



NGIC

News

THE OFFICIAL NEWSLETTER OF NNPC GAS INFRASTRUCTURE COMPANY LTD.

Leading the Charge: NGIC's Role in Shaping Nigeria's Energy Future



FREE
2ND EDITION 2024



THE COMPANY
OUR VISION
OUR MISSION

THE COMPANY

NNPC Gas Infrastructure Company Limited (NGIC) is a fully-owned subsidiary of the Nigerian National Petroleum Company Limited (NNPC Ltd), incorporated in 1988.

It operates an extensive gas pipeline network with intermediate and terminal gas metering stations across Nigeria.

It is involved in the core business of direct transmission of gas to existing markets and transmission for medium and bulk shippers while expanding its footprints within Nigeria and beyond.



OUR VISION

To be the preferred gas transporting and value adding services company in Nigeria and Africa.



OUR MISSION

NGIC is committed to providing world class infrastructure for the delivery of on-specification natural gas and its by-products to customers in a safe, reliable, profitable and environmentally sustainable manner.



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EDITOR'S

COMMENTS



VIOLIN ANTAIH — Editor

As we close another remarkable year, the second edition of the NGIC Newsletter takes a look back at the inspiring milestones and transformative activities that shaped the second half of 2024. From pivotal leadership changes to impactful collaborations, this edition highlights the unwavering dedication of NGIC's team as we advance Nigeria's gas infrastructure for a sustainable energy future.

In a series of exclusive interviews, we gain profound insights from our top management. Engr. Seyi Omotowa, MD NGIC, reflects on the company's transformative projects and its vital role in driving economic development. He is joined by Engr. Audu Ibrahim, ED, Projects, who shares his vision for the future of Nigeria's gas infrastructure amidst evolving challenges. Meanwhile, Mr. Kazachiyang Nuhu, ED Business Services, discusses the strength of our workforce, while Engr. Abubakar Gwadabe Manager, Project Management, offers valuable perspectives on the strategic significance of the AKK and OB3 gas pipeline projects.

We also recount the success of the 2024 Network Code Excellence Forum, which brought together industry experts to discuss the future of gas transportation in Nigeria. The forum was an important platform for collaboration, addressing key challenges, and reinforcing NGIC's position as a leader in the sector.

This edition shines a spotlight on newly promoted and transferred management staff who joined NGIC earlier this year. Their expertise and fresh perspectives are already making a significant impact as we continue to build on our legacy and strengthen the company's leadership capacity. In our efforts to foster transparency and collaboration, NGIC hosted a productive media chat with leading journalists from Delta State. The session provided an opportunity to engage with the media, discuss industry issues, and reinforce our commitment to openness and accountability in the oil and gas sector.

NGIC's commitment to fostering a culture of camaraderie and national pride is further celebrated with reflections on the International Day of Friendship and Nigeria's 64th Independence Day. These events saw our staff come together to demonstrate the power of unity and collaboration. We also honor the legacy of Engr. Omotowa with a special valedictory session, as we welcome a new chapter with the appointment of Engr. Mustapha Anas to take on the mantle of leadership at NGIC.

The Newsletter also includes enlightening pieces on work-life balance, HSE and ethics awareness, offering valuable insights for our readers and, of course, we have our photo stories, including the memorable end-of-year party and the significant homage visits to traditional rulers of our host communities, reflecting NGIC's vibrant culture and commitment to stakeholder engagement.

As always, we hope this edition inspires and informs. Thank you for being part of the NGIC journey.



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OUR STRATEGIC GROWTH PLAN WILL DOUBLE GAