

Eng: Mubarak Musabah Al Hadadi

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Chief Executive Officer

A keen strategist, planner and implementer with expertise in devising strategies aimed at enhancing overall organizational growth, sustained profitability of operations & improved business performance. With over 2 decades of experience in innovative leadership of teams & Technology. An ambassador of change with the distinction of successful business process re-structuring, implementation of business solutions in organizations with sound management style to drive results in a rapidly changing industry. Deft in analyzing organization requirements and accordingly suggesting business solutions, leveraging latest technologies, defining the IS vision and setting up the future roadmap. Demonstrated expertise in managing IS and IT security parameters across diverse roles in the organizational hierarchy. Visionary leader with diverse IS background combined with deep understanding of the intersection between business, technology & operational needs. Display exemplary integrity and work ethic, judicious decision making and creative thought-process to overcome business challenges.

~ Recipient of multiple awards including His Majesty Commandments Medal for consistently rendering superior quality service across professional career ~

~ Demonstrated excellence in creating effective business strategies that generate quantifiable results ~

Expertise in

- ▶ Security Strategy Planning
- ▶ Business Development
- ▶ Information Security
- ▶ Management/Operations
- ▶ Project Management
- ▶ Risk Management
- ▶ IT Governance
- ▶ Budget & Cost Management
- ▶ Penetration Test
- ▶ Forensic Investigation
- ▶ Compliance Management
- ▶ Process Reengineering
- ▶ Establishing Start-ups
- ▶ Procedure Standardization
- ▶ IT Security Infrastructure
- ▶ Solution Consultancy
- ▶ IT Audits
- ▶ Stakeholder Management
- ▶ Online Branding/Business

Education

- ▶ **MSc (Information Technology)**, with honors Coventry University (2012)
- ▶ **BE (Computer Hardware & Networking)**, With honors Middle East Collage (2008)

Executive Summary

- ▶ Significant exposure in streamlining of operations & implementing sound business practices enhancing service quality and boosting ICT and IT security parameters based on business as well as operational requirements
- ▶ Extensive experience and vision of IS Operations Management through definition of strategy, policy & procedure for smooth operations; design, re-engineering and implementation of process/technology for optimum IT service
- ▶ Demonstrated expertise in conducting information security analysis (data centre, network, applications, database, storage, etc.) to discover and address security loopholes and risks
- ▶ Proficient in developing and implementing data security policies, protecting information assets, preparing disaster recovery strategies and establishing security protocols, thereby helping companies achieve their financial goals
- ▶ Skilled in managing security protocols, catering to security and statutory audits and implementing audit recommendations based on potential threats
- ▶ Adept at implementation of organizational crisis & disaster management and business continuity plans for maintaining seamless operations

Awards

- ▶ (2016) Awarded the Good Achievement with significant support and achieving triumphant milestone with Oman Society of Engineers.
- ▶ (2013) Awarded as good staff.
- ▶ (2007) Awarded His Majesty Commandments Medal.
- ▶ (2005) Awarded Long service and good conduct medal.
- ▶ (1993) Awarded Discipline and good conduct.

Certified:

- 2016 Qualified Arbitrator (Arab Trainers Union) Number of 112 Professional Course:
- 2012 IS/IT Strategy course (Part of MSC IT Program)
- 2012 Project Management course (Part of MSC IT Program)
- 2011 Knowledge Management course (Part of MSC IT Program)
- 2011 M commerce course (Part of MSC IT Program)
- 2011 ERP System course (Part of MSC IT Program)
- 2011 System Development and Procurement (Part of MSC IT Program)
- 2010 Qualified PRINCE2 (Project Professional Manger) APM GROUPOUK
- 2010 Database System and Administration (Part of MSC IT Program)
- 2010 Information Security course (Part of MSC IT Program)
- 2011 CISSP Certification Prep Muscat, Oman
- 2010 CCIE_SECURITY Bootcamp Muscat, Oman
- 2010 Crypto Technology AG training day for MOD Muscat, Oman
- 2010 7th Annual CISO Executive Summit & Roundtable Madrid, Spain
- 2009 2nd Annual CISO, Executive Summit & Roundtable Middle East, Muscat, Oman
- 2009 Qualified Network Defender, Security University, USA
- 2009 Qualified Forensics Expert, Security University, USA
- 2009 Qualified Security Analyst, Security University, USA
- 2009 Qualified Penetration Tester License, Security University, USA
- 2009 Ethical Hacker, Security University, USA
- 2009 Cisco Secure Access Control System 5.0, IITC, Sultanate of Oman
- 2009 Advanced Cisco Security Program, IITC, Sultanate of Oman
- 2009 Omani IT Security Officers' Course, Defence School of Intelligence, UK
- 2008 Omnisec IP based VPN V4 & Key Management of Encryption Solution, Switzerland
- 2008 Phion Security Engineer, Phion Academy, Innsbruck, Austria
- 2008 CISCO – CCNA, New Horizon Computer Learning Center, Oman
- 2006 Internet, Arabian Countries University, Cairo, Egypt

