

# RACHID BOUTCHICHA

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## SENIOR-LEVEL MANAGEMENT PROFESSIONAL

### CAREER PROFILE

**Experience professional with 19 years of expertise** in the Oil and Gas industry, leading **Human Resources, Business management and Operations** for major oilfield services and IOC with an international experience in different regions of Africa, middle east and Asia.

Leader with solid team spirit and easy people contact skills

### SKILLS

- Operations and strategic HR.
- Organization Development, Restructuring process, Training & Development.
- Develop, improve and standardize HR processes
- Operations, project Management and Lean Six Sigma expertise.
- Technical and Operations expertise in Well Cementing, Coiled tubing and Stimulation.
- Multicultural knowledge and Conflict management.
- Fluent in English, Arabic, French and beginner Japanese.

### EXPERIENCE

#### Managing Director | 2RIGS oilfield services (Dubai, UAE/Algiers , ALGERIA)

10/2017 – 01/2019

Providing consultancy and training in HR and different oilfield technical domains.

Provide Business Management consultancy and advisory for the Algerian Market.

#### HR Director, acting VP HR | Kuwait Energy (Iraq)

9/2015 – 10/2017

**Successfully setup of a new organization in Iraq** by hiring right people, structing divisions and building different new function as HR, IT, security and HSSE, Increased efficiency of the organization

**Positively impacting major projects** of Drilling & production in Block 9 which started first production ever and construction of a Gas plant (Siba) completed and ready for production by cutting internal cost by 60% through recruiting highly qualified team

Develop 30% of population within 24 months through a developed HR strategy and training program.

#### HR Director | 2RIGS oilfield services (Dubai, UAE)

09/2014 – 09/2015

**Established a new business in UAE**, working on a creating added value and forming a name in the market

Successfully markups of 20% for startup business for the first year.

#### Supply Chain Regional Manager | OilSERV (Dubai, UAE)

04/2013 – 03/2015

**Improve and optimize sourcing and logistics for major projects in Iraq, Saudi Arabi and Tunisia with IOC's** such as ExxonMobil, Shell, BP and BG by ensuring a smooth operation's support from sourcing and

purchasing to logistic. Cost saving of 30% through contract negotiations smart sourcing (new ideas) as making and assembling equipment internally.

### **HR Regional Manager - Processes and Systems | Schlumberger (Dubai, UAE)**

3/2011- 01/2013

**Effectively implementing major HRPS/HRIS project for 24 countries** in the Middle East and Asia with a staff of 23,000 employees,

**Successful integration of new acquired companies** over 2 years with a headcount of 5000 employee.

Effectively leading lean six sigma projects which generated 8M\$ of cost saving.

### **Operations Manager for Well Services | Schlumberger (Gabon)**

1/2010- 03/2011

**Successful re-introduction of the coiled tubing/stimulation** business with a **1 M\$ project value**, solving a major and long-term issue of storage which impact the P&L.

Fostering teamwork and promote the performers through training program.

### **HR Manager - North Africa | Schlumberger (Algeria)**

9/2007 - 1/2010

**Positive transformation the HR function** that manage a staff of 2,000 employees (locals and expats) by revamping the function, implementing new compensation and benefit strategy, deploying policies and standards, gaining the trust of employees, unions and the top management. Implementing new internal regulation and collective convention for the first time which brought a huge benefit.

### **North Africa Recruiting Manager | Schlumberger (Tunisia, Algeria)**

3/2006 - 9/2007

Identify and hire potentials, result for 2006 and 2007 more than 310 engineers/technicians/supervisors and mid-career recruited.

Conduct more than 10 seminars (Oilfield seminar) in Algeria and Tunisia.

Establish a long-term relation with top universities and engineering schools for future pool selection.

### **Field Service Manager/Engineer in Charge | Schlumberger (Algeria)**

1/2005 - 3/2006

Managed effectively and smoothly the growth of cementing operations from 10 to 24 Drilling Rigs.

Developed a new technology used for the first time which generated more than 40M\$ or revenue.

### **Cementing Field Engineer – Senior Technical Engineer | Schlumberger (Algeria)**

08/2000 - 12/2004

Learning phase and acquiring an extensive knowledge while exposed to the operations. Leading a project of new technology that had a big impact to the company.

### **Hydraulic Engineer | ArcelorMittal (ALGERIA)**

09/1999 - 08/2000

First successful project was the rehabilitation of a water treatment networks in the manufacturing plant.

## **ACTIVITIES**

Community volunteer and Scout leader, Chess player and Aikido practitioner.

## **EDUCATION**

**Engineer - Hydraulic | Grande Ecole, Ecole Nationale Polytechnique-Algiers**