

John Fabia
Specialist – Workers Welfare
Qatar Foundation

CAREER HIGHLIGHTS

- Established a robust QF QHSE and Welfare Management System which led to the increase of contractor compliance from 20% to 80% in 2 years
- Increased the adherence of contractors to QF Worker Welfare Standard and laws and regulations as part of the contract with an estimated total amount of 20-30 million QAR in more than 2 years
- Successful review of the QF Worker Welfare Standard and release of the 2024 version as part of the technical committee.
- Achievement of ISO 9001, 14001, and 45001 certifications of RKH Qitarat within 8 months prior to revenue service
- Establishment of risk assessments and safe work method statements for the planned preventive, corrective, and emergency maintenance of 30,000 assets worth more than 8 billion QAR across 24 sports stadiums
- Achievement of Integrated Management System (9001, 14001, 45001) across 80 sports facilities under Ministry of Culture and Sports
- Achievement of 2 million safe manhours throughout the two years duration of Al Kharj Mental Hospital Project – Saudi Arabia



ABOUT ME

A proactive and enthusiastic RQHSE professional with more than 14 years of enriched experience in HSE & Welfare and Human Resources Management in various industries including construction, facilities management, operations and maintenance, railway, management consulting, and training and development



John.fabia2@gmail
.com



+974 773 82214

Address:

Al Faisaliya Gardens 2 Compound
PO Box No. 4473
Al Gharafa Doha, Qatar

EXPERIENCE

Specialist – Workers Welfare | Qatar Foundation (QF) | July 2023 – Present | Doha, Qatar

Roles & Responsibilities:

- Collaborate with International Labor Organization -Qatar, Ministry of Labor, Ashghal and other government stakeholders including private educational institutions such as Georgetown University Qatar, Carnegie Mellon University-Qatar, etc. to improve and exchange HSE & Workers Welfare knowledge and best practices.
- Conduct Contractor's grievance concerns investigation and prepare reports.
- Develop, review, and update welfare-related policies and procedures, ensuring compliance with legal and regulatory standard.
- Supports in organizing, monitoring, and evaluating the effectiveness of welfare programs.
- Supports in developing and managing the budget for welfare services, ensuring efficient allocation of resources of Workers Welfare Department
- Provide leadership and direction to contractor's welfare staff, ensuring high standards of service delivery and staff development.
- Member of technical committee and conduct tender technical evaluation for all bidders to ensure welfare technical evaluation criteria are met during the bidding process.
- Conduct Management, Accommodation, Construction Audits and inspections to QF Contractors to ensure compliance with Qatar Foundation Workers Welfare Standards and applicable laws and regulations related to human resources.

Manager - Advisory | KPMG Qatar | November 2019 – June 2023 | Doha, Qatar

Roles & Responsibilities:

- Monitor compliance and provide advice to Contractors on how to satisfy the QF Worker Welfare Standards requirements and other laws and regulations related to HSE & Welfare

EDUCATION

Master of Science in Safety, Health, and Environment | University of Greenwich – London, England | Grade - Distinction

NEBOSH International Diploma in Occupational Safety and Health | February 2017 | RCES UK

Bachelor of Science- Health Sciences in Nursing | March 2009 | University of Pangasinan - Philippines

PROFESSIONAL MEMBERSHIPS/ CERTIFICATIONS/ TRAININGS

- Chartered Member – IOSH UK
- Certified Safety Professional – BCSP USA
- NEBOSH Level 3 International General Certificate - NEBOSH
- Level 3 Certificate in Assessing Vocational Achievement – NCFE
- ISO 45001:2018 Lead Auditor Course - BSI
- ISO 9001:2015 Lead Auditor Course – IQCS
- ISO 18001:2007 Lead Auditor Course – TVE
- Integrated Management System (IMS) Internal Auditor – TUV SUD
- Level 2 Certificate in Facilities Services Principles – BIFM
- KPMG Global Risk Management Training Course – Information Protection Fundamentals
- KPMG Global Risk Management – Sentinel Requestor Course Training Course
- KPMG Global Risk Management – Global Independence Training Course – Manager and above
- KPMG Global Risk Management – Data Privacy Training Course