Professional Experience

Arena | April 2017 till date

Chief Executive Officer

Key Profile:

- Lead, and development of the Company's strategy
- Ensure the Company is appropriately organized and staffed and to have the authority necessary to enable it to achieve the approved strategy;
- Lead and oversee the implementation of the Company's long and short term plans in accordance with its strategy;
- Ensure that expenditures of the Company are within the authorized annual budget of the Company
- Assess the principal risks of the Company and to ensure that these risks are being monitored and managed
- Effective internal controls and management information systems are in place
- Ensure that the Company maintains high standards of corporate citizenship and social responsibility wherever it does business
- Communicate effectively with shareholders, employees, Government authorities, other stakeholders and the public
- Make sure the Directors are properly informed and that sufficient information is provided
- Identifies risks and ensures appropriate strategies are in place
- Focus on enhancing service quality by defining and enforcing organization standards in coordination with internal & external stakeholders
- Represent the organization in interacting with key decision makers across various government departments based on business and operational requirements

Key Profile:

- ▶ Establishment new telecom company for maritime award of His Majesty Royal Decree
- ▶ Develop & implement strategies based on evaluated technological & financial opportunities. Focus on accomplishing subsidiary objectives by defining plans & budgets as well as implementing effective remedial measures based on identified deviations
- ▶ Coordinate activities related to recruiting, grooming & counseling managers followed by task allocation based on individual skill sets aimed at optimizing resource utilization
- ▶ Worked on design & deployment of processes & procedures as well as evaluation & selection of vendors for host, storage, network security and network infrastructure
- ▶ Leading for roll-out phase 2 for Maritime Radio Communications Network more than 20 Sites coastal Station in the sultanate of Oman.
- ▶ Define & implement procurement, production, marketing, field, technical services policies and practices in coordination with various stakeholders like customers, government, business partners, community organizations, and employees
- ▶ Focus on enhancing service quality by defining and enforcing organization standards in coordination with internal & external stakeholders
- ▶ Represent the organization in interacting with key decision makers across various government departments based on business and operational requirements
- ▶ Define and execute the marketing strategy of the company in alignment with its organizational objectives, and set-up benchmark targets
- ▶ Collaborate with the senior management in planning & implementing enterprise wide security solutions aimed at maintaining seamless operations
- ▶ Spearhead team efforts in setting up, integration, operation & maintenance of security gadgets based on business as well as operational requirements
- ▶ Highlight critical technical issues to the senior management and other stakeholders for implementing effective remedial measures
- ▶ Map and implement business strategies for the company to facilitate market growth and revenue improvement, chart operational activities and review operational performance.
- ▶ Formulate and roll-out the Employee Relations and Engagement strategy, and retain talent within the company.
- ▶ Ensure effective implementation of organizational crisis & disaster management and business continuity plans for maintaining seamless operations
- ▶ Rendering support in implementing HR policies and procedures, driving HR projects, integrating advanced HR systems.
- ▶ Provide key inputs during budget preparation, monitor budgetary spends and control costs
- ▶ Acquaint employees with various organizational security parameters and other statutory regulations for implementing the same in day to day business transactions
- ▶ Optimize resource utilization and streamlined processes for enhancing operational efficiency and departmental profitability. Prepared & ensured compliance to departmental budgets in day to day operations
- ▶ Evaluate & present various status reports at senior management reviews for reengineering business policies based on changing market dynamics

Enterprise Impact:

- ▶ Played a pivotal role in the establishment of the company; achieved an award of His Majesty Royal Decree form His Majesty
- ▶ Managed revenue, expenses and external financing to maintain the consistent growth of the business. Provided leadership vision (in conjunction with the board) including evangelizing technology entrepreneurship through public speaking, digital media, and enhancing the operations

Key Profile

- ▶ Developed new information Security department at Ministry of Defense after intensive study and research about the important of IT security
- ▶ Planed & implemented strategies for enhancing information security at Ministry of Defense in compliance to organizational policies and procedures
- ▶ Assisted in establishing overall short-term and long term goals and objectives of the organization, communicate these across the organizational hierarchy
- ▶ Defined & implemented security policies and procedures based on strategic business plans and organizational risk factors to render business application protection without compromising with core business requirements
- ▶ Ensured knowledge transfer from vendors for maintaining confidentiality and integrity of data. Managed projects in compliance to SLA parameters for the security department

