

# MUNDHIR AL BARWANI

**Title:** Managing Partner - Oman

**Experience:** 25+ years in Human Capital Line Management

**Education:** Bachelor of Engineering in Civil Engineering

## Profile Overview

Mundhir is a highly accomplished HR leader with over 25 years of experience, currently serving as the Co-founder and Managing Partner of Phoenix Consulting's Muscat office. His career is distinguished by transformative contributions to human resources, particularly during his tenure as the Human Resources Director at Petroleum Development Oman (PDO), the largest land-based oil and gas company in Oman. At PDO, he managed a workforce of 6,000 employees and 30,000 contractors, focusing on enhancing the Employee Value Proposition (EVP) to attract, retain, and engage talent. Mundhir played a critical role in resolving complex industrial relations issues, ensuring compliance with labor reforms, and fostering a harmonious work environment. He also spearheaded initiatives to create job opportunities for Omanis, aligning with PDO's nationalization goals and developing the local workforce for leadership roles, additionally, he developed training programs for contractors, contributing to both organizational success and community development through the In-Country Value (ICV) Program.

In addition to his HR leadership, Mundhir has held challenging roles such as External Affairs Director and Communications Manager at PDO, where he managed relationships with key stakeholders, including government entities and local communities. His ability to navigate labor reforms and maintain proactive industrial relationships was instrumental in PDO's operational success. Mundhir's expertise extends to strategic HR management, policy development, and workforce planning, making him a versatile leader capable of driving organizational growth through people-centric strategies. His proven track record in HR, industrial relations, and stakeholder management underscores his reputation as a trusted advisor and visionary leader in the field of human resources.

## Subject Matter Expertise



Coaching and Mentoring



Organization Design



Executive Reward



Succession Planning



Human Resources Strategy