

# Essa Jaber Alfaya'

## Strategic Thinker, Skillful & Experienced Leader

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### 1. OBJECTIVE:

“Full thrust and rich knowledge”, looking forward to playing a senior management role that effectively contributes in enhancing the objectives of the Saudi National Transformational Programs and the Saudi Vision 2030, exploiting my experience, leadership, management and analytical skills.

In my career, I have held key leadership and management positions in the areas of Head Management, Operations, Training, Safety & Security, Resources Planning, Acquisition and Procurement. I also was the head of many effective teams and delegations inside and outside the Kingdom of SA and achieved remarkable representative results. Currently, I am working as an independent consultant/advisor in the areas of my expertise. Recently, I held a position of Environment, Health, Safety, Security and Movement (EHSSM) Manager in King Fahd Causeway Authority (KFCA) collaborating with over (30) government agencies in both Saudi and Bahraini sides. I introduced the EHSS concept in the King Fahd Causeway for the first time in its history in place of a limited security unit. Just before that, I held the position of (Director of Research and Development), a concept that I introduced in the Royal Saudi Air Force (RSAF) for the first time in its history, and ought to set the base for strategic Analysis, Defense Resources planning (Force Development Plan projection), using a mechanism of 'Think Tank' organization. The last rank I achieved was Major General. Throughout my (+25) years course of experience in the Air Force, I had the opportunity to prove dynamic leadership in several positions in multiple areas of experience, of which the most practical one was my role as Field Flying Squadron Commander, leading a multi-national group of professionals and managing/controlling the operation of up to (24) fighter aircraft.

My areas of expertise are: Strategic analysis, National Security, International Relations, International Security, Strategy development and assessment, Research Program Management, Human Resources control, Safety & Security program development and application, Joint Planning, Transformational Management, Organizational Change Management, Development and implementation of operational and administrative procedures, Problem Solving, Crises Management, Quality assurance, Development and Evaluation of Professionals, and Evaluation of organizations.

## **2. SKILLS:**

- Mastering of critical thinking using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to complex problems.
- Outstanding knowledge of the practical application of organizational principles, techniques and procedures.
- Practical knowledge of strategic analysis, assessment of factors affecting decision-making.
- Proficiency in management principles involved in strategic planning, including the (Ends, Ways and Means) mechanisms of strategy development, resource allocation, teambuilding and leadership techniques.
- Highly effective verbal and written communication and interpersonal skills (Arabic and English), with remarkable professional negotiation skills.
- Ability to take initiative when appropriate and consistently bring necessary tasks to completion.
- Ability to achieve the desired results in a fast pace, highly competitive, multi-tasking environment.
- Remarkable ability to manage a high volume of disparate tasks while maintaining quality results.
- Capability of Designing and implementing cost-effective tools to help improve work environment in order to achieve the desired objectives with high standard of safety measures.

## **3. EXPERIENCE:**

Sep/2018 –to Oct/2019:

**Head of EHSS&M (Environment, Health, Security, Safety and Movement management) Department. King Fahd Causeway Authority**

Sep/2013 –to Feb/2017:

**Director, Research & Development:**

Develop and supervise Research and Development Program, including methods for guidance, control, contracting, PM and corrective actions. This includes supporting preparation of project requirements, technology intelligence, and budget planning and project team composition. The mission also includes Interface with Research agencies and Military Industrial firms outside the RSAF such as King Abdul-Aziz City for Science and Technology (KACST), King Saud University, regarding research project plans, Project Management Teams (PMT), Consulting Services.

May/2014 – to Feb/2017:

**RSAF Commander Representative, Operations (Firm Storm, Restore Hope), issuing command orders as Joint Air Force Commander.**

Sep/2013 – to Feb/2017:

**Chief, RSAF Committee for Science and Technology**

Mar/2016 – May/2016:

**Chief, Joint Air Operations Planning Team, Joint International Exercise (North Thunder), (34) participant countries:**

Effective planning for joint air operations in a highly complicated and sophisticated operational environment, with extremely safe measures and procedures, achieving impressive safety record, (0) accidents/incidents.

Nov/2014 – Nov 2015:

**Chief, RSAF Committee for Corporates Evaluation: (evaluated approx. 200 companies)**

Committee's responsibility: Evaluate (local and international companies) technically, financially and administratively on the ability to compete and execute RSAF technical projects. The committee would review project SORs/SOWs and other weapons/spare parts/TSP acquisition or procurement documents and evaluate companies' ability to execute respective projects. The evaluation would be conducted through a process, which includes administrative, technical, financial evaluation and security clearance.

