

Islamabad, Pakistan ☎ +923002133227 Email mazharbasher@yahoo.com 🔗 LinkedIn: (Mazhar Bashir)
 HSSE Specialist | Security Manager | Ex Military Officer

PROFESSIONAL SUMMARY

Accomplished Naval Officer, expertise in Health, Safety, Security & environment with distinguished experience of commanding multiple onshore base and off shore naval units/ vessels. My strength lies in risk management, incident investigation, audits, marine safety, training, regulatory compliance, handling & management of oil & gas and hazard material. Ensure compliance with international safety standards to enhance safety and security across diverse environment. Strong leadership, operational management, and communication skills with a track record of delivering results under high-stress & high risk maritime/ defence environments.

CORE SKILLS

- Strategic Management
- Environmental Monitoring
- Performance Monitoring
- ISO Compliance
- Performance under stress
- Leadership, Team Building & Communication
- Risk Assessment & Hazard Analysis
- Incident Investigation & Root Cause Analysis
- Human Resource Development
- Oil & Gas and Hazardous Materials Handling, Monitoring, and Management
- Security Specialist
- Compliance Audit
- Training & Development
- Crisis Management

PROFESSIONAL EXPERIENCE

- Served on various submarine billets around 20 years and commanded Submarine Squadron, 2 x Submarines and Submarine Base. Submarine being the inherently risky platform, ensured compliance with naval safety standards & environmental monitoring during its deployment & underwater operations. Implemented safety protocols for oil & gas and hazard material and its onshore storage & handling. Inculcated proactive approach through risk assessments & hazard analyses thus mitigating safety hazards. Conducted incident investigations, identified root causes and implemented remedial actions to prevent recurrence. Served as advisor to Fleet Commander and Naval HQ for expert advice for safe submarine operations while critically analyzing the overall safety standards & processes.
- Being Head of Training Pakistan Navy, trainer at shore training setups and on job trainer onboard naval vessels, designed HSSE training programs for naval personnel covering personnel & workplace safeties and evaluated the performance through feedback system. Developed Navy Safety Strategy Document and conducted higher managerial program for risk assessment, incident investigation and safety compliance.
- In addition to the diplomatic assignment as Naval Attaché Turkiye, collaborated with International Stakeholders in safety and security domains during various international exercises.
- Developed Naval Sports Strategy covering health & safety of athletes, naval personnel & families. Vice President of Pakistan Swimming Federation (2025 to 2028) for H&S of Athletes. Appointments during last 25 years are as below:

Head of Training – Navy	(2024-25) (Islamabad, Pakistan)
Commander – Submarine Squadron	(2022-23) (Karachi, Pakistan)
Naval Attaché – Turkiye	(2019-22) (Amkara, Turkiye)
Head of Training Institute	(2018-19) (Karachi, Pakistan)
Commanding Officer – 2 x Submarines	(2016-18) (Karachi, Pakistan)
Commander – Submarine Base	(2015-16) (Karachi, Pakistan)
Dy Head of Training/ Chief Instructor – Training Institute	(2014-15) (Karachi, Pakistan)
Advisor to Fleet Commander	(2005-06) (2011-14) (Karachi, Pakistan)
2 nd in Command/ Executive Officer Submarine (HSSE Manager)	(2009-11) (Karachi, Pakistan)
Staff Officer Submarine Operations (HSSE Officer) Naval HQ	(2007-09) (Islamabad, Pakistan)
Staff Officer (Weapons)/ HSSE Officer – Submarine Squadron	(2004-05) (Karachi, Pakistan)
In charge Submarine Vessel Diving & Conning Watch/ HSSE Compliance Officer	(1999-2004) (Karachi, Pakistan)

KEY ACHIEVEMENTS

- Exhibited exceptional leadership onboard submarines ensuring safety of personnel & resources in complex, confined and high-risk underwater environments.
- Employed strategic analysis for mission-critical decision making, aligning with naval safety objectives.
- Achieved 100% safety objectives as strategic safety advisor to Fleet Commander and at Naval HQ.
- Regular audited safety practices for all Submarines and Base. Conducted proactive risk assessments, identify and mitigate hazards thus improving safety standards & emergency procedures and reduced incidents by 50%.
- Ensured compliance with safety regulations & emergency response protocols for oil & gas and hazardous materials.
- Collaborated with senior leadership to integrate HSSE objectives into submarines & base operations, fostering a culture of safety.
- Achieved 16000+ sea hours as a specialist maintaining rigorous QHSSE standards across multiple naval sea going vessels/ Submarines.
- Accomplished accident free evolutions as Submarine Squadron Commander, Commanding Officer and 2nd in Command Submarines while managing safety & crew well-being.
- Spearheaded impeccable safety standards as safety officer during Agosta Submarine construction and sea trials.
- Led HSSE-driven missions including SAR, disaster relief and environment protection.
- Coordinated & executed multinational exercises and collaborated with International Stakeholders in safety and security domains during various exercises i.e. Turgataries, Mavi Balina, Nusrat, BARRACUDA etc.
- Implemented Systematic Approach to Training (SAT) for all training courses across Navy.
- Developed Navy Sports Strategy Document and was part of team to develop of Naval Safety Strategy Document.
- Developed and Implemented online training feedback system to evaluate trainee performance, proficiency in safety management practices thus improving trainee safety competency by 50%.
- Designed and delivered HSSE training programs for 15000+ naval personnel, covering safety compliance, risk assessment and incident investigation.
- Conducted practical simulations training for hazardous materials handling (Oil, gas & hazardous material) and emergency response, enhancing safety standards.

EDUCATION

Bachelor of Science (Hons.) in Naval Sciences – University of Karachi (1996)

Master of Science in War Studies (Maritime) – Bahria University (2007)

Master of Science in National Security Management & War Studies – National Defence University (2023)

MBA (Master in Business Administration) – Bahria University (In Progress)

CERTIFICATES

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| - Wet & Pressurize Escape Training Course (May 2004) | Golcuk, Turkiye |
| - Submarine Free Escape Training (May 2004) | Golcuk, Turkiye |
| - Fire Control Coordinator Course (April 2008) | FCC, Pakistan |
| - Fire Control Coordinator Course (June 2008) | FCC, Turkiye |
| - Comprehensive Crisis Management Course (CCM) (2014) | APCSS, Honolulu Hawaii, USA |
| - ISO 450001 : OHSMS Lead Auditor (2025) | ProQual, UK |
| - ISO 9001 : QMS Lead Auditor (2025) | ProQual, UK |
| - OSHA General Industry Standards (2025) | OSHA, USA |
| - IOSH Managing Safely (2025) | IOSH, UK |

LANGUAGES

English – Fluent

Urdu – Native

Turkish – Basic