- Conduct audits on Contractor's management, accommodation, construction site, building facilities, clinics, and prepare audit reports.
- Prepare, review, and update the HSE & Welfare processes and procedures as required by ISO 9001, 14001, 45001
- Support the department risk owners within HSE Directorate and the line organization in managing operational risks by identifying, assessing, treating, preventing, and monitoring risks in integrated manner
- Review and provide appropriate recommendations on the revision of QF Worker Welfare Standards to reflect the changes in the local legislations and previous audit results
- Steward the review and assessment of tender documents as per the HSE & Welfare criteria during the bidding process of Contractors
- Liaise with QF stakeholders such as International Labor Organization - Qatar (ILO), Ministry of Administrative Development, Labour, and Social Affairs, Georgetown University, etc.
- Review contractor's HSE, Quality, and Welfare Adherence Manuals and Plan to ensure adherence with the contractual agreement
- Conduct due diligence on contractor's recruitment agencies, WPS, and review worker's pay slips
- Prepare statistics annual report to measure the performance of contractor's compliance and provide appropriate recommendations for continual improvement
- Prepare budget analysis and allocation for QF Welfare Department's annual budget
- Prepare budget for KPMG manpower resource allocation at Qatar Foundation

**RQHSE Consultant (seconded to RKH Qitarat) | DISS |
October 2018 – Nov 2019 | Doha, Qatar**

Roles & Responsibilities:

- Conduct gap analysis on the existing RQHSE management system and prepare report with appropriate recommendations to senior and top management as per the requirements of the ISO 9001, 14001, 45001
- Review organization RQHSE policies, targets & objectives, processes, and procedures and provide advice where required to ensure compliance with the management system requirements and other applicable laws, regulations, and contractual obligations
- Review the organization's master risk register including health and safety risk assessments and method statements to ensure adequacy of control measures
- Provide recommendations to client senior management on how to comply with the requirements of ISO 9001, 14001, and 45001
- Lead the audit team in conducting internal audit across metro stations

**Senior HSE Consultant & Instructor | DISS | October 2018
– February 2019 | Doha, Qatar**

Roles & Responsibilities:

- Deliver international HSE Courses such as British Safety Council Diploma in OHS, NEBOSH International General Certificate and ISO Management Systems Courses (9001,14001,45001)
- Assist in planning, design, and developing new HSE and Quality courses according to the market requirements.
- Assist the center in the accreditation process of international qualifications like NEBOSH, British Safety Council, IEMA, IRCA and compliance audits
- Prepare lesson plan in line with the required study hours of the specific course to be delivered.
- Provide support and assistance to students to achieve the learning outcomes of the course.

**QEHS Executive | Mosanada FMS | October 2013 –
October 2018 | Doha, Qatar**

COMPUTER PROFICIENCY

- Oracle Fusion, Maximo, CAFM, MS Office Word, Excel, Power Point, Outlook & E-Mailing tools-MS Outlook, Windows Outlook.

VOLUNTEER EXPERIENCE

- Provide mentorship to HSE professionals on how to become IOSH, BCSP, and BCRSP member.
- Provide guidance to aspiring HSE professionals on the selection of appropriate HSE qualifications for career advancement and future goals

LANGUAGES KNOWN

- English – Professional Level
- Tagalog – Excellent
- Arabic - Basic

DECLARATION

I hereby declare that all the above furnished information is true to the best of my knowledge and belief. If given an opportunity to become part of your good organization, I assure that my performance would be wholehearted, dedicated and always to the best of my capacity and in prestige of the company.

Roles & Responsibilities:

- Quality, Environment, Health, and Safety (QEHS) Consultant for Ministry of Culture and Sports across 24 first grade clubs, federations and multi-purpose hall sports facilities and act as Deputy QESSH Manager
- Review QEHS policies and procedures of the contractors and sub-contractors to ensure compliance with the client contractual requirements and applicable laws and regulations.
- Review work practices and recommend for penalties as per service level agreement for any breaches of the contract.
- Conduct thorough incident investigations and provide appropriate recommendations to prevent recurrence.
- Conduct QEHS facility inspections across 24 sports facilities and prepare the report to senior management.
- Monthly measurement of achievement of HSE Key Performance Indicators and monitoring
- Liaise with different local authorities (i.e. Civil Defence, Ministry of Public Health, etc.)
- Lead onsite emergency evacuation drills for sports stadiums and coordinate with different local authorities.
- Act as Lead Auditor within the project and ensures all non-compliance are resolved within the set timeframe.

HSE Project in Charge | Al Majal Al Arabi Contracting Group | August 2010 – August 2012 | Saudi Arabia

Roles & Responsibilities:

- Conduct routine safety inspections of tools, PPE, equipment, vehicles, and building company premises to identify hazards and coordinate the immediate action to appropriate level.
- Conduct risk assessments and safe work method statements of different construction activities in collaboration with construction manager, project engineers and supervisors,
- Conduct incident investigation, provide appropriate recommendation, and monitor the status of implementation.
- Conduct toolbox talks and other trainings to promote health and safety within the project site.
- Prepare the monthly HSE statistics of the project and presentation to project management.