

IRF CONFERENCE SPEAKER BIOS

Zoë Gulley - Performance Improvement Facilitator

Zoë Gulley is a trusted leader in performance improvement and incident investigation, with over 20 years of experience helping organizations learn, adapt, and advance. She holds a B.Sc. in Geoscience and an M.Sc. in Environment and Management, and has worked in key roles at industry leaders such as Shell and NOVA Chemicals.

At Shell, Zoë spent 12 years as an Environmental Manager, where she led Learning from Incidents for Upstream Americas and developed water management strategies for hydraulic fracturing operations. She later joined NOVA Chemicals as Corporate Manager of Performance Improvement, where she facilitated high-impact investigations, coached leaders, and uncovered behavioural patterns to drive lasting, systemic change.

In 2022, Zoë moved into consulting to meet the rising demand for causally reasoned investigations, which go beyond identifying what happened and explore why it happened by tracing the underlying systems, behaviours, and conditions that led to the outcome. Zoë continues to support Shell and NOVA Chemicals, while also working with new partners, including Suncor, EPCOR, AECON, Bird, Terravest, Cargill, and others.

With a deep commitment to understanding human behaviour, identifying root causes, and fostering a culture of continuous improvement, Zoë doesn't just investigate, she helps organizations evolve.

Nippin Anand - Founder of Novellus

Dr. Nippin Anand is the Founder and CEO of Novellus Solutions, a boutique consultancy specializing in organizational learning, cultural intelligence, and human-centred safety. A former master mariner with an M.A. in Economics and a Ph.D. in Social Sciences and Anthropology, he brings a multidisciplinary lens spanning humanities, social psychology, mythology and philosophy.

After experiencing a near-collision at sea, Nippin developed a lifelong passion for accident investigation, focusing on how leaders' perspectives shape human failures and decision-making. As a former subject matter expert at DNV, he deepened his understanding of how to make compliance meaningful and aligned with business goals.

At Novellus, Nippin and his team apply visual and semiotic tools to help organizations learn from incidents and build risk-intelligent cultures. He is the author of the book 'Are We Learning from Accidents?', host of the podcast Embracing Differences, and a frequent blogger known for making academic insights accessible and actionable for safety-critical industries and businesses alike.

Recognized both in research circles and across safety sectors, Nippin is valued for translating complex ideas into engaging tools, workshops, and frameworks that elevate safety culture and organizational resilience.

Linn Iren Vestly Bergh

A senior advisor at Havtil, Linn Iren Vestly Bergh, brings extensive expertise in health and safety with national and global responsibilities. Holding a doctorate in psychology and risk management, she has recently expanded her focus to AI and human-centred design. As a project leader at Havtil, she oversees AI applications in high-risk industries, prioritizing risk management and responsible use. Additionally, Linn Iren Vestly Bergh plays an active role in national and international AI standardization, representing Havtil in the CEN-CENELEC Joint Technical Committee 21 (JTC 21) and contributing to the development of EU-aligned harmonized AI standards.

Diana Khatun

Diana Khatun is Principal Manager for Well Operations and Regulatory Engagement at IOGP, with a background in petroleum geology. She holds a BSc in Geology from Royal Holloway and an MSc from Imperial College London. Diana oversees IOGP's Wells Expert Committee, focusing on well safety, major well control event prevention, and providing governance, assurance, and standardization support for well control and emergency preparedness projects. With extensive experience in technical and managerial roles across oil and gas exploration and production, she brings a global perspective to regulatory collaboration and fluency in multiple languages. Outside of work, Diana is a passionate footballer and avid traveller, having visited over 80 countries.

Irfan Nawaz

Dr. Irfan Nawaz is a global ambassador for Risk-Based Verification with over 25 years of experience in the offshore and marine industries. Holding a PhD focused on Risk-Based Verification of Offshore Installations in the UKCS, he is a leading practitioner and researcher in verification, decommissioning, and renewables. As Operations Manager of the Field Survey Group at LR, he oversees a large team of surveyors delivering verification services in the UKCS and supports various global in-service and new construction projects. Beginning his career as a marine engineer trainee with Pakistan National Shipping Company, Irfan progressed through roles at Shell Shipping and Shell Exploration before joining LR in 2008. Since then, he has managed numerous offshore installations, onshore terminals, and manufacturing projects, advancing to his current leadership position.

