



# Cong Nghiem - IdipNEBOSH, GradIOSH, TSP

DoB: Mar 26, 1989  
 Gender: Male  
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 Address: Hochiminh City, Vietnam  
 My site: [www.congxnghiem.site](http://www.congxnghiem.site)

## CAREER OBJECTIVES

- Short term: Pass the Certified Safety Professional (CSP) exam and become the Chartered Member (CMIOSH) of IOSH, Lead the HSE programs in the organization to overcome barriers to achieving the desired outputs.
- Long term: Maintain the Continuing Professional Development (CPD) through improving 69 competencies in the IOSH Competency Framework to be able to create innovation in the organization's HSE programs, thereby helping the organization create a competitive advantage over its competitors in the industry.

## CORE COMPETENCIES

- OHS Strategy & Governance
- Risk Mitigation in Manufacturing
- Continuous Improvement
- Regulatory Compliance
- ISO 14001 & ISO 45001 Systems
- Safety KPI Analytics & Reporting
- OSH Training & Coaching
- People Management
- Contractor Management System
- Enablon and Digitalization
- KPI Management (EUR, WUR)
- Stakeholder Communication

## PROFESSIONAL EXPERIENCE

2023 - Now  
 Nov **AkzoNobel Vietnam**  
**HSE&S Manager**

*Delivery - Guideline management to deliver HSE&S policy, set the culture and manage hazards (35%).*

- Tasks: Guideline management to develop and ensure implementation of HSE&S policies, plans and practices for the site/ and non-manufacturing areas in line with the AkzoNobel HSE&S Policy, Directives, Rules & Procedures, and compliance with relevant regulatory requirements; together with and in support of line management, set the safety culture and manage hazards. Revise HSE&S procedures to meet corporate requirement and submit for approval. Identify high risk activities in site/ offsite, reviewing control measure to the risk at acceptable level and monitoring control measure implementation. Lead all incident investigation which happened at the factory/ customer sites where offsite technician working in, follow the proposed corrective action and assure the quality of implementation taken.
- Results: Established and monitoring HSE&S management system.

*Improvement - Act as a change agent for continuous improvement and a role model for compliance and commitment (20%).*

- Tasks : Be a change agent for continuous improvement in the HSE&S standards, performance, capability and culture of the Amata Site/ and non-manufacturing areas in line with the AkzoNobel programs (Safety Common Platform); along with line management, spend time on the shop floor and act as a role model for ensuring compliance with and commitment to the AkzoNobel HSE&S Policy, Directives, Rules & Procedures, including its risk tolerance criteria. Ensure completion of annual HSE&S SAQ compliance gaps and review the system to comply with specialist audit. Develop HSE&S improvement plan as per SAQ compliance road map, BUs recommendation, Specialist audit, poor performance areas, high risk activities and regulatory compliances and assigned the actions to the relevant persons in charge. Participating in ALPS/ Operation Excellent Program such as 5S for continues improvement of site's operation process.

- Results: Progress towards leading level of HSE&S maturity.

*Capability - Maintenance of a thorough knowledge of all HSE&S systems and requirements for Amata Site/ Offsite technician (25%).*

- Tasks: Participating in conducting training for critical HSE&S procedures and validation for understanding. Actively promoting the sharing of learning across organization. Developing annual training plan based on the training needs and coordinating with HR to implement it. Be an effective coach for site by leveraging and extending its HSE&S knowledge through personal participation in AkzoNobel expert pools for delivery of the Safety Common Platform, HSE&S Faculty learning programs, auditing and/or incident investigation and/or through training activities within the AkzoNobel as well as through personal functional development.
- Results: HSE&S capability of site management team meets company expectation.

*Auditing - Ensure the robustness of the auditing system in site/ non-manufacturing areas at acceptable quality (10%).*

- Tasks: Develop and monitoring an annual HSE&S Auditing Plan as corporate requirement. Lead in reviewing HSE&S auditing results to establish HSE&S improvement plan. Lead self-assessment audit, risk assessment, and participate in hazard study teams. And in some cases, acting as a leader for some parts of the site self-assessment audit or risk assessments. Revise and approve HSE&S procedures to meet corporate requirement. Participating in reviewing HSE&S local auditing results to establish HSE&S improvement plan. Maintenance the Integrated management system (ISO 14001, ISO 45001) and certification.
- Results: The Audits are carried out as plan and HSE&S improvement plan are established.

