

PoI PALACIOS

42 years – French & Colombian
Home based in Indonesia, France and Mexico

+ 44 208 123 2510

pol.palacios@xwells.com

www.linkedin.com/in/polpalacios



ENTREPRENEUR & CONSULTANT

Chartered Engineer & Chartered Marine Engineer (**IMarEST, UK**)
Msc. Petroleum Engineering and Project Development (**ENSPM – IFP School**)
Msc. Civil Engineering (**Ecole Centrale de Lille**)

KEY LEADERSHIP SKILLS AND COMPETENCES

- Accomplished ability to build, energize and scale up **high performance** teams in complex and challenging multinational and **multicultural environments**.
- Particular strength in **driving and leading people through change**, including crisis-driven human resource intense transformations, while maintaining high levels of energy and confidence in the teams.
- Efficient **analytic and multidimensional** approach to problem solving supporting diligent and fair decision making.
- **Rational and courageous** in facing adverse conditions, relentlessly seeking a constructive outcome to any situation while preserving balance, respect and mutual interest for all parties.
- Irreproachable **ethical behaviour and business integrity**.
- Constant **commitment to excellence**, diversity and inclusion
- Detailed **comprehension and knowledge** of West African, Central American and South East Asian business contexts and specificities.
- Expertise in **local content, competence deployment** and development of talents in compliance with government driven nationalisation policies and regulations.

OPERATIONAL AND TECHNICAL BACKGROUND

- **Subsea Wellheads & Xmas Trees** testing and deployment.
- **Open Water Riser Systems** and Subsea Landing String.
- **Deepwater Wells Interventions** planning and execution.
- **Offshore drilling and wells** operations supervision and management.
- **Offshore rigs** tendering process, service companies integration, acceptance, commissioning and start up.
- **Subsea Production Systems** project delivery and testing.
- **Integrated project delivery teams**.
- **Mexican oil and gas upstream sector** business environment, political and economical context.
- **Onshore mature fields** competitive bidding.

LEADERSHIP AND MANAGERIAL EXPERIENCE

XWELLS

Since Apr. 2014

Co-Founder, Chairman and Chief Executive Officer – Global

XWELLS is a Strategic Consulting | Investment & Technology Partner | Business Development company active within the international energy sector, with a particular focus on creating innovative value chains on challenging and dynamic emerging markets.

Main focus, roles and responsibilities

Drive and engage challenging and **high risk business development** activities, **strategic analysis** and **structured financing** of multidisciplinary energy projects, with a specific expertise and involvement in **Mexico** energy landscape.

Drive development of new commercial routes between Latin American and Africa around innovation, investment and talent development.

Develop transfer of competences from traditional offshore oil and gas disciplines and project control toward cross-discipline synergies with other industries.

Board and Executive Roles

Since 2017

Senior Board Advisor – MSDI (www.msdi.co.id) , Indonesia

Leading technical company providing cutting edge UAV solutions for industry and topography. MSDI has been one of the first company to bring into Indonesia services such as drone mapping, high-end LiDAR technology, high accuracy modelling for real estate or civil engineering projects, forest management, oil and gas, corridor monitoring, mining, 3D models, archaeology and asset inspections.

Key challenges: establish a profitable leading national player in a highly competitive sector where a lot of entry barriers to market have to be overcome and drive business within a challenging environment at all levels where capital investment is scarce and technology awareness is embryonic.

Since 2017

Senior Board Advisor – PT. BALI DRONE PRODUCTION (www.balidroneproduction.com), Indonesia

Aerial & ground photography services for professionals and individuals.

Key challenges: support the foundation of a technology start up in a challenging business environment.

Since 2016

Board Advisor and Capital Investor – PT DUNIA LAUT (www.balidivetrek.com), Indonesia

Technical and recreational scuba diving school and tourist resort (SSI and TDI).

Highly specialised mixed gas rebreather deep diving niche market in Bali.

50 employees, local and expat. **Yearly turnover > \$450k** (multiplied turnover by 2.5 in two years, doubled asset value, recovered company from severe previous governance issues and restored net profit and positive cash flow).

Key challenges: highly cyclical tourism sector and management of worldwide impact of 2020 sanitary crisis.

Since 2013

Board Member and Capital Investor – INTUITIVA SAS (www.intuitiva.com.co), Colombia

Proprietary innovative, dynamic and competitive offers in the sector of cloud based, SaaS oriented fully integrated platforms, e-business solutions and mobile applications for the agriculture (**Tierra Dulce**), financial compliance (**StarPlus**), public transport systems and HR Management.

Key challenges: innovation, emerging markets, 180° turnaround, financial stability and control

Since 2010

Founder and managing director – EXOVEDA (www.exoveda.com), Hong-Kong
Micro-equity and consulting company investing in emerging markets small businesses ventures.

TECHNICAL EXPERIENCE IN INTERNATIONAL OIL & GAS MAJORS

BP – Global Wells Organisation

Mar. 2014 to Jan. 2018 **Subsea Wells Team Leader & Deputy Africa SSW Manager** – Block 31 & 18, Exploration 24 & 19, Offshore, Angola

Provide technical and managerial support to BP Angola deepwater development subsea operations.