Dale Brow

Dale Brow is the Personnel Safety Management System (PSMS) Deployment Lead for ExxonMobil Canada East, bringing nearly 25 years of experience across key Upstream assets, including Sable Onshore, Hibernia, and Hebron. With a career that has progressed through roles such as Field Operator, Production Lead, Supervisor, and Offshore Installation Manager, Dale combines deep operational insight with strong safety leadership. A Power Engineer and pipefitter by trade, he is known for his practical, down-to-earth approach, translating complex safety systems into clear, actionable guidance for the workforce. Passionate about making safety simple, effective, and meaningful, Dale now leads PSMS implementation with that ethos at its core. Outside of work, he enjoys fishing, playing guitar, and photography, reflecting his love for creativity and the outdoors.

Samantha Peace

Samantha Peace joined the Health and Safety Executive (HSE) in 1995 as a Factory Inspector and has since built a career spanning multiple sectors, including manufacturing, construction, and high-hazard industries. She has held senior leadership roles across operational delivery and policy, gaining a Master's in Occupational Health, Safety and Environmental Law along the way. Promoted to the Senior Civil Service in 2013, Samantha became Director of Field Operations in 2016 and, in 2023, Director of HSE's Energy Division, overseeing regulation of oil and gas, pipelines, renewable energy, mines, quarries, and diving. She is also an executive member of the International Association of Labour Inspection with experience in international labour inspection assessments.

Matthew Blackburn

Matthew Blackburn is a chartered mechanical engineer with over 30 years' experience in the chemical, refining, and upstream oil and gas sectors. Beginning his career with ICI, he is now a senior regulator at HSE, leading a unit focused on offshore asset integrity, covering structural and maritime integrity, mechanical engineering, materials and corrosion, and human factors. He has played a key role in regulatory programs on asset integrity and ageing offshore installations and has authored several HSE safety alerts and guidance documents in these areas.

Dawn Patten

Dawn Patten is Managing Director of Training at Virtual Marine Technology, where she leads the delivery of high-fidelity maritime simulation and training. A mariner with over 20 years of experience in the oil and gas sector and the Canadian Coast Guard, she combines deep operational expertise with innovative training strategies. Under her leadership, Virtual Marine equips personnel for high-risk, mission-critical environments, building the competence, confidence, and leadership needed when failure is not an option.

Theodor Kockelkoren

Theodor Kockelkoren has served as Inspector-General of the State Supervision of Mines (SodM), the independent Dutch regulator for mining and energy extraction, since 2018. He brings extensive leadership experience from his time as a partner at McKinsey & Company and in senior roles at the Netherlands Authority for the Financial Markets (AFM), where he also chaired the G20/OECD Task Force on Financial Consumer Protection. With a background in Electrical Engineering from Eindhoven University of Technology and an MBA from INSEAD, Kockelkoren champions "next level supervision," integrating technical expertise with public engagement and transparency. His commitment to effective and accountable regulation was recognized in 2022, when he was named a finalist for the Dutch Public Manager of the Year Award.

Dr. Faisal Khan

*Dr. Faisal Khan is the Mike O'Connor Chair II Professor and Head of the Artie McFerrin Department of Chemical Engineering at Texas A&M University, where he also directs the Mary Kay O'Connor Process Safety Center and the Ocean Energy Safety Institute. A former Canada Research Chair in Offshore Safety and Risk Engineering at Memorial University of Newfoundland, Canada, he founded the Centre for Risk Integrity and Safety and Engineering (C-RISE). His research focuses on process safety, system safety and security, AI safety, and risk engineering. A Fellow of the Canadian Academy of Engineering, Dr. Khan has published over 700 peer-reviewed articles, supervised more than 190 graduate students, and serves as

Editor-in-Chief of Journal of Process Safety & Environmental Protection (Elsevier) and Safety in Harsh Environments (Springer Nature).

Luiz Henrique de Oliveira Bispo

Luiz Henrique de Oliveira Bispo is an expert in Chemical and Biochemical Process Engineering, holding a Master's and a PhD from the Federal University of Rio de Janeiro. Since joining the Brazilian National Agency of Petroleum, Natural Gas, and Biofuels (ANP) in 2008, he has built a distinguished career spanning key areas of Exploration and Production, including Fiscal Measurement, Development and Production, Local Content, and Government Participation. He currently serves as the Superintendent of Operational Safety for Exploration and Production activities.

Arne Jarl Ringstad

Arne Jarl Ringstad is a Human Factors Advisor at Equinor with over 30 years of experience in the oil and energy sector. With a unique background in both psychology and engineering, he has worked extensively on human reliability, human-machine interaction, risk assessment, and safety culture. Throughout his career, Arne has led research projects, developed safety evaluation tools, and contributed to regulatory frameworks and joint industry initiatives at both national and international levels. He currently focuses on technology development and qualification, the integration of digital tools in real-life operations, and safety assessments of emerging human-machine constellations.