*Reporting - Ensure HSE&S metrics are reported as required by the corporate and regional systems in line with required deadlines (10%).*

- Tasks: Build up HSE&S culture for all employees through posters, Screen saver, additional rewards for good HSE&S improvement progress, launching HSE&S projects, led by example, BBS during site tour. Participate in building winning sustainability culture including, Sustainable freshwater use, Greenhouse gas emissions, Waste reduction, VOC. Verify annual KPI review results confirm that all KPI data reported are accurate and complete before saving on Enablon system. Reviewing the sustainability reported data and uses it to set improvement targets.
- Results: Achieved Sustainability target and supporting our license to operate.

*PSM - Responsible for building block 10 - Major Hazard Catastrophic Scenarios; Building block 12 - Risk Matrix; Building block 13 - Management of Change; Building block 16 - Investigation of Incidents; Building block 17 - PSM Audits; Building block 18 - Stakeholder Outreach; Building block 21 - Emergency Response Planning.*

2020 - 2023 **Dürr PFS Company**  
Oct Oct **HSE Manager**

*Regulatory Compliance:* Ensure the facility complies with all health, safety, and environmental regulations specific to industrial painting operations. Maintain up-to-date knowledge of OSHA or local occupational safety laws, environmental regulations (air emissions, waste disposal), and industry standards applicable to paint shops.

*HSE Policies & Procedures:* Develop, implement, and update HSE policies and standard operating procedures for the paint shop (e.g. spray booth operation, paint mixing, chemical storage, confined space entry, lockout/tagout). Tailor safety procedures to manage risks like volatile organic compounds (VOCs), isocyanate-based paints, and flammable solvents.

*Risk Assessment:* Conduct regular risk assessments and job hazard analyses for all painting processes and equipment. Identify potential hazards (chemical exposure,

fire/explosion risk, mechanical hazards from paint robots and conveyors, ergonomic issues in manual tasks) and implement appropriate control measures.

*Safety Training:* Lead HSE training initiatives for all staff and contractors. Organize safety orientations for new employees, regular safety toolbox talks, and specialized training (e.g. proper use of personal protective equipment (PPE), respirator fit testing, handling hazardous chemicals, emergency response). Ensure workers understand MSDS/SDS information for paints and chemicals and follow safe work practices.

*Incident Management:* Oversee incident and near-miss investigations. Respond to any accidents, spills, or safety incidents in the paint shop, conduct root cause analysis, and develop corrective and preventive actions. Prepare incident reports and communicate findings to management and the client.

*Audits and Inspections:* Perform regular HSE inspections of the paint shop and associated facilities. Check that safety equipment (fire extinguishers, spill kits, ventilation systems, alarm systems) is in place and functioning. Audit compliance with PPE usage (e.g. respirators, safety goggles, protective suits) and safe work procedures on the shop floor. Rectify any unsafe conditions or practices promptly.

*Environmental Management:* Monitor and manage environmental compliance for paint operations. Ensure proper ventilation and filtration systems are maintained to control paint overspray and fumes. Oversee the handling and disposal of hazardous waste (paint sludge, used solvents, chemical containers) in line with environmental regulations and company policies. Maintain required environmental records and permits (air emissions, waste manifests) and implement pollution prevention initiatives (e.g. VOC reduction).

*Safety Programs & Culture:* Champion a proactive safety culture among the workforce. Lead the site Safety Committee and involve employees in safety improvement programs. Develop HSE improvement plans and campaigns (such as behavior-based safety, “zero accident” initiatives, or environmental sustainability programs) to continuously enhance performance.

*Reporting and Communication:* Prepare and present HSE performance reports, metrics, and updates to the Plant Director and corporate HSE leadership. Communicate effectively with all levels of personnel and with the automotive client’s on-site management regarding HSE issues, achievements, and requirements. Serve as the primary contact for client audits or visits related to safety and environmental compliance.

*Emergency Preparedness:* Develop and maintain emergency response plans for the paint shop (fire evacuation, chemical spill response, medical emergencies). Conduct periodic emergency drills in coordination with the client’s facility management. Ensure emergency equipment like eyewash stations and showers are readily accessible and employees know how to respond to incidents.