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Mar/2014 – May/2014:

### **Chief, RSAF Evaluation Team, Joint Exercise (Saif Abdullah)**

HQ Royal Saudi Air Force, Riyadh + all RSAF bases and participant detachments:

The evaluation covered separate/joint flight planning and coordination, mission briefings, flying execution, mission debriefs, flight safety, mission ground support, C4ISR (command, control, communications, computers, intelligence, surveillance and reconnaissance), ground and environmental safety, force security, emergency response/crisis planning and execution.

May/2011 – Sep/2013:

### **Assistant Director, Military Doctrines, Air Operations**

Sep/2010 – Sep/2013:

### **Member, RSAF Commander's Development Team:**

Effectively contribute in the RSAF Commander's Development Team, using means of surveys, critical thinking, analysis of present organization and performance, study of future perspective and producing reasonable solutions that are feasible and enhance quality with minimum cost and risk.

Feb/2009 – May 2011:

### **Assistant Director, Research & Analysis, Air Operations:**

Assist the Director in developing, supervising and executing Research and Analysis to ensure a professional, operable and economic execution of research/study projects.

Apr 2007 – Feb/2009:

### **Director, Aircrew Standardization & Evaluation, Air Operations:**

Develop, supervise and execute Standardization and Evaluation Program for all Royal Saudi Air Force aircrews (Pilots, WSOs, FEs, ...etc) in all the (13) Flying Wings, including field inspections and Check-Flights with aircrews, methods for guidance, control and corrective actions to ensure a professional Training and Operational standard throughout the Air Force, and maintaining safety and security records.

Feb/2005 – Apr 2007

### **Commander, 79<sup>th</sup> Squadron, King Faisal Air Base:**

Develop, supervise and execute Vision, Goals and Plans in accordance with the Squadron's Mission. The squadron's mission is "Training and qualifying Fighter Pilots to effectively employ Advanced Fighter Jets in the Royal Saudi Air Force", using appropriate leadership and management tools, Leading and supervising a team of multinational Fighter Pilots and supporting personnel to employ "18 to 24" Fighter Jet aircraft to accomplish the Squadron's mission. My squadron (79) attained the Deputy Minister of Defense's Award for safety, and I won (The Role Model Squadron Commander).

Feb/1995 – Apr/2005

### **F-15 Instructor pilot:**

Flew over 1000 flying instructor time on the F-15 Fighter aircraft, making a record of distinguished role model instructor and "Man of the Month" in multiple semi-annual programs for outstanding proficient and safe performance.

Jan/1993 – May/1995

### **Safety Section Chief:**

Develop, apply, evaluate and recommend or take proper actions in safety and environmental domains across the wing and its affiliate squadrons. This would include Ground, Flight and Environmental safety procedures, regulations and checklists to maintain the required standard of safety using ground exercises, fire drills, air exercises and total accident prevention program.

Apr/1989 – Jan/1993

### **Military Officer, Fighter pilot:**

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Flew F-5, Hawk and F-15 aircraft. Held some managerial positions such as Operations Officer, Training Officer, Safety & Security Officer, and Standardization/Evaluation Officer.

#### **4. EDUCATION:**

Dec/2013

- ✧ **Master of Arts in International Security and Strategy,**  
King's College, University of London, London, UK.

Jul/2003

- ✧ **Master of Science in Military Sciences,**  
Armed Forces Command and Staff College, Riyadh, Saudi Arabia.

Apr/1989

- ✧ **Bachelor of Science in Aero-sciences,**  
King Faisal Air Academy, Riyadh, Saudi Arabia.

#### **5. TRAINING COURSES:**

- **Aviation related courses in professional career as a Fighter pilot on F-15, F-5 and Hawk aircraft, with over 2400 flying hours in total (approximately 1200 hours as an Instructor Pilot).**
- **Leadership, Management, (Safety & Health NEBOSH certification), and Strategic management related courses, in KSA, UK, USA and Egypt. The most recent one was the strategic course of 'The Royal College of Defense studies' in London.**

#### **6. AWARDS & RECOGNITIONS:**

(15) recognition medals (Saudi and Non-Saudi), and more than (32) appreciation letters and certificates for different gratitude purposes and in different occasions (a copy of each is available when required), in addition to many recognition plaques such as the plaque of "the Role Model Squadron Commander" as a result of effective leadership.