

Hiring Committee,

I am an executive EHS/HSQE leader with global, multi-site experience building ISO-aligned safety management systems, elevating regulatory readiness, and aligning safety with operations and business performance. I partner with executives and field leaders to engineer governance, simplify procedures, and create the operating rhythms that make safety practical every day.

Across corporate and consulting roles, I have designed audit frameworks and risk programs that consistently improve outcomes— including ~98% audit compliance, sustained reductions in TRIR/LTI, measurable environmental gains tied to board-level reporting, and clean performance across multiple ISO audits. I use analytics (Power BI/Excel/SQL) and **responsible AI** (text-mining of incident narratives, CAPA triage, early-warning risk models) to give teams back time for judgment, coaching, and care.

I would bring the following strengths to your leadership team:

- **Strategy & Systems:** ISO-aligned SMS (ISO 45001/14001/9001; ANSI/ASSP Z10), policy/SOP ownership, and management review.
- **Operational Excellence:** Multi-site audit & assurance, PSM oversight, contractor & fleet safety, emergency preparedness and continuity.
- **Data & Decisions:** KPI governance, leading/lagging indicators, analytics dashboards, and disciplined CAPA that reduces repeat events.
- **People & Culture:** Values-based leadership, worker participation, and clear communication that builds trust and belonging.

Leaders and crews describe my style as transparent, collaborative, and action oriented. I translate complex OSHA/EPA/Cal-OSHA/DOT requirements into concise procedures teams can execute the same day and support adoption with visual management and learning reviews. I welcome a conversation about how this approach can advance your strategy while improving outcomes for people, operations, and the business.

My Sincerest Thanks,

Richshalla T. Papillion, D.Eng., MBA, CSP, ARM

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PROFESSIONAL SUMMARY

Executive EHS & HSQE leader with global, multi-site experience designing ISO-aligned safety management systems, elevating regulatory readiness, and turning data into decisions. Partner to C-suite and operations in engineering governance, risk reduction, and culture-led performance—balancing people, compliance, and business outcomes. Known for clear strategy, accountable execution, and a people-first leadership style grounded in integrity and belonging.

CORE COMPETENCIES

EHS strategy & governance • ISO 45001/14001/9001 • ANSI/ASSP Z10 • OSHA/EPA/Cal-OSHA/DOT Audit & assurance • CAPA governance • Risk & root-cause analysis • Behavior-based safety (BBS) PSM oversight • Contractor & fleet safety • Emergency preparedness & continuity
Safety analytics (Power BI/Excel/SQL) • KPI/leading indicators • Responsible AI enablement
Values-based culture building • Executive communication • Cross-functional program leadership

PROFESSIONAL EXPERIENCE

Curated Compliance, LLC — Greater Houston Area

Director, Environment, Health & Safety | Apr 2023 – Present (Consulting Leadership)

Direct EHS strategy and compliance programs across multi-site client portfolios. Lead audit governance and ISO-aligned SMS design; partner with Operations, HR, Legal, and Procurement to standardize procedures, contractor controls, and fleet safety. Use analytics and responsible AI to focus teams on higher-value work while improving speed and consistency.

Selected Results:

- Achieved ~98% audit compliance; reduced recordable injuries ~35–40% through BBS and closed-loop CAPA.
- Launched sustainability initiatives cutting hazardous waste ~25% and energy use ~18% with board-level ESG reporting.
- Built Power BI/Excel/SQL dashboards; improved trend detection and shortened action closure by ~30%.

Braun Intertec, LLC — Greater Houston Area

Associate Director | Jul 2024 – Apr 2025

Led cross-business initiatives and technical service delivery; aligned engineering, quality, and field operations with governance dashboards and standardized handoffs. Drove process improvement using Lean/Six Sigma and KPI management.

Selected Results:

- Efficiency +~25%, client satisfaction +~20%; rework -~18%; >\$1.2M annualized savings.
- KPI visibility +~40% and on-time delivery +~30% via data governance and execution cadences.

DCC Propane, LLC — Lisle, IL**Director, Environment, Health & Safety (Interim) | Nov 2023 – Mar 2024**

Owned corporate EHS across 50+ sites in a distributed field-services network. Integrated EHS KPIs into performance management and partnered with regional leadership to strengthen compliance, engagement, and incident prevention.

Selected Results:

- Ensured 100% OSHA/EPA/DOT compliance; TRIR/LTI reduced ~35–40% via metric-driven coaching and CAPA.
- Standardized SOPs and risk controls; environmental violations down ~25% and participation up ~20%.

American Bureau of Shipping — Spring, TX**Global Manager, EHS & HQSE (progressive engineering leadership) | Jun 2010 – Aug 2023**

Directed global EHSQ programs across 10+ regions and 200+ offices (5,000+ people). Embedded management systems, analytics, and change controls; partnered with leadership on investigations and people-first culture initiatives.

Selected Results:

- Aligned to ISO 9001/14001/18001/45000 with zero non-conformances across multiple third-party audits.
- Implemented BBS programs (Take 5, Life Safety Rules); culture scores up ~35% and incidents down ~35%.
- Institutionalized Management of Change (MoC) and real-time analytics; corrective-action closure improved ~30% across regions.

Schlumberger International — Poza Rica, Mexico**Field Engineer | Dec 2007 – Jul 2009**

Executed frac/acid operations and maintained job safety analyses and quality controls across complex well stimulation programs.

Selected Results:

- 40+ wells / 250+ stages; standardized checklists and QC; ~5% NPT reduction; zero recordables across 8 campaigns.

Lamar University — Beaumont, TX**Adjunct Professor, Industrial Engineering | Jan 2015 – Present (Part-time)**

Design and deliver coursework in statistics, operations research, and HSSE; mentor students and integrate practical analytics into curricula.

Selected Results:

- Mentored 40+ capstone/research students; modernized assignments with analytics and continuous-improvement methods.

EDUCATION

- Ph.D., Industrial Engineering — Lamar University, Beaumont, TX
- M.S., Industrial Engineering — Lamar University, Beaumont, TX

- M.B.A., Data Analytics — Louisiana State University, Shreveport, LA
- B.S., Industrial Engineering — Louisiana State University, Baton Rouge, LA

CERTIFICATIONS

- Certified Safety Professional (CSP) — BCSP
- Associate in Risk Management (ARM) — The Institutes
- Lead Auditor — ISO 45001 (Health & Safety); ISO 14001 (Environmental); ISO 9001 (Quality); OHSAS 18001; RABQSA (Internal/External)
- HAZWOPER
- HIPAA for Non-Medical
- SHEP (UT Arlington)
- Incident Investigation (UT Arlington & ABS Consulting)

PUBLICATIONS

- Analysis and Classification of Near-Miss Data in the Maritime Industry (includes text-mining).
- Reporting Practices for Close Call (Near Miss) Reporting Systems — B. Craig, R. Papillion, J. Curry, W. Zhu (Lamar University).

PROFESSIONAL AFFILIATIONS

- American Society of Safety Professionals (ASSP); National Safety Council (NSC)
- US TAG to ANSI for ISO 45000 (TC283) — development of international OHS standards
- OTC Networking Committee — event facilitation; Women Engineer Alliance sponsor

TECHNICAL SKILLS

Power BI • Excel • SQL • Compliance & risk platforms • Incident/RCA toolsets • LMS governance • Documentation & document control • ERP/financial systems • Mac/Windows