2017 - 2020  
May Sep **Siam City Cement Vietnam (former Holcim Vietnam)**  
**Corporate HSE Coordinator**

- Participate in FPEs, CSM, OHSAS/ ISO 45001/ ISO 14001 & Pyramid Audit/ WCM Audit/ Legal compliance assessment.
- Implementation of the HSE Policy: Monitor the progress of implementing annual safety improvement plans and corrective actions for all company departments.
- Achievement of HSE Objectives & Target:
  - ✓ Be familiar with and contribute to the achievement of the HSE annual objective.
  - ✓ Implementing and monitoring the achievement of HSE objectives & targets.
  - ✓ Propose the actions to achieve the HSE objectives & targets.
- HSE Training:
  - ✓ Coordinate with the human resource department, technical units, heads of departments to set up training courses on labor protection for workers.
  - ✓ Conduct the general HSE Induction for new employees as scheduled by HR and delivery other training as per schedule (if any).

- ✓ Delivery other training as per schedule (if any).
- Third Party Inspections: coordinate and supervise third party inspections when scheduled.
- Provide HSE leadership and support to Engineering Department including ensuring that HSE principles are integrated into the design of equipment and processes.
- Assist company to meet requirements of legislation, relevant Standards and Codes, and other HSE performance criteria or specifications.
- Identify occupational hygiene issues and coordinate or conduct relevant surveys assessments and training sessions. Implement occupational hygiene monitoring programs.
- Manage the incident reporting and follow-up action report systems, incorporating the database recording system and statistical report and information.
- Conduct SOT/EOT and Inspection site weekly.
- Contractor Safety Management (CSM):
  - ✓ Conduct HSE prequalification's as per the requirements of SLA
  - ✓ Provide guidelines for raising purchasing orders as to HSE requirements when purchasing goods or services.
  - ✓ Ensure that suitable considerations (identification, assessment, and control) are given to HSE hazards related to plant, equipment, or substances prior to purchase, and on receipt of the item they are checked for conformance with any specification set out at the time of purchase.
  - ✓ Ensure that that all service providers are managed in accordance with the Directives on CSM and HSE Handbook.
- Emergency Management:
  - ✓ Prepare different scenarios to simulate different emergency cases may occur in the promises or other related areas and prepare & conduct periodic drills for each.
  - ✓ Promptly be on sense for commanding emergency response activities to minimize adverse consequence of occurred incidents.
  - ✓ Conduct of the briefing & de-briefing and make memorandum for lesson learnt & improvement upon completion of emergency response drills and actual handling /response.
  - ✓ Prepare procedures & guidelines for management (deployment, operating and maintenance) of emergency rescue tools & equipment.
  - ✓ Prepare & conduct training courses for emergency response team members and other employees to improve knowledge and skills on Fire Prevention/ emergency response.
  - ✓ Co-operation with site safety team to identify hazards, regularly conduct safety audits and action on corrective actions and preventive countermeasures.
  - ✓ Coordinate regular inspection on fire protection & emergency response equipment and tools installed in the site areas.

2014 - 2017 **TRIYARDS Vietnam**  
 Aug Apr **HSE Engineer**

• **System compliance (SYC Champion)**

- Responsible to administer the continual improvement of company management system such as Safety (OHSAS 18001), Environment (14001) and Business Continuity (ISO 22301).
- Playing a role of a SYC Champion at HSE dept., train and assign suitable task to safety officers. Deploying the safety management tools, create adhesion of the colleagues, and adjust all necessary items to improve the system to the required level.
- Ensure the Policy, Manual, Procedures, Work Instructions and Control Forms in compliance with the latest standards edition, Headquarters' requirements and being complied by relevant depts.
- Review annual planning of dept.'s HSE KPIs, Risk and Opportunity as well as resultant KPIs on quarterly and annual basis.
- Organize and plan the audit-programs, audit-schedule, audit-checklists, and conduct Internal Audits in accordance with standard requirements.

