

HELD UNDER THE PATRONAGE OF HIS EXCELLENCY ABDEL FATTAH EL SISI  
PRESIDENT OF THE ARAB REPUBLIC OF EGYPT



WEDNESDAY 21 FEBRUARY 2024 | EGYPT INTERNATIONAL EXHIBITION CENTER

# ENABLING A PEOPLE-CENTRED ENERGY FUTURE

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# DRIVING ENERGY TRANSITION, SECURITY AND DECARBONISATION

EGYPES 2024  
CONFERENCES



10

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Sessions

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Technical  
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Sessions

11

Sustainability in  
Energy Conference  
Sessions

9

Finance in Energy  
Conference  
Sessions

7

African Dialogue  
Conference  
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5

Equality in  
Energy Conference  
Sessions

The EGYPES 2024 Conferences help shape the future energy agenda to unlock the potential of the energy transition and drive sustainable production and climate-conscious practices. The EGYPES strategic dialogue focuses upon the need for a new global energy system, one that reduces reliance on single energy sources and supports supply and demand cycles globally. At the same time, the EGYPES technical programme provides enrichment from practical, scientific and innovative R&D to project management across the entire oil, gas and wider energy supply and value chains.

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The EGYPES Conferences are an excellent opportunity to bring together energy industry leaders showcasing expertise across different themes including decarbonisation, AI analytics, digital scaling and much more.

**SHERIF BAYOUMY**  
Managing Director  
SLB



# ENABLING A PEOPLE-CENTRED ENERGY FUTURE

As the energy transition accelerates, fuelled by groundbreaking clean energy technologies, the global spotlight on talent strategy intensifies. This has increased pressure in the industry to recruit, retain, and upskill existing talent to bridge skill gaps, exacerbated by retiring professionals leaving the sector, digital transformation creating new roles, and talent drain to technology sectors.

Navigating the energy transition and attaining net zero targets by 2050 will be a generational challenge, with STEM millennial and Gen Z graduates of today, being the energy leaders of tomorrow. With this in mind, the sector is actively redefining itself to be an attractive career proposition for the next generation of talent. From creating flexible working environments which offer employees better work life balance to fostering a culture of purpose that aligns with their values.

Despite evidence clearly demonstrating that a diverse and inclusive workforce fosters profit and innovation, yet only a tiny proportion of women continue to enter the energy industry in spite of a large cohort of STEM graduates. Creating a diverse and inclusive workforce remains a strategic necessity to enable a low carbon future. The EGPES 2024 Equality in Energy Conference will bring together global industry experts, including organisational change management and inclusion and sustainability leaders to drive the discussion on how talent strategy is becoming an existential priority in creating a people-centred energy future.

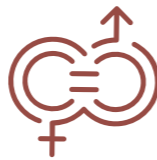
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## ENERGY TRANSITION SKILL GAP



## NET-ZERO WORKFORCE



## GENDER DIVERSITY



## TALENT DEVELOPMENT



## STRATEGIC WORKFORCE PLANNING



## GEN Z AND MILLENNIALS

# EQUALITY, DIVERSITY AND INCLUSION CHAMPIONS



**Kristian Svendsen**  
Country Manager  
Chevron Egypt



**Walid Tayel**  
Group Chief HR Officer  
El Sewedy Electric



**Tareq Al Hosani**  
Vice President,  
Energy & Projects Academy  
ADNOC



**Muzzamil Khider Ahmed**  
Senior Vice President  
& Chief People Officer  
Baker Hughes



**Salma Al Hajeri**  
Regional Vice President,  
Operations - East-Med  
& North Africa  
Mubadala Energy



**Giuseppe Vischetti**  
Chief Financial Officer  
Energean International



**Nahla Abid**  
Vice President Sales  
& Strategy, Middle East,  
Caspian Sea Region  
Bureau Veritas



**Moataz Serag**  
Country Director Egypt  
Taqa



**Zainub Noor**  
Director, Scouting  
& Innovation  
Halliburton



**Moataz Moussa**  
Vice President  
of Business Services  
Wintershall Dea



**Brandy Jones**  
HR Vice President  
Apache Corporation



**Samar Yehia**  
HR Vice President  
Schneider Electric



**Maha Ahmed**  
HR Director  
Lekela Power



**Heba Abaza**  
HR Director, Middle East  
Eaton



**Yara Rashad**  
HR Director  
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**Sherif Wessef**  
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**Asma Almani**  
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**Nawal Nouri**  
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**Thenji Moyo**  
Partner and Head  
of Employment  
Gateley LLP



