

Pour plus de confidentialité ce CV est anonyme ! - Pour avoir accès aux coordonnées de ce candidat vous devez être une entreprise identifiée.

DIRECTEUR GENERAL

Polytechnicien Electromechanical Engineer my professional project is based on my technical knowledge and my need to go deeper through incoming questions to reinforce my experience. I have twelve (12) years of experience which allows me to know the industry with an address note-book gathering the different deciders, partners and potentials clients which are Senegalese's economy actors. Add to a technical background which covers all the engineering fields, I have good communication skills. In order to give necessary knowledge, to convince and help my different future collaborators or partners to have the opportunities and advantages which appear. With a perfect knowledge of the industry, which I have followed the evolution years during, I have now the possibilities to give adequate solutions to the different identified questions in order to develop sustainable and profitable relation to all parties (win-win situation to a collaborative level).

Expérience professionnelle

Depuis
Octobre 2005

DRH

Mission : From October 2005 to Now: Mobil Oil Senegal Human Resources Manager

- 70 employees, 40 contractors, 7 expatriates in and 4 expatriates out.
- Recruitment administration.
- Annual Training program preparation and follow-up.
- Preparation and application of National Salary Program (Compensation & Benefits).
- Payroll administration & control.
- Policies implementation, follow up and review.
- Medical insurance administration
- Performance Assessment & Development Process (PADP) organization, facilitation & stewardship at Affiliate level
- Annual vacation plan preparation & stewardship.
- Expatriates administration.
- Recognition program management
- Management of termination & retirement.
- Employees communication & Contact
- Acting for West Africa Cluster Human Resources Manager
- Acting for Mobil Oil Senegal General Manager

Moyens : Je supervise :

- 1 Analyste des Ressources Humaines
- 1 Analyste pour la Paie
- 1 Coursier
- 1 Archiviste
- 1 Standardiste

Bilan : 1 - People : 100%

2 - Operations : 100%

3 - Customer : 100%

Janvier 2005
Octobre 2005

ExxonMobil WAC Lubes Engineer & CBG Lead Area Manager (Compagnie des Bauxites de Guinée)

Mission : FROM JANUARY 2005 TO OCTOBER 2005: ExxonMobil WAC Lubes Engineer & CBG Lead Area Manager (Compagnie des Bauxites de Guinée)

- Volumes: 12 KBbl per Year (Lubricants). Sales Realizations: 300 k\$ per Month. Employees: 50 (for Lubricants and Fuels). Technical Support.
- Used Oil Analysis interpretations with savings and proof of performances. Lubricants users monthly meetings at the mining and the factory.
- Participation to SHE/OIMS (Safety, Health and Environment / Operated Integrated Management Systems).
- Monthly inventories (Lubricants and Fuels). Monthly Reconciliations. Daily business handling.

Moyens : Je supervisais sur le site environ 50 contractants dont 30 à la mine de Sangarédi et une vingtaine à l'usine de Kamsar en plus d'une dizaine de permanents à conakry.

Bilan : FROM JANUARY 2005 TO OCTOBER 2005: ExxonMobil WAC Lubes Engineer & CBG Lead Area Manager (Compagnie des Bauxites de Guinée)

- Volumes: 12 KBbl per Year (Lubricants). Sales Realizations: 300 k\$ per Month. Employees: 50 (for Lubricants and Fuels). Technical Support.
- Used Oil Analysis interpretations with savings and proof of performances. Lubricants users monthly meetings at the mining and the factory.
- Participation to SHE/OIMS (Safety, Health and Environment / Operated Integrated Management Systems).
- Monthly inventories (Lubricants and Fuels). Monthly Reconciliations. Daily business handling.

EXXONMOBIL AFRICA MIDDLE EAST / WEST AFRICA CLUSTER / LUBES ENGINEER

MOBIL OIL SENEGAL

Mission :

2004: EXXONMOBIL AFRICA MIDDLE EAST / WEST AFRICA CLUSTER / LUBES ENGINEER (based at Dakar in Senegal)

Country: Senegal - Gambia - Mali - Mauritania - Guinea - Bissau Guinea - Niger - Burkina Faso - Cameroon - Gabon - Ivory Coast - Equatorial Guinea - Chad - Benin - Liberia - Sierra Leone.

- Management of a portfolio of clients; Top twenty clients technical program discussed and approved; Competitors activities study.
- Entretien Moteur / Programme d'Analyse (EM/PA)
- Technical support to clients in order to improve preventive maintenance program to increase productivity efficiency.
- Savings reports based on actions recommended and taken following to the trends identified in the results of the used oil samples.
- Program Quality Management System in the process of lubricants blending.
- Participation to SHE/OIMS (Safety, Health and Environment / Operated Integrated Management Systems). Participation to CIMS (Control Integrity Management System).