- Organize and liaise with certification bodies for Certification/ Surveillance Audits. Analysis on deficiencies discovered during Audits and produce 'trending report' for Management Review.
- Deal with high profile personnel, guide and ensure timely closure of all NCRs, supervise and monitor the effectiveness of Opportunity for Improvement/ Corrective Action.
- Assist Management Representatives on planning and take part in Management Review Meeting.
- Involve in investigating critical problems and root cause basing on customer complaints of manufacturing, fabricate section, installation process.
- Plan, analyze & follow-up with arrangement on Management System Training/ issues internally and with Third-party.
- Prepare and review training document for department and relevant personnel.
- Role of company BCM Coordinator on Business Continuity Management System (ISO 22301:2012).

- **Project HSE Supervisor**

- Regular site HSE Inspection, Hazard Identification associated with work and initiate recommendations for required corrective actions with the execution team.
- Evaluate the effectiveness of safety in contractor's daily construction activities based on Work Permits and attached supporting documents.
- Coordinate in safety audits, accident and incident investigations and reporting, and maintain central file for safety statistics of the project.
- Assisting Project Manager in the formulation of safe system of work, raising awareness of health & safety issues at the workplace.
- Verification of Job Safety Analysis, Method Statements and incorporates the necessary comments before final approval and ensure implementation at project site.
- Ensuring follow-up to Risk Assessment & Risk Register in co-ordination with HSE personnel and project supervisor team.
- Coordinate to developing and ensure Emergency Response Plan in alignment with client's safety requirements.
- Participate in internal HSE Meetings, Management HSE Walkthrough and Safety Toolbox Meetings as of requirement and renders proper reports to project management team.
- Control what I do, in accordance with the Management Policy and the relevant documents.

2012 - 2014 **INSPECTION Center - LDT**  
 Sep Jul **Technical Safety Inspector**

- Receive inspection order, inspection data from the Inspection section. Supervisor and performing preliminary preparation, including lifting gears and high-pressure equipment, especially equipment which required strictly inspection follow Circular 53/2016/TT-BLDTBXH issued by Vietnam Ministry of Labor (MOLISA).
- Issue Field inspection report on the completion of an inspection. This report must be countersigned by the client or his representative present at the site if any.
- Comply with security and safety procedure as company rules.
- Maintenance company's facilities/ equipment for inspection purpose by daily and periodically.
- Assist Inspector in inspection processes (safety valve, gas cylinder and pressure tank, elevator ...). Carry out visual inspection to check in compliance with TCVN or manufacturer standard and hydraulic test, leaking test, deformation test... for all pressure equipment.
- Inform, update to the Inspection section supervisor/ division manager/ section manager in discrepancy inspection.

## EDUCATION

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2007 - 2012 **Hanoi University of Mining and Geology (HUMG).**  
Jul - Jul *Major: Petroleum Engineering*

## QUALIFICATION

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2012 Degree of Engineering - HUMG  
2018 CQI/ IRCA certified ISO 45001:2018 Lead Auditor  
2021 NEBOSH International General Certificate in Occupational Health and Safety  
2023 NEBOSH International Diploma for OH&S Management Professionals  
2023 CQI/ IRCA certified ISO 14001:2015 Lead Auditor

## SKILL

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Language Good at written and spoken English and Vietnamese  
Computer Office365/ PowerBI/ AI  
Others Good at teamwork skills and genuinely passionate about research, collection, and development HSE management system

SOCIALIST REPUBLIC OF VIETNAM

*Rector*

*Hanoi University of Mining and Geology*

has conferred

**THE DEGREE OF ENGINEER**

*Petroleum Engineering*

*Mr Nghiem Xuan Cong*

Upon:

Date of birth:

*26 March 1989*

Year of graduation:

*2012*

Degree classification:

*Average good*

Mode of study:

*Full-time*

*Hanoi, 02 July 2012*

Reg. No: **52-2286**

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

*Hiệu trưởng*

*Trường Đại học Mỏ - Địa chất*

cấp

**BẰNG KỸ SƯ**

*Kỹ thuật Dầu khí*

*Ông Nghiem Xuan Cong*

Cho:

Ngày sinh:

*26/3/1989*

Năm tốt nghiệp:

*2012*

Xếp loại tốt nghiệp:

*Trung bình khá*

Hình thức đào tạo:

