



# Bapco Energies sets a first with Group-Wide HR standardization

Unified talent strategy drives group-wide HR reform



- **Group-wide HR standardisation**
  - **Leadership and succession reform**
  - **People-centred workforce transformation**
- TDT | Manama

Human capital stood at the centre of Bapco Energies’ transformation in 2025, shaping a year that re-defined operating structures, strengthened leadership frameworks and advanced Bahrain’s energy sector through unified talent management, organizational transparency and strategic workforce development.

A historic milestone was achieved with the appointment of Eng. Basema Al Mahroos as Chief Executive Officer of Bapco



Tazweed, making her the first Bahraini woman to lead a subsidiary in the Kingdom’s oil and gas sector. This was followed by



further senior leadership appointments that reinforced the presence of Bahraini women in decision-making roles. Together,

er, these moves reflected the Group’s commitment to gender inclusion, national capability development and a forward-looking approach to executive succession.

The Human Resources function marked a sector-first by standardising fifteen Group-wide policies across all subsidiaries. This created a shared corporate language rooted in fairness, transparency and consistent governance. The framework strengthened employee confidence, simplified administrative processes and ensured alignment across operations. Group-wide workshops supporting this transition reached more than 4,500 employees, reinforcing belonging and organisational identity.

As part of its centralisation strategy, Bapco Energies executed the largest workforce mobility exercise in its history, transitioning 750 employees across business units. The initiative ensured operational continuity, deepened functional

integration and demonstrated the Group’s capacity to manage complex organizational change while building a more agile and unified workforce.

Another key achievement was the implementation of a unified Compensation and Benefits Framework. This included standardised job classifications, aligned promotion and grading criteria and clearer internal mobility pathways. The model fostered merit-based progression, enhanced internal equity and enabled more efficient workforce planning across the Group.

In support of Bahrainisation, Bapco Energies introduced its first group-wide succession and talent review framework, aligned with the Government Action Plan 2023–2026. The model established a transparent, strategic and merit-based approach to leadership continuity and national talent development.

Leadership and future talent development were further strengthened through targeted

programmes. The “Empowering Women of Today” initiative prepared 60 female middle managers through focused leadership and strategic thinking sessions, while the “Empowering Talents of Tomorrow” programme engaged 35 young professionals in workshops on innovation, digital transformation and artificial intelligence.

Mental wellbeing was positioned as a strategic priority with the launch of the Group’s first mental health support programme, offering confidential psychological services in partnership with a leading regional institution.

These efforts culminated in multiple accolades at the 2025 Human Resources Summit, reinforcing Bapco Energies’ position as a standard-setter in organisational excellence. The achievements of 2025 reflect disciplined execution and a belief that investing in people is fundamental to building a stronger, more sustainable future for Bahrain’s energy sector.