Moyens : Je travaillais en relation directe avec une dizaine d'attachés commerciaux des différents pays de l'Afrique de l'Ouest.

Bilan :

2004: EXXONMOBIL AFRICA MIDDLE EAST / WEST AFRICA CLUSTER / LUBES ENGINEER (based at Dakar in Senegal)

Country: Senegal - Gambia - Mali - Mauritania - Guinea - Bissau Guinea - Niger - Burkina Faso - Cameroon - Gabon - Ivory Coast - Equatorial Guinea - Chad - Benin - Liberia - Sierra Leone.

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- Program Quality Management System in the process of lubricants blending.
- Participation to SHE/OIMS (Safety, Health and Environment / Operated Integrated Management Systems). Participation to CIMS (Control Integrity Management System).

Septembre 1998
Décembre 2003

TECHNICAL SERVICE LUBRICANTS ENGINEER

MOBIL OIL SENEGAL

Mission :

FROM 1998 TO 2003: MOBIL OIL SENEGAL
TECHNICAL SERVICE LUBRICANTS ENGINEER

- Management of a portfolio of clients and competitors activities studies. Top twenty clients technical program discussed and approved.
- Entretien Moteur / Programme d'Analyse (EM/PA)
- Technical support to clients in order to improve preventive maintenance program to increase productivity efficiency.
- Savings reports based on actions recommended and taken following to the trends identified in the results of the used oil samples.
- Program Quality Management System in the process of lubricants blending.
- Participation to SHE/OIMS (Safety, Health and Environment / Operated Integrated Management Systems). Participation to CIMS (Control Integrity Management System).

Moyens : Je travaillais en relation directe avec le service clientèle.

Bilan :

FROM 1998 TO 2003: MOBIL OIL SENEGAL
TECHNICAL SERVICE LUBRICANTS ENGINEER

- Management of a portfolio of clients and competitors activities studies. Top twenty clients technical program discussed and approved.
- Entretien Moteur / Programme d'Analyse (EM/PA)
- Technical support to clients in order to improve preventive maintenance program to increase productivity efficiency.
- Savings reports based on actions recommended and taken following to the trends identified in the results of the used oil samples.
- Program Quality Management System in the process of lubricants blending.
- Participation to SHE/OIMS (Safety, Health and Environment / Operated Integrated Management Systems). Participation to CIMS (Control Integrity Management System).

Août 1998
Septembre 1998

INGENIEUR INTERVENTIONS

INDUSTRIES CHIMIQUE DU SENEGAL

Mission : 1998: ICS CHIMIE (INDUSTRIES CHIMIQUES DU SENEGAL PLATEFORME CHIMIQUE) INTERVENTIONS ENGINEER

- End of Study Project: Maintenance guidelines templates of the Industries Chimiques du Sénégal Plateforme Chimique (ICS Chimie) studies and improvements.
- Identification of the adequate actions to be taken on the 5 keys factors (weather, material, engines, methods and personal) to improve production's maintenance efficiency.
- Supervision of the maintenance actions taken in the factory following a daily program wellly identified with the preparators and other employees.
- Supervision of the key indicators of the maintenance guidelines templates.

Moyens : Je travaillais avec une équipe de préparateurs et d'autres agents sur le terrain pour les interventions à l'usine à feu continue 24h/24.

Bilan : 1998: ICS CHIMIE (INDUSTRIES CHIMIQUES DU SENEGAL PLATEFORME CHIMIQUE) INTERVENTIONS ENGINEER

- End of Study Project: Maintenance guidelines templates of the Industries Chimiques du Sénégal Plateforme Chimique (ICS Chimie) studies and improvements.
- Identification of the adequate actions to be taken on the 5 keys factors (weather, material, engines, methods and personal) to improve production's maintenance efficiency.
- Supervision of the maintenance actions taken in the factory following a daily program wellly identified with the preparators and other employees.
- Supervision of the key indicators of the maintenance guidelines templates.

Août 1995
Août 1998

CHEF DEPARTEMENT ENERGIE

MATFORCE COMPAGNIES D'APPLICATIONS MECANIQUES

Mission : FROM 1995 TO 1998: MATFORCE (COMPAGNIES D'APPLICATIONS MECANIQUES)

ENERGY DEPARTMENT MANAGER

- Maitrism Training in Production Management at MATFORCE in Dakar Sénégal (Subject: Productivity Study of the Workshop 4 of MATFORCE).
- Generating sets and solar power equipments sales and installations. Annual objectives and the best ways to achieve it propositions.
- Clients portofolio management and competitors activities study. Stand-by Electrification Project of the hospital Saint Jean de Dieu de Thies.
- Solar Power Electrification Project of a mosquee at Batama, Kayes, Mali. Differents other projects of sales and installation of generating sets and solar power equipments.