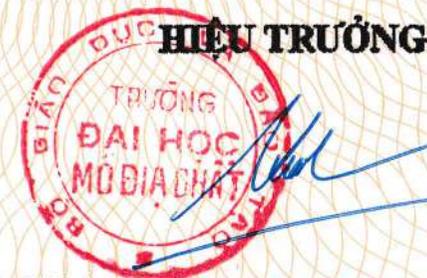
*Chính quy*

*Hà Nội, ngày 02 tháng 7 năm 2012*



Số hiệu: **084862**

Số vào sổ cấp bằng: **52-2286**



*PGS.TS Trần Đình Kiên*



nebosh

# NEBOSH International General Certificate in Occupational Health and Safety

This is to certify that

**Nghiem Xuan Cong**

was awarded this qualification on

**12 August 2021**

Les Philpott  
Chair

Dee Arp  
Accountable Officer

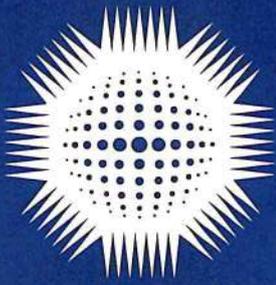
Master log certificate No: 00571115/1236428

SQA Ref: R630 04



**The National Examination Board in  
Occupational Safety and Health**

Registered in England & Wales No. 2698100  
A Charitable Company Charity No. 1010444



nebosh

## NEBOSH International Diploma for Occupational Health and Safety Management Professionals

This is to certify that

**Nghiem Xuan Cong**

was awarded this qualification with credit on

12 October 2022

Les Philpott  
Chair

Dee Arp  
Accountable Officer

Master log certificate No: 00571115/1316812

SQA Ref: R682 04



**The National Examination Board in  
Occupational Safety and Health**

Registered in England & Wales No. 2698100  
A Charitable Company Charity No. 1010444



14 October 2022

**NEBOSH International Diploma for Occupational Health and Safety Management Professionals**

**UNIT RESULT NOTIFICATION AND STATUS REPORT**

Learner number: 00571115  
First name/s (given name): Nghiem Xuan  
Surname (family name): Cong  
Full name: \*\* **Nghiem Xuan Cong**  
Learning Partner: **807 - Astutis Ltd**

Unit	Description	Mark	Status	Exam Date	Results expected	Learning Partner	Unit result	High valid mark
ID1	Know - workplace health and safety principles (International)	77	Pass	09/03/22	06/07/22	807	Pass	77
ID2	Do - controlling workplace health issues (International)	66	Pass	11/05/22	19/08/22	807	Pass	66
ID3	Do - controlling workplace safety issues (International)	64	Pass	13/07/22	20/10/22	807	Pass	64

Overall mark: **207**

Grade: **CREDIT**

If you have received a pass and are now waiting an overall Qualification Parchment or a Unit Certificate (Diploma only), this will be dispatched to your Learning Partner within 20 working days of your Results Expected date which can be found in the details above. For more information on your Certificate/Parchment please click [here](#).

If you have received a refer in your unit(s) and would like to re-sit the unit, please contact your Learning Partner to book a re-sit. Alternatively, if you believe your mark does not reflect your performance, you can apply for an Enquiry About Result. For more information on this process click [here](#).

For more information on understanding your Unit Result Notification please click [here](#).

NEBOSH offers a wide range of qualifications for learners at all stages of their career. For more information, please visit our website or click [here](#).

\*\* Your name will appear on your qualification parchment as shown above, please ensure your full name is displayed correctly.

To validate the information on this document, please select [here](#).

This qualification has been credit rated for the SCQF by SQA. Please refer to the table(s) below for the unit combinations concerned:

Title	SCQF Level	Credit Points
ID1	10	19
ID2	10	15
ID3	10	14
OVERALL CREDIT RATING	48	48





# Institution of Occupational Safety and Health

Incorporated by Royal Charter 2003

This is to certify that

## Cong Nghiem

was admitted as a

## Certified Member

on

## 22 November 2023

Signed on behalf of the Council

*Vanessa Hamsted-Williams*

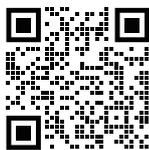
Chief Executive

*[Signature]*

President



Cert No. 233600



[iosh.com/membership-validation](https://iosh.com/membership-validation)

This certificate remains the property of the Institution of Occupational Safety and Health and should be returned if requested

# Board of Certified Safety Professionals

upon the recommendation of the Board of Certified Safety Professionals,  
by virtue of the authority vested in it, has conferred on

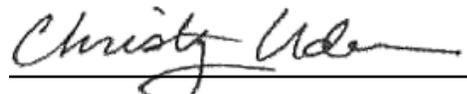
**Nghiem Xuan Cong**

the credential of

**Transitional Safety Practitioner**

and has granted the title as evidence of meeting the qualifications so long  
as this credential is not suspended or revoked and is renewed annually.