- DOA of 2.5 m USD and a team of 50 people (2015). Managed industry led staff reduction on plan.
- 2012-2016: Reduced NPT from 40% to 0%. Nationalised team.
- 2016 and 2017: Delivered Annual Operating Plan 4 months ahead of schedule and below budget.
- Manage and support a team of 18 expatriates and local engineers, both onshore and offshore.
- Contract account manager and budget responsible person for ROV, survey and positioning activities.
- Manage operational interface with main project vendors and EPC contractors.

Jul. 2013 to Mar. 2014 **Subsea Wells Rig Operations Lead Engineer** – Block 31, Offshore, Angola

Support subsea wells operations performed by DS6 drillship on PSVM project

Mar. 2012 to Jul. 2013 **Senior Completion Well Site Leader & Subsea Supervisor** – Block 31 & 18, Offshore, Angola

Supervise completion & subsea operations performed by DS6 drillship on PSVM project

TOTAL – Exploration & Production

Sept. 2011 to Mar. 2012 **Operation Superintendant and Project Engineer** – Deepwater Light Intervention Vessel project – STX Yard, Langsten, Norway

Nov. 2010 to Sept. 2011 **Offshore Night Drilling Supervisor** – Block 17, Offshore, Angola

Jan. 2010 to Nov. 2010 **Rig Intake & Commissioning Project Engineer** – SHI Yard, Geoje Island, South Korea

Sept. 2007 to Jan. 2010 **Offshore Subsea Well Engineer** – Moho Bilondo Project, Offshore, Congo

Jan. 2007 to Sept. 2007 **Subsea Trees and Work Over Control Systems Project Engineer** – Moho Bilondo Project – Norway & UK, Gabon, Congo

Aug. 2006 to Jan. 2007 **Subsea Lead Engineer** – Dalia Project, Luanda, Angola

Aug. 2005 to Aug. 2006 **Offshore Subsea Well Engineer** – Block 17, Offshore, Angola

Nov. 2004 to Aug. 2005 **Subsea Trees and Work Over Control Systems Project Engineer** – Dalia project – Oslo, Norway

Sept. 2004 to Nov. 2004 **Drilling Supervisor and HSE Manager** – Total E&P France, Pau, France

Graduate School Internships and trainings

Apr. – Aug. 2003 **ELF Petroleum Nigeria** – Corporate Planning & Development – Lagos, Nigeria

June - Sept. 2002 **TotalFinaElf Angola** – Girassol Project Drilling Campaign – Luanda, Angola

July 2001 **Schlumberger Well Services** – Sfax, Tunisia

February 2001 **Compagnie Générale de Géophysique (CGG)** – Massy Palaiseau, France

EDUCATION

2003 – 2004	MSc. of Petroleum Engineering and Project Development , IFP-School , Paris, France. Diplôme National d'Ingénieur , Ecole Nationale Supérieure du Pétrole et des Moteurs , Paris.
2000 – 2003	Diplôme National d'Ingénieur and MSc. from the Ecole Centrale de Lille . (One of the top 10 engineering graduate school in France. Specialisation: Civil Engineering . Major courses: Project management, Mechanical engineering, Electrical engineering, Thermodynamics)
1997 – 2000	<i>Classes préparatoires aux Grandes Ecoles</i> (Advanced preparation in mathematics and physics for the competitive entrance exam to the French engineering cursus). Equivalent to first two years of university studies.

LANGUAGE SKILLS

French: native language
Spanish: second native language
English: fluent

Indonesian (Malay): fluent
Portuguese: fair
German: basic

CERTIFICATIONS

Scuba Diving, Instructor (SSI Open Water Instructor), CMAS **, FFESSM N2, PADI Advanced Open Water, CMAS Marine Biology N1, TDI Advanced Nitrox Diver, TDI SCR Rebreather, Free diving AIDA Level 2

Chartered Engineer, Engineering Council, UK, 2013

Chartered Marine Engineer, IMarEST, UK, 2013

European Engineer, FEANI

International Well Control Forum, IWCF, Ecole Française du Forage, Pau, France, July 2014

Supervisor level, option *Combined Subsea and Surface BOP Stack* (Level 4)

Basic Offshore Safety Induction Emergency Training, MSTs Asia, Singapore, November 2012

GSES (General Safety and Environment on Site) training, Pau, April 2007, mandatory for all Total site supervisors

Defensive Driving, Vestre Baerum Trafikskole, Oslo, December 2004

PUBLICATIONS AND PRESENTATIONS

Dourlers, détection de vestiges par méthodes géophysiques, Bilan annuel des activités DRAC - Ministère de la Culture 2002
Comparative application of Gravimetry, Ground Penetrating Radar and High-resolution Seismic Reflection surveys for the detection of shallow archaeological vestiges, Pol Palacios *et al*, 8th EEGS meeting, Aveiro, Portugal, September 2002.

EXTRACURRICULAR ACTIVITIES

Traditional Hatha Yoga and Ashtanga Yoga.

Scuba diving (Tuamotus Islands, Polynesia, Thailand, Mexico, France).

Sailing across Indonesia (Bali, Sunda Islands, East Timor) with a 32 feet sloop.

Cultural travels and stays in several countries across Europe, Africa, Southern Pacific, and in the Americas.