Captain Christopher Hearn

Captain Christopher Hearn is the Director of the Centre for Marine Simulation at the Marine Institute of Memorial University, the largest marine simulation facility in North America. A Master Mariner and graduate of the Marine Institute's Nautical Science Program, he has held command of various deep-sea and subsea vessels and served as Marine Superintendent in subsea cable, seismic, and cargo operations. Since 2008, he has led advanced simulation-based training, research, and industrial projects focused on offshore oil and gas, polar operations, human performance at sea, and maritime risk analysis. He actively contributes to national and international maritime working groups, competency development for polar operations, and serves on multiple industry boards, including the Regional Coast Guard Advisory Board and Master Mariners of Canada.

Tristan Grech

Tristan Grech is the Safety and Quality Manager at Cougar Helicopters, bringing nearly 35 years of aviation experience. A former member of the Royal Canadian Air Force, he has held leadership roles across both commercial and specialized aviation sectors. At Cougar, he has led major fleet capability upgrades and played a key role in advancing the company's Safety and Quality Management System, reinforcing its commitment to the highest standards of aviation safety.

John Caigan

John Caigan is Vice President of Projects at Enaimco and a Mechanical Engineering graduate from Memorial University. With over 25 years of experience in senior management and technical roles, he has developed broad expertise in technology, subsea engineering, project management, and offshore operations. During his time at TechnipFMC Canada, he contributed to complex subsea projects both in Canada and internationally, becoming a subject matter expert in subsea Inspection, Maintenance, and Repair (IMR). At Enaimco, since 2022, he has

focused on delivering practical digital solutions for clients in the global energy sector.

Trevor Butler

Trevor brings over 30 years of experience in the classification sector, with expertise spanning a wide range of asset types. Based in St. John's, NL, he has led LR's Offshore business in Canada since 2010, focusing on expanding in both traditional hydrocarbons and emerging renewable energy. He is well-connected across Atlantic Canada's energy industry, with strong ties to operators, supply chain stakeholders, and regulatory agencies, and played a key role in the Frontier Offshore Regulatory Renewal Initiative (FORRI) to establish a performance-based regulatory framework for Canada's offshore hydrocarbon industry. Outside of work, Trevor is active in the Scouting movement as Group Commissioner of the 1st MacPherson Scouting Group and is an avid curler.

Sue McCarrey

Sue McCarrey was appointed Chief Executive Officer of NOPSEMA in February 2023, following eight years as CEO of the Office of the National Rail Safety Regulator. With over 40 years of government experience, she has held senior roles across education, transport, and public policy, including Deputy Director General of Policy, Planning and Investment at the Western Australian Department of Transport. Sue brings deep expertise in regulatory frameworks, safety, environmental management, and risk, supported by qualifications in law and education, and as a graduate of the Australian Institute of Company Directors. She is also a Fellow of the Institute of Public Administration and an active member of the National Association of Women in Operations and National Women in Transport.

Sigve Knudsen

Sigve Knudsen has been with the Norwegian Offshore Industry Authority (formerly the Petroleum Safety Authority) since 1999, where he has built deep expertise in supervision, safety, working environments, regulatory frameworks, and administration. In addition to leading the Safety Forum, he contributes internationally and nationally as a member of the International Regulators Forum, the Employers' Council, and the North Sea Offshore Authorities Forum, playing a key role in shaping safety standards and industry collaboration.

Scott Tessier

Scott Tessier is the Chief Executive Officer and has served as Chief Conservation Officer of the Canada–Newfoundland and Labrador Offshore Energy Regulator (C-NLOER) since 2013, following senior leadership roles in both government and industry across Canada. An engineer by training, he has led on regulatory and legislative matters in Alberta's petroleum sector, held senior public service positions with Fisheries and Oceans Canada and in Health and Northern Economic Development, and contributed to national environmental initiatives. Internationally, he is the past Chair of the International Regulators Forum and serves as an observer on the One Ocean Board, with prior board service at Eastern Health and MEOPAR.

Kerry M. Moreland

Kerry Moreland serves as President of ExxonMobil Canada Ltd., where she leads the company's upstream operations in Canada, including operatorship of the Hebron project and ExxonMobil's role as lead owner in the Hibernia project, both located offshore Newfoundland and Labrador. Since joining ExxonMobil in 2005, she has held leadership positions across more than 25 countries, notably serving as Guyana Exploration Manager during the landmark 2015 Liza discovery, and later as Senior Corporate Advisor to ExxonMobil's management committee.

A geoscientist by training with degrees from the University of Oklahoma, Kerry is a strong advocate for sustainable development and a committed mentor to emerging energy leaders. Her dedication is reflected in her advisory roles with her alma mater and her active involvement in the ExxonMobil Women's Interest Network Global Executive Advisory Council.