- ▶ Build an excellent organizational culture and work environment of team cooperation, establish performance metrics across the organizational hierarchy.
- ▶ Focused on identification, development, implementation and maintenance of information assets and minimizing information risks
- ▶ Defined & implemented standards and controls, policies and procedures aimed at maintaining seamless operations
- ▶ Managed traffic & packet data for the traffic & packet data of the network dealing with 50000+ users across Oman across 700+ switches and routers
- ▶ Designed security port for network implementation. Prepared & presented various status reports for the senior management team and other stakeholders to enable effective decision making.
- ▶ **Enterprise Impact:**
- ▶ Played a key role in creating a new division of IS (that is kept confidential) across the MOD (RNO, RAFO and RAO)
- ▶ Developed emergency procedures for handling security breaches, manage internal communication regarding system updates, analyzing the reports and provide estimates of budgetary requirements for technical upgrades.
- ▶ Coordinated activities related to setting up & configuring network security appliances and implementing procedures for security
- ▶ Lead information security planning processes to establish an inclusive and comprehensive information security program for the entire organization and administrative information systems and technology.

Senior Network Engineer, SAF SIGNAL and acting in-charge of (Data Section) | July 2014 – Aug 2007

Senior Network Engineer, SAF SIGNAL and acting in-charge of (Data Section)

- ▶ Managed the department of engineer and chief network engineer and ICT departments of MoD
- ▶ Involved in designing & implementing extension of Ministry of Defense networks based on telecommunication requirements

Key Profile:

- ▶ Handled the entire department as the In-charge in absence of the immediate senior
- ▶ Prepared & maintained updated technical documentation for resolution of issues related to wired and wireless communication networks, installation & configuration of network devices in CISCO & HUAWEI, traffic using TMS, CISCO and Solaris tools
- ▶ Ensure worked on systems like DHCP Server and Exchange Server and set up physical connections to the corporate LAN for seamless communication of data packets
- ▶ Assessed bandwidth usage, traffic patterns & volumes to ascertain impact/implications of issues prior to implementing effective remedial measures
- ▶ Managed VSAT Communication (satellite) team & encrypted data. Aligned IT equipment to industry standards aimed at maintaining seamless operations
- ▶ Interacted with the fiber team for optimizing utilization of fiber based on operational requirements. Terminated fiber in the patch panel and measured the Fiber using ODTR

IT Assistant of DG, HR & Administration | Aug 2000 – July 2004 MoD

IT Assistant of DG, HR & Administration

- ▶ Worked as Assistant of DG, HR & Administration and Assistant of DG, Organization & Planning (Royal Army of Oman) during tenure with the organization
- ▶ Responsible for supervising, motivating and developing team reward and recognition programmers, responding to and fielding call.
- ▶ Preparing reliable reports to present to the executive management team, attending organizational review meets, and discussing scope of process improvements.
- ▶ Spearheading the process of establishing the human resources department in a way that enables the ministry to achieve its objectives while also attaining employee confidence.
- ▶ Managed, planned meetings and conferences, workload formulation & implementation of Ministry of Defense policies
- ▶ Support HR management in resolving general and specific HR related issues for maintaining seamless organizational activities
- ▶ Working towards fulfilling priorities of the Ministry, with focus on maintaining a highly motivated and effective staff to support operations.
- ▶ Responsible for human resources tasks such as posting job ads, screening of candidates and conducting interviews in person or over the phone.
- ▶ Keep updated industry knowledge and business savvy, analyzing reports for the Army of Oman and handling under the DG 5 Directorates
- ▶ Work well under stress to meet tight deadlines and deal with challenging work environments.

Assistant of DG, Organization & Planning, Procurement and Projects Department (Royal Army of Oman)



Key Profile:

- ▶ Managed the organization and planned schedules of purchase for all Army of Oman and handled under 3 Directorates the DG
- ▶ Handled all the procurement of arms for the Oman army, dealt, prioritized and ran extensive negotiations for offers with international companies
- ▶ Planned and scheduled the purchase of goods as per the requirements, as well as supervised the contracts department
- ▶ Assisted in preparing organizational and manpower budgets and forecasts ; organized trainings to enhance job performance skills of departmental staff
- ▶ Organized the hierarchy for units

Program Advisory Board

Program Advisory Board Middle East College (MCT) in collaboration with Coventry University from 2016 to Present

Industry Board for ICT advisory

- ▶ Aimed at providing strategy and technical assistance on ICT sector development to enhance its role as a catalyst for accelerated growth
- ▶ Focus on Increasing ICT entrepreneurship and SME development and expand the role of the SME sector in driving ICT competitiveness and maximizing ICT-driven employment/export growth; grow ICT workforce training and job placement
- ▶

