

Career profile



Scott Seals

HR - Training 1

Adviser II - L & D (HRMLD11IC)

Internal work experience

Senior Advisor Learning and Development 12/1/2017 - Present

Copper Diamonds / HR USA

Number of direct reports : 3

Responsibilities and achievements :

Working with all the RTK sites we advance learning and development initiatives that aligned with their needs. I proactively identify and coordinate projects (working with offshore vendors) that improve our systems and services in how we process class events and evidence of training. This project has given us the ability to focus on our core work, while maintaining our training records. Additionally I work with other business units to find areas we can collaborate and share ideas as well as training materials. My knowledge of maintenance, mining & CRM helps to drive conversations in the field with emphasis of normalization of risk.

In this role I had the opportunity to work in Australia at the Argyle Mine. I worked directly with front line supervisors promoting the use of CRM to control their critical risks. I coached/mentored supervisors in the field. I worked with their crews to help expand their understanding of the CRM process to control their risks - completing their tasks safely.

Principal Advisor – HSE CRM 8/1/2017 - 11/30/2017

Copper Diamonds / HSE Australia

Number of direct reports : 2

Responsibilities and achievements :

Worked with a cross functional team to develop CRM for RTK. I then coordinated the rollout of the fatality program for the business unit, and global business corporation. I oversaw the development of content as well as schedule to complete the CRM project. I then coached and mentored supervisory personnel (globally) on the fatality prevention process. This program is used very heavily today and is a world class process that we have shared with other companies.

Senior Advisor Learning and Development 12/1/2015 - 7/31/2017

Copper Diamonds / HR

Number of direct reports : 0

Responsibilities and achievements :

Principal Advisor – HSE CRM 11/1/2014 - 12/1/2015

Copper Diamonds / HSE

Number of direct reports : 1

Responsibilities and achievements :

Worked with a cross functional team to develop CRM for RTK. I then coordinated the rollout of the fatality program for the business unit, and global business corporation. I oversaw the development of content as well as schedule to complete the CRM project. I then coached and mentored supervisory personnel (globally) on the fatality prevention process. This program is used very heavily today and is a world class process that we have shared with other companies.

Superintendent Crush & Convey 6/1/2013 - 4/1/2015

To be specified USA

Number of direct reports : 3**Responsibilities and achievements :**

I managed maintenance operations including supervisors and engineers of Kennecott's single line belt system with a multimillion dollar budget. Relentlessly reinforced safety and safe operations of the overland belt system. Developed strategies to find efficiencies and other cost saving ideas. Oversaw the replacement of several belts, with the longest one over 3 miles long. With a maximum demonstrated rate of 11,000 tph and a 90% availability the beltline brought our ore from the mine to the concentrator for processing.

Superintendent - Asset Management - Electrical Automation Engineering 3/16/2011 - 1/1/2013

To be specified USA

Number of direct reports : 5**Responsibilities and achievements :**

With a multimillion dollar budget I supervised electrical supervisors and electrical engineers. Responsible to develop strategies to find efficiencies and other cost saving ideas. Worked to help create and sustain a Zero Harm culture. Working with our site leaders we developed a 1 – 3 – 5 year project plan that eliminated the use of external resources for the day to day electrical work. This created a total savings of over \$5 M for the 5 years. Working with operations we develop a shared understanding concerning equipment ownership and each other's responsibilities. This helped us by creating a more cooperative atmosphere with mutual respect for each other's duties and KPI's. Championed a development process for hourly

Supervisor - Asset Management - Electrical Automation Engineering 8/17/2009 - 3/15/2011

To be specified USA

Number of direct reports : 26**Responsibilities and achievements :**

Supervised 26 electrical craftsmen working to improve safety, technical knowledge, and efficiencies in electrical work. Managed and coordinated with contractors concerning, job safety, bid approval and job completions. Helped drive improvements in a multimillion dollar budget. Working with craftsmen we developed several ongoing maintenance programs, such as the breaker maintenance process that resulted in improved run times and greater safety. Proactive in aiding the development of my team members

Worked with contractors and vendors as a contractor coordinator for the electrical team. Watched over projects to promote growth as well as improvement projects. Working to ensure correct scope development across various trade contractors. Strong fiscal management to bring projects in on

time and on budget while always promoting safety and performance.

External work experience

Adjunct Instructor *Utah Valley University*

USA **Most recent external position :**

Start date : 5/5/2004 **End date :**

Responsibilities and achievements :

Adjunct Instructor Capstone Coordinate with local business for support of the capstone program Instructed students for Six Sigma Green Belt certification Mentored senior students in their use of project management skills to fully develop projects from inception to completion

Maintenance Supervisor *Mountain States Steel*

USA **Most recent external position :**

Start date : 7/29/2002 **End date :** 10/18/2008

Responsibilities and achievements :

Maintenance Manager Directed a maintenance team from fire fighting to predictive maintenance (RCM) using KPI#S Scheduled and led day to day activities of the maintenance group Developed and implemented SOP#s for safe implementation of project/work duties Designed/installed electrical control and building wiring including conduit and raceways PLC,VFD#S and computer controlled (CNC) equipment Designed/updated control systems for plant and equipment automation upgrades Worked with all trades to create reliability through proper installation, maintenance and follow-up Worked with all departments in evaluating/directing the work order management system to help reduce downtime Responsible for hiring, training and insuring safety of the maintenance crew Developed and taught safety training plant wide; overhead cranes, electrical safety & mobile equipment Coordinated with contractors to insure work was completed to specifications

Electrician/Supervisor *G.R.I.D. Electrical*

USA **Most recent external position :**

Start date : 1/1/1996 **End date :** 5/1/2002

Responsibilities and achievements :

Supervisor/Electrician Supervised and installed electrical systems Knowledgeable in NEC and local electrical codes Worked on commercial, industrial and residential buildings Created and submitted bids. I coordinated with other contractors to ensure our jobs came in on time.

Education

Education level : Master **Education type :** University

Qualification name : Masters of Science in Organization and Management

Major / Specialisation : Leadership

Education institution : Capella University **Country :** USA

Field of study : Management **Status :** Complete

Nominated highest qualification : **Completion date :** 8/31/2008

Education level : Bachelor **Education type :** University

Qualification name : Technology Management emphasis in Electrical Automation and Robotic technology

Major / Specialisation : Technology Management, Project management

Education institution : Utah Valley University **Country :** USA

Field of study : Management **Status :** Complete

Nominated highest qualification : **Completion date :** 4/25/2003

Areas of experience

Language skills

Other achievements

CMRP

Dates : September 2012 - Present

Description :

Accomplishment type :

KUC Six Sigma Black Belt

Dates : June 2012 - Present

Description :

Accomplishment type :