Moyens : Je travaillais avec des installateurs.

Bilan : FROM 1995 TO 1998: MATFORCE (COMPAGNIES D'APPLICATIONS MECANIQUES)
ENERGY DEPARTMENT MANAGER

- Maitrism Training in Production Management at MATFORCE in Dakar Sénégal (Subject: Productivity Study of the Workshop 4 of MATFORCE).
- Generating sets and solar power equipments sales and installations. Annual objectives and the best ways to achieve it propositions.
- Clients portofolio management and competitors activities study. Stand-by Electrification Project of the hospital Saint Jean de Dieu de Thies.
- Solar Power Electrification Project of a mosquee at Batama, Kayes, Mali. Differents other projects of sales and installation of generating sets and solar power equipments.

Août 1995
Décembre 1995

DIRECTEUR TECHNIQUE PAR INTERIM

CADEM TECHNOLOGIES (COMPUTER AID DESIGN ENGINEERING MANUFACTURING TECHNOLOGIES)

Mission :

1995: CADEM TECHNOLOGIES (COMPUTER AIDED DESIGN ENGINEERING AND
MANUFACTURING TECHNOLOGIES)

ACTING TECHNICAL MANAGER

- Market studies in order to begin CADEM Technologies activities in Dakar Senegal. Implementation of CADEM Technologies structures.
- Personnal hiring and training in the different activity fields. Clients portfolio management and competitors activities study.
- Technical and commercial development to achieve the identified objectives. Colobane market construction project, Dakar Senegal.
- Group Groupe ATI (Alliance Technologies et Informatique) in Dakar Senegal modification and increasing offices.

Moyens : Je collaborais avec une dizaine d'employés.

Bilan :

1995: CADEM TECHNOLOGIES (COMPUTER AIDED DESIGN ENGINEERING AND
MANUFACTURING TECHNOLOGIES)

ACTING TECHNICAL MANAGER

- Market studies in order to begin CADEM Technologies activities in Dakar Senegal. Implementation of CADEM Technologies structures.
- Personnal hiring and training in the different activity fields. Clients portfolio management and competitors activities study.
- Technical and commercial development to achieve the identified objectives. Colobane market construction project, Dakar Senegal.
- Group Groupe ATI (Alliance Technologies et Informatique) in Dakar Senegal modification and increasing offices.

Diplômes et formations

Mars 2006
Mars 2006

CENTRE DE FORMATION D'EXXONMOBIL A BRUXELLES EN BELGIQUE

EXXONMOBIL HUMAN RESOURCES BEST PRACTICES AND PROCESSES

Spécialisation : RESSOURCES HUMAINES

Février 2000
Mars 2000

CENTRE DE FORMATION D'EXXONMOBIL AU CAIRE EN EGYPTE

LUBES ENTRY LEVEL ET PROFESSIONNAL SELLING SKILS

Spécialisation : TECHNIQUE DE LUBRIFICATION ET COMMERCIALISATION

Août 1990
Juillet 1995

ECOLE POLYTECHNIQUE DE THIES

DIPLÔME D'INGENIEUR POLYTECHNICIEN DE TYPE NORD AMERICAIN GENIE ELCTROMECHANIQUE

Spécialisation : GENIE ELECTROMECHANIQUE

Compétences en informatique

Logiciels

MS OFFICE - WORD - EXCEL - POWER POINT - AUTOCAD - AUTRES

Langages

TURBO PASCAL

Informations complémentaires

INFORMATICIEN EN HERBE

Maîtrise linguistique

Anglais

Niveau oral : Courant, **Niveau écrit** : Courant

Français

Niveau oral : Courant, **Niveau écrit** : Courant

Arabe

Niveau oral : Notions, **Niveau écrit** : Notions

Divers

ADEPT (AMICALE DES DIPLOMES DE L'ECOLE POLYTECHNIQUE DE THIES)

JE SUIS LE SECRETAIRE GENERAL ADJOINT DE CETTE ASSOCIATION

AFRICAN ACTION AGAINST CLIMATE CHANGE (AACC)

SECRETAIRE GENERAL DE CETTE ASSOCIATION

AMEMOS (AMICALE DES EMPLOYES DE MOBIL OIL SENEGAL)

EX PRESIDENT DE L'AMEMOS

EBAS

CONSULTANT EBAS POUR LA BOURSE NATIONALE DE SOUS-TRAITANCE ET DE PARTENARIAT DU SENEGAL

AFRICARRIERES

CONSULTANT AFRICARRIERES