

SABITH SALIM



Assistant HSE Manager | NEBOSH IDIP | DAEP | QP Approved

+971 56 270 3239 | sabithsalim2@gmail.com | Dubai, UAE | Employment Visa
LinkedIn: www.linkedin.com/in/sabithsalim-hse

PROFESSIONAL PROFILE

Spearheading HSE operations at **Fabtech International Ltd** — Middle East's largest steel fabrication group — directing a **13-member HSE team** across 24/7 multi-zone operations serving ADNOC, Saudi Aramco, and QatarEnergy. **8+ years** of progressive safety leadership across oil & gas, steel fabrication, airport infrastructure, solar energy, and petrochemical operations. Drove **40% reduction in administrative workload** through AI-powered digital EHS transformation, orchestrated **9,200+ safety observations** annually, and pioneered a bespoke digital EHS application integrating 26 activity types with real-time dashboards and predictive analytics.

KEY ACHIEVEMENTS

- Orchestrated **9,200+ safety observations** across 25+ HSE activity categories annually
- Designed digital EHS platform **integrating 26 activity types** with real-time dashboards
- Streamlined administrative workload by **40%** through AI-powered safety automation
- Led EcoVadis assessment: **60/100 score, 56th percentile** globally among 150K+ firms
- Resolved **27+ OFC inspection items** (IR/534976) for TRAKHEES compliance
- Directed HSE for **500+ employees, 200+ subcontractors** across 24/7 fabrication operations

CORE COMPETENCIES

- HIRA & Job Safety Analysis
- Permit to Work Systems
- Risk Assessment & Mitigation
- Incident Investigation & RCA
- Behavioral Based Safety
- TRAKHEES / EHSS / JAFZA
- OFC Certification Process
- ASME / API / OSHA Codes
- ISO 9001 / 14001 / 45001
- Emergency Response Planning
- HSE App Development
- AI Safety Analytics
- EcoVadis & ESG
- Contractor Safety Mgmt
- HSE Training & Auditing

PROFESSIONAL EXPERIENCE

Assistant HSE Manager

Apr 2024 – Present

Fabtech International Ltd (Fabtech Group) — Jebel Ali Free Zone, Dubai, UAE

Fabtech Group — one of the Middle East's largest steel fabrication and pressure vessel manufacturers (est. 1994) serving ADNOC, Saudi Aramco, QatarEnergy, and major EPC contractors. ASME U, U2, S, A, PP stamp holder.

Leadership & Site Safety Operations

- Directed a 13-member HSE team (*Asst. Manager, Document Controller, 11 Safety Officers*) across 24/7 rotating shifts in fabrication zones, welding bays, coating areas, workshop, berth, and external sites
- Drove HSE compliance for **500+ employees and 200+ subcontractors** in ASME pressure vessel manufacturing, structural fabrication, hot work, coating, and heavy lifting
- Established and tracked KPIs across **25+ HSE activity categories** generating **9,200+ recorded observations** including inspections, permits, toolbox talks, and training
- Chaired weekly HSE committee meetings; presented monthly executive safety reviews with performance analytics, leading/lagging indicators, and strategic improvement recommendations

Regulatory Compliance & OFC Certification

- Spearheaded Operations Fitness Certificate (OFC) renewal with TRAKHEES, managing comprehensive inspections and resolving **27+ compliance items (IR/534976)** across fire safety, emergency preparedness, hazardous materials, and environmental controls

- Coordinated multi-agency compliance: Dubai Civil Defence fire certificates, SIRA CCTV approvals, Hassantuk emergency notification, FZIO accreditation cards, and Dubai Municipality environmental regulations

Safety Programs & Hazard Elimination

- Implemented comprehensive PTW systems for hot work, confined space, working at heights, excavation, lifting, and electrical isolation across all zones
- Developed HIRA, JSA, method statements, and safe work procedures for pressure testing, hydrotesting, radiography, PWHT, sandblasting, and heavy lifting
- Engineered inspection systems for fire extinguishers, harnesses, gas torches, first aid kits, lifting equipment, and scaffolding with digital tracking
- Launched thematic campaigns: Hot Work Safety, PTW Awareness, Working at Heights, Scaffolding, LOTO, and seasonal heat stress prevention
- Led incident investigations using 5-Why, Fishbone, and TapRoot methodologies; implemented CAPA with effectiveness tracking

Digital HSE Transformation & App Development

- Architected the "**Fabtech EHS App**" specification — a comprehensive mobile/web platform integrating **26 HSE activity types** with real-time dashboards, auto-scoring algorithms, GPS-tagged observations, and equipment tracking for **500+ items**
- Reduced administrative workload by **40%** through AI-assisted safety data analysis, automated document generation, and digital performance reporting
- Developed app wireframes and functional specifications using AppSheet and Power Apps for HSE inspection logging, violation tracking, and automated compliance alerts
- Designed and built custom Excel-based digital management systems with interconnected sheets, automated scoring, dashboards, pivot table analytics, and VBA macros for HSE data processing
- Created innovative communication tools: vintage newspaper-style safety bulletins ("The Fabtech Safety Gazette"), infographic posters, and digital awareness campaigns

EcoVadis & Client Engagement

- Led EcoVadis sustainability assessment achieving **60/100 (Committed Badge, 56th percentile globally)**; Ethics **74/100**, Sustainable Procurement **68/100**
- Managed client HSE audits: EGA, NOV, and major EPC contractors; prepared HSE plans, method statements, risk assessments, and emergency response plans

HSE Manager

Oct 2020 – Mar 2024

DNJ Energy LLC — Dubai, UAE

Projects: DAEP MV Substation Relay Replacement (Hitachi-ABB) | DEWA/SEWA/TRANSCO Electrical Infrastructure | DNJ UAQ Factory