**Dina Hegazi**  
Partner, Energy  
Avery Law



**Nahla Arsenault**  
Capex and  
Turnaround Lead  
Fertiglobe



**Yousra Assaker**  
Senior Energy Specialist  
The World Bank



**Wafaa El Ashry**  
HR Manager Egypt  
Shell



**Manal El-Jesri**  
Public Affairs Manager  
Methanex Egypt



**Wael Hossam**  
International Business Growth,  
HR and Digital  
Transformation Consultant



# WEDNESDAY 21 FEBRUARY 2024

## KEYNOTE SPEECH

10:00 - 10:10

Reinventing the Energy Workforce of Tomorrow

As the global push to tackle climate change gathers momentum, energy companies are faced with a dual challenge, to create more sustainable business models and to prepare their workforce for this change. The sector therefore has a unique opportunity to reinvent its workforce while navigating the energy transition. The COVID-19 pandemic expedited digitisation and remote work adoption, and as a result, employee expectations towards hybrid work models continue to evolve. Energy companies are now compelled to address these workforce dynamics and prioritise several industry specific needs including attaining and retaining talent and creating entirely new skillsets and roles to accelerate net-zero.

**Attendee Insights:** This keynote speech will highlight how the sector is redefining workplace policies, practices and procedures to create a people-centred energy future.



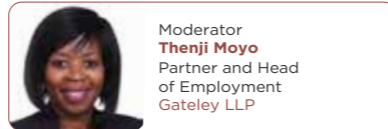
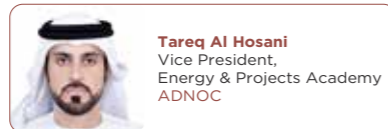
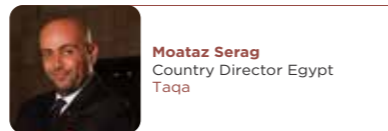
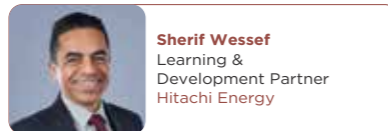
## PANEL DISCUSSIONS

10:10 - 10:50

Empowering a Net-Zero Ready Workforce - Rethinking Talent Development

Emerging clean technologies are revolutionising the energy sector as it strives to decarbonise its operations to reach net-zero ambitions by 2050. To ensure a smooth transition towards a low carbon economy, energy companies are focusing on the development of a net-zero ready workforce. As we move into the future of work, organisations are upskilling and reskilling their workers with the necessary tools to leverage digital innovations required to close the digital skills gaps. The development of new low-carbon roles along with investment in talent development strategies will be the key to bridging the skills gap required to meet decarbonisation commitments.

**Attendee Insights:** Energy thought leaders will discuss the strategies that companies are implementing to develop a workforce that is capable of accelerating net zero and the proactive measures organisations can take to address the skills gap.

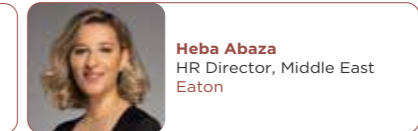
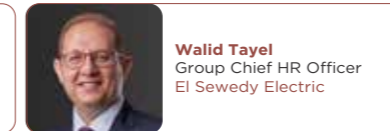
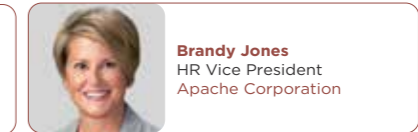
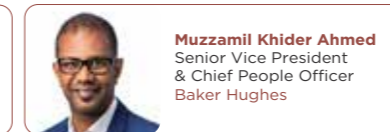
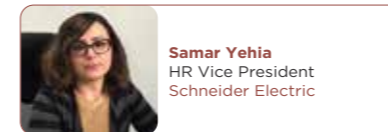


10:50 - 11:30

The Role of HR in the Evolving Energy Landscape

In the dynamic and ever-evolving landscape of the global energy sector, the role of HR has emerged as a driving force shaping the industry's present and future. The influence of a progressive HR department extends far beyond traditional operating models. It encompasses strategic workforce planning, identifying green jobs, skill gap analysis, recruitment and retention, diversity and inclusion initiatives. This multifaceted approach is aimed at developing an organisational and reporting framework that not only achieves operational excellence but also nurtures a workforce culture equipped with the capabilities needed to meet the demands of the ongoing energy transition.

