4000 persons in peace and war like situation.
- Performed as Senior Staff Officer in Operations and Plans in higher headquarters of Pakistan Armed Forces.

ADDITIONAL SKILLS

Address: House No. 980, Street No. 51
Phase II, Bahria Town, Islamabad
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Mobile : +923335269818
Email: ahnaqvi@gmail.com

Software Proficiency – Full Microsoft Office (Word, Excel, PowerPoint, Project, Visio, Outlook, Publisher, Access).

Languages – English (Fluent) and Urdu (Fluent)