

JEREMY COSGROVE

Senior HSE / QHSE Manager — Oil & Gas Drilling

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PROFESSIONAL SUMMARY

Senior HSE / QHSE professional with 15+ years of progressive leadership across international oil and gas drilling operations. Proven record building and leading HSE management systems, directing multicultural teams of up to 57, and delivering measurable safety performance improvements for major drilling contractors under NOC and IOC client requirements (QatarEnergy, Arabian Drilling, Schlumberger, Saxon Energy Services). Combines hands-on rig-side credibility — from driller's assistant in 2007 — with strategic HSE leadership at Executive Leadership Team level. Deep expertise in greenfield HSE start-ups, digital and AI-enabled safety technology, incident investigation, and cultural change. Internationally mobile across Australia, Kuwait, Saudi Arabia and Qatar.

CORE COMPETENCIES

- HSE Management Systems (ISO 45001 / 14001)
- Greenfield HSE Start-ups & Mobilisations
- Digital & AI-Enabled HSE
- Incident Investigation (SCAT · TapRoot® · HFAT)
- Team Leadership & Mentoring
- Executive & NOC/IOC Client Interface
- Cultural Change Programs
- Risk Management & Permit to Work
- Emergency Response Planning
- Training & Competency Systems
- Audit & Assurance
- Contractor HSE Management

PROFESSIONAL EXPERIENCE

HSE Manager

Nov 2025 – Present

BHDC — Drilling Contractor (Client: QatarEnergy) · Qatar

- Inherited a slim HSE team, unclear standards and 5 recordable incidents in the prior 12 months; rebuilt the function end-to-end.
- Zero recordable incidents since arrival — TRIR and AARM of 0 across tenure.
- Onboarded a new HSE team: 2 Operational HSE Supervisors plus Environmental, Health & Hygiene and Lifting specialists.
- Rebuilt and implemented the Training (incl. the CAMS Competency Management System), Transport and Contractor Management processes end-to-end, plus new Shelter-in-Place emergency response procedures.
- Restored QatarEnergy client confidence with materially faster closure of client audit findings.
- Driving development of BHDC's CAMS and company digital HSE platform.

Senior HSE Manager

Oct 2023 – Oct 2025

Arabian Drilling Company · Kingdom of Saudi Arabia

- National HSE leadership across 24 active rigs in three divisions, directing a 57-person HSE function (3 HSE Managers, 6 Field Roving HSE Specialists, 48 Rig Site Safety Coordinators); advisor to the Executive Leadership Team.
- HSE lead for design and development of the STRIVE digital HSE platform (leading indicators, KPI dashboards, automated compliance workflows) — fully built and under testing with pilot running at handover.
- Delivered a six-month AI video-analytics pilot across 4 rigs with live detection and dashboard reporting of unsafe behaviours (PPE, line of fire, manual handling), plus vendor risk assessment and technology roadmap.
- Designed and implemented a Leadership Visit & Engagement system across 50+ leaders and 50 rigs — average 32% increase in visits, engagement types, leader observation reporting and leader-driven audits over two years.
- Built and implemented a monthly company-wide HSE Award & Recognition program across 50 rigs.
- Transformed the Life-Saving Rules program into multilingual, scenario-based training.

SHEQ Manager

Oct 2022 – Jun 2023

Ventia — Industrial Services · Queensland, Australia

- Primary HSE lead on QGC upstream gas construction projects — gas consolidation plants and communication tower networks.
- Delivered on time with zero recordable incidents and zero non-compliance orders.
- Client, regulator and subcontractor SHEQ interface; audit and assurance program leadership.

Senior QHSE Supervisor

Apr 2021 – Mar 2022

Saxon Energy Services (A Schlumberger Company) · Australia

- Senior HSE leadership across Australian land rig operations following the Schlumberger acquisition.
- National lead for HSE, service-quality and workplace incident investigations; trained supervisors in investigation techniques.

QHSE Manager — Kuwait

Nov 2018 – Nov 2020

Schlumberger Land Rigs · Kuwait

- Built the complete HSE function from zero for a greenfield NOC division operating 2 × 3,000HP and 2 × 2,000HP rigs; built and led a 10-person HSE team through start-up into operations.
- Ensured full contractual HSE compliance with client acceptance of the complete process and procedure suite.
- Recorded 200,000 km and 200,000 man-hours during the 6-month start-up at TRIF 0 and AARM 0.
- Onboarded 400+ international employees to SLB standards within a compressed timeframe.

Regional QHSE Manager → QHSE Supervisor → RSTC

Jan 2012 – Jan 2018

Saxon Energy Services Australia · Australia

- Six-year progression from rig-site coordinator to Regional QHSE Manager reporting to the Executive Leadership Team; joined during Saxon's 16-rig start-up entry into Australia.
- Attained a 50% improvement in rig compliance levels through improved QHSE systems, reporting and communication tools.
- Developed the DROPS standard and process, implemented country-wide.
- SLB QUEST Champion for Australia — implementation of and training on SLB's QUEST digital HSE platform.
- Developed streamlined site-compliance initiatives — VOC programs and client-customised inspection workbooks.
- Mentored 8 QHSE Supervisors and 18 RSTCs; set up 13 fully compliant rig sites; trained 300+ workers.

Rig Crew → HSE Training Coordinator

2007 – 2012

Lucas Drilling · Atlas Drilling · Queensland, Australia

- Started on the rig floor (driller's assistant, derrickman) before moving into HSE training and coordination across 5 rigs.
- Key contributor to achieving 95% compliance with new QLD regulations within 6 months.

EDUCATION

Diploma of Work Health & Safety (BSB51312)	2015
Certificate IV in Occupational Health & Safety (BSB41407)	2011
Certificate IV in Training & Assessment (TAE40110)	2011
Bachelor of Arts	2012

CERTIFICATIONS

TapRoot® Root Cause Analysis	2024
SCAT — Systematic Causal Analysis	
HFAT — Human Factors Analysis (Keil Centre)	2014
DROPS — Train the Trainer	2014
Wellsite Permit to Work Rev 3 — Authority	2013
Registered ADITC Assessor	2012
Occupational First Aid — Advanced (St John)	2015

Plus confined space, gas testing, working at heights, workplace drug & alcohol testing, dangerous goods and lifting operations. Full register available on request.