**Attendee Insights:** HR leaders will delve into the multifaceted role of a human resource department in the global energy sector, exploring how HR practices are evolving to support a workforce with equal opportunities for all.

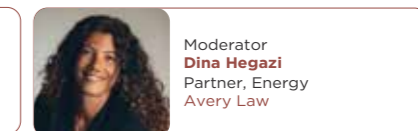
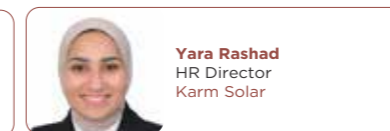
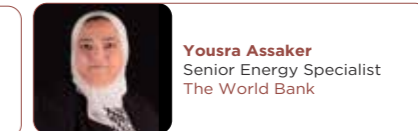
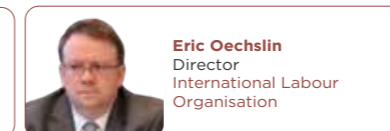
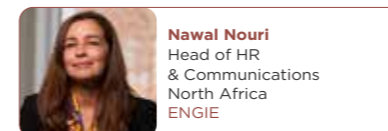


11:30 - 12:10

Redefining Success: Millennial and Gen Z Perspectives on Careers in Energy

Navigating the energy transition and reaching net-zero targets by 2050 will be a generational challenge, and the success of this transition relies on the contributions of the next generation. With Millennials and Gen Z emerging as a significant portion of the future workforce, their distinct outlook on career expectations and workplace flexibility is redefining the energy industry to promote positive change, adopt innovation, and contribute to a more sustainable future. To attract and retain the next generation of STEM professionals, the industry must prioritise wellbeing, diversity and inclusion, and demonstrate a clear moral purpose in powering the world with energy.

**Attendee Insights:** The panel will explore how the energy sector is redefining itself to align with the career, workplace aspirations and values of millennials and gen z in order to entice them to pursue a career in the industry.



12:10 – 12:50

## Fostering a Culture of Equality and Gender Diversity in the Energy Industry

The modern-day workforce is becoming increasingly diverse, and the energy industry is recognising that a diverse and inclusive workforce is a key driver of profits, innovation and sustainability. However, in the traditionally male-dominated energy workplaces, only a small proportion of women are entering the sector despite the vast cohort of female STEM graduates. Several reasons contribute to this underrepresentation, including unconscious bias, a lack of female role models, limited diversity in recruitment processes and factors related to cultural and societal norms. The energy transition itself demands new ideas and fresh approaches, making gender diversity in the workforce a strategic necessity.

**Attendee Insights:** This session will highlight the significance of creating a gender diverse, equitable and inclusive workforce to deliver business growth whilst discussing the steps the industry is taking to increase the representation of women.



**Kristian Svendsen**  
Country Manager  
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**Nahla Abid**  
Vice President Sales & Strategy, Middle East, Caspian Sea Region  
Bureau Veritas



**Manal El-Jesri**  
Public Affairs Manager  
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**Nahla Arsenault**  
Capex and Turnaround Lead  
Fertiglobe



**Asma Almani**  
MENA Chair  
Lean in Equity & Sustainability



**Giuseppe Vischetti**  
Chief Financial Officer  
Energean International



Moderator  
**Dina Hegazi**  
Partner, Energy  
Avery Law

12:50

## Closing Remarks



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### Driving energy transition, security and decarbonisation



Industry urgency to decarbonise to meet net-zero commitments is driving change, strategically and technically. Globally, increasing geopolitical tensions, continued trade constraints and colliding crises are propelling the need for affordable and secure energy supplies for all, making engagement and open dialogue with all stakeholders including government officials, policymakers, industry leaders, influencers, engineers and tech champions and solution providers critical.

The EGPES 2024 Conferences play a vital role in addressing the full spectrum of energy transition, security and decarbonisation advances for a secure and sustainable energy future globally.

## BENEFIT FROM INVALUABLE OPPORTUNITIES AS A CONFERENCE DELEGATE

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Global industry experts will come together with organisational change management, inclusion, and sustainability leaders to drive the discussion on how talent strategy is becoming an existential priority in creating a people-centred energy future.

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