  
Board President

  
Board Secretary



**March 20, 2023**

Date Issued

**TSP-18425**

Credential Number

The digital badge is the official documentation of the certificate.



**bsi.**

# BSI Training Academy



By Royal Charter

Certificate of achievement

**NGHIEM XUAN CONG**

has attended and passed the required assessment

**CQI and IRCA Certified ISO 45001:2018 Lead Auditor Training Course (PR357)**

Le Duyen Anh (Ph.D), Managing Director of BSI Vietnam



Date: 02/07/2018 – 06/07/2018  
Certificate number: ENR-00540526

CQI ID: 114705

This certificate is valid for 5 years from the date above for the purpose of registering as an auditor with CQI and IRCA.



Course number 1946 certified by CQI and IRCA

**BUREAU VERITAS**  
Certification



## Certificate of Attendance

This is to certify that

**NGHIEM XUAN CONG**

has attended the

*PR315: EMS ISO 14001:2015 Lead Auditor Training Course*

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Course No. 17912 certified by the CQI and IRCA.

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Held on: *05 - 09 June 2023*

at: *HCM, VIETNAM*

Signed: \_\_\_\_\_

  
Training Manager

Date: *29/06/2023*

Certificate Serial No: *23/VN/1025161/01*

Unique Delegate No: *489352*



The learner has attended the course but did not complete the required assessment



BỘ LAO ĐỘNG - THƯƠNG BINH VÀ XÃ HỘI  
CỤC AN TOÀN LAO ĐỘNG



## GIẤY CHỨNG NHẬN

### NỘI DUNG ĐƯỢC HUẤN LUYỆN

Ông (Bà): **Nghiêm Xuân Công**

Năm sinh: **1989**

Quê quán: **Ninh Bình**

Số CMND/Hộ chiếu: **037089002113**

Trình độ: **Kỹ sư**

Chuyên ngành: **Kỹ thuật Dầu khí**

Đã hoàn thành khóa huấn luyện dành cho người Huấn luyện An toàn,  
vệ sinh lao động từ ngày **06/01/2018** đến ngày **04/03/2018**

Xếp loại: **Giỏi**

Giấy chứng nhận có thời hạn 5 năm kể từ ngày cấp

Số GCN: 0116/2018/GVHL

- Huấn luyện nội dung nghiệp vụ công tác an toàn lao động và kiến thức cơ bản về an toàn, vệ sinh lao động
- Kiến thức chuyên ngành:  
+ Các công việc liên quan đến Khai thác Dầu khí được quy định tại Phụ lục - thông tư số 13/2016/TT-BLĐTBXH ngày 16/6/2016./ *glay*

Hà Nội, ngày 08 tháng 05 năm 2018



**Hà Tất Thắng**



LIÊN ĐOÀN LAO ĐỘNG TỈNH BRVT



JOINT STOCK COMPANY

# Certificate

Giấy chứng nhận

**Nghiêm Xuân Công**

Has participated in the Training course on  
Đã hoàn thành khóa tập huấn về

**THE LAW ON OCCUPATIONAL SAFETY AND SANITATION**  
**Luật An toàn Lao động và Vệ sinh Lao động**

Ba Ria-Vung Tau, 21 July 2016

Bà Rịa -Vũng Tàu, 21 Tháng 07, năm 2016

**BA RIA - VUNG TAU**  
**CONFEDERATION OF LABOUR**

Chairman



**Châu Văn Thắng**

**TRAINER'S SIGNATURE**

**Nguyễn Anh Thơ**

**Nguyễn Phi Hùng**

**LDT TRAINING**

Director



**Lê Duy Thắng**