- Oversaw HSE operations across **3+ concurrent projects** for Dubai Airports (DAEP), DEWA, SEWA, TRANSCO, and UAQ factory, reporting to Group Director
- Prepared complete QHSE documentation: HSE Policy, Manuals, Risk Assessments, SOPs, Security Plans, Welfare Plans, Emergency Plans, Special Contingency Plans
- Developed risk assessments, environmental aspect/impact assessments, legal registers, and emergency response plans for electrical infrastructure and airport fitout projects
- Ensured UAQ Factory compliance with MOHRE, Civil Defence, and Municipality regulatory standards
- Conducted internal ISO HSEMS audits for all DNJ projects and factories; drove external audit readiness and non-conformance resolution
- Initiated board-level HSE policy meetings with Group Director; implemented organization-wide safety improvement plans
- Introduced Behavioral Based Safety (BBS) program, **transforming safety culture from reactive to proactive** across all project sites and factory
- Designed Safety Week Programs, specialized training courses, and toolbox talk libraries enhancing workforce safety competency
- Implemented penalty provision procedures, issued violation notices, and prepared monthly compliance reports for senior management
- Mentored HSE Officers; managed PTW systems, site compliance checks, equipment assessments, and security coordination

Senior Safety Officer / HSE Coordinator

Apr 2018 – Oct 2020

Future Gulf Contracting LLC — Dubai, UAE

Clients: Dubai Airports (DAEP) | DWC | Dnata | Emirates Group

- Oversaw multiple concurrent airside/landside fitout, construction, and MEP projects at Dubai International and Al Maktoum airports
- Progressed from site Safety Officer to office-level HSE Coordinator, managing the entire Safety Officer team across all DAEP projects
- Facilitated risk assessments, hazard identification, JSA, and environmental impact assessments to comply with DAEP legislation
- Chaired weekly HSE meetings with consultants and contractors; enforced DEWA, Dubai Municipality, RTA, and DAEP HSSE procedures
- Delivered daily TBTs, inductions, BBS campaigns; conducted camp inspections for worker welfare compliance

Safety Engineer

Oct 2017 – Jan 2018

Power Advantage LLC — Dubai, UAE

Project: DEWA Phase 3 — 800MW Mohammed Bin Rashid Al Maktoum Solar Park

- Managed HSE for one of the world's largest solar projects: PV installation, cable laying, inverter stations, and electrical commissioning
- Implemented heat stress protocols with WBGT monitoring; conducted risk assessments for high-voltage electrical works
- Scaffolding inspection lead; prepared HSE documentation, policies, and statistical performance reports for DEWA

Safety Officer (QP Approved)

Feb 2017 – Jun 2017

DIPNCC — Qatar Petroleum Project — Qatar

EPIC of New NGL Support Campus (Phase 1) — Shutdown Operations

- Held QP approved status for oil & gas shutdown operations in live hydrocarbon environments; managed confined space, hot work, and heavy lifting safety
- Conducted inspections, JSA card checks, risk assessments, internal audits, and incident investigations with corrective action follow-through

Safety Officer (Trainee)

Sep – Dec 2016

Travancore Cochin Chemicals (Govt. of India) — Kerala, India

- Managed safety in government chemical manufacturing: inductions, fire drills, emergency awareness, PPE management, and Factories Act compliance

EDUCATION

NEBOSH International Diploma in OHS Management	2023
Bachelor's Degree in Health and Safety Management	2016
Diploma in Fire and Safety Engineering (HSE)	2013

CERTIFICATIONS

- NEBOSH International Diploma (2023)
- NEBOSH International General Certificate (2016)
- IOSH Managing Safely (2016)
- First Aid, CPR & AED (2017)
- Essentials of Fire Safety Inspections — ITC
- Hazard Communication — Knights of Safety
- Working at Height & Scaffolding
- Fire Prevention & Fighting — Cochin Shipyard
- LOTO — Oregon OSHA
- Confined Space Entry Certificate
- IMS Awareness (ISO 9001/14001/45001)
- ACONEX Document Management — Certified

TECHNICAL SKILLS, HSE SOFTWARE & DIGITAL TOOLS

HSE Software

ACONEX, SAP EHS, Intelex, IndustrySafe, iAuditor, Safety Culture (SafetyCulture), Digital Inspection Platforms

HSE App Dev	AppSheet, Power Apps, Google Forms Automation, Excel-VBA HSE Systems, App Wireframing & Functional Spec Design
AI & Automation	AI-Powered Safety Analytics, ChatGPT/Claude/anti gravity/coding for HSE Documentation and Automation, Predictive Incident Modeling, Automated Compliance Monitoring
Data & Reporting	Advanced Excel (Dashboards, Pivots, VBA Macros), Power BI, Safety KPI Analytics, Performance Trend Visualization
Standards & Codes	ASME (U, U2, S, A, PP), API (4F, 2B, 8A, 8C), OSHA 29 CFR, NEBOSH, IOSH, ISO 9001/14001/45001
Regulatory	TRAKHEES EHSS, DAEP HSSE, Dubai Municipality, Dubai Civil Defence, OSHAD SF, DEWA, SIRA, FZIO
Office & Comms	MS Office Suite (Advanced), SharePoint, Teams, Creative Safety Bulletins, Infographic Design
CAD & Planning	AutoCAD 2D (Basic), Primavera P6 (Basic)

L A N G U A G E S

English Professional	Hindi Professional	Malayalam Native	Tamil Conversational
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P E R S O N A L I N F O R M A T I O N

Nationality: Indian	DOB: 17 January 1994	Visa: Employment Visa
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References available upon request