Industry Advisory Panels (IAP) Majan University College from Nov 2015 to Present

- ▶ Act as an advisory body for the College in general and the Faculties and report to each Faculty Board of Studies meeting, and the AMT.
- ▶ Work with campus leadership to oversee the academic program accountability and provide guidance and feedback and serve in research and community collaborations
- ▶ Provide support and advice to program, assist in the development of new programs, and identify best practice standards, assess the quality of individual programmers and the curriculum as a whole and recommend changes to programmers structure and curriculum based on the latest developments in the industry
- ▶ Realistically assess the job market demand for graduates and advise to ensure it produces graduates with the skills required to meet employment needs
- ▶ Attend meetings organized by the Faculty in consultation with subject groups and field chairs.

Arab Union for Arbitration for ICT Crimes

- ▶ Oman Ministry of Justice and all courts of any incident of ICT arbitrate cases under Registration number: **102/2017** Dep of Experts

Head of ICT Croup, Oman Society of Engineers (OSE) from Sep 2015 to present

- ▶ Work closely with IT leaders, technical experts, and administrative leaders across the domain on a wide variety of security issues that require an in-depth understanding of the IT environment in their units, strategize and plan, as well as develop the member's skills and knowledge as per the latest developments
- ▶ Provide leadership, direction and guidance to the ICT group in assessing and evaluating and monitoring compliance with security standards and appropriate policies.

Professional Development

- ▶ Qualified PRINCE2 (Project Professional Manger)
 - ▶ Qualified Network Defender
 - ▶ Qualified Forensics Expert
 - ▶ Qualified Security Analyst
 - ▶ Qualified Penetration Tester License
 - ▶ Ethical Hacker
 - ▶ CISSP Certification Prep
 - ▶ CCIE_SECURITY Bootcamp
 - ▶ Crypto Technology AG training
 - ▶ Project management (PMP)
 - ▶ Strategic leadership
 - ▶ Arab Trainers Union for Arbitration
 - ▶ 2nd & 7th Annual CISO Executive Summit & Roundtable
 - ▶ Cisco Secure Access Control System 5.0
 - ▶ Advanced Cisco Security Program
 - ▶ Omani IT Security Officers' Course
 - ▶ Omnicsec IP based VPN V4 & Key Management of Encryption Solution
 - ▶ Phion Security Engineer
 - ▶ CISCO – CCNA
 - ▶ ITIL
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Annexure – Projects & Publications

Professional Development

- ▶ 2016 Roll-out phase 2 for Maritime Radio Communications Network more than 20 Sites coastal Station in the sultanate of Oman.
- ▶ 2014 Achieved with QNME to Design, Supply & Installation, Integration, Testing and Commissioning of a General Maritime Radio Communications Network, including all GMDSS for 4 sites in the sultan of Oman.
- ▶ Sub-Systems and other Items of Equipment in The Sultanate of Oman. As class 1 telecommunication license to operate in Oman with Royal Decree granted by His Majesty for the company.
- ▶ 2012 Achieved with MoD implement more than 20 applications running for all IT services (RAO, RAFO, RNO, US office, Minster office and all other departments in MoD like Aircraft tickets system, AFH Army hospital application, logics.
- ▶ 2011 Achieved project linked GCC countries with Oman communication network
- ▶ 2010 Achieved with MoD encrypt all MOD communication sites.
- ▶ 2010 Achieved with MoD implement security appliances to secure the communication and network.
- ▶ 2009 Achieved with MoD implement IT and security project to secure the all communication and network C4I project for all MOD services (RAO, RAFO, RNO, US office, Minster office and all other departments in MoD
- ▶ 2008 Achieved completed project Network and IT “Heathy check” to optimize and upgrade the all sites more than 400 sites alone with MoD camps and more than 50K users.

Publications

- ▶ Mubarak Al Hadadi and Ali Al Shidhani, "Smartphone Forensics Analysis: A Case Study", International Conference on Computer Technology and Science (ICCTS 2013) Dubai, UAE August 3-4, 2013, <http://www.ijcee.org/papers/776-S0005.pdf>
- ▶ Mubarak Al Hadadi and Ali Al Shidhani, " Smartphone Security Awareness: Time to Act"
- ▶ The 2013 International Conference on Current Trends in Information Technology, Dubai (CTITDubai 2013) Dec 11 - 12, 2013. IEEE publisher
http://ieeexplore.ieee.org/xpl/articleDetails.jsp?arnumber=6749496&punumber%3D6745906%26sortType%3Dasc_p_Sequence%26filter%3DAND%28p_IS_Number%3A6749463%29%26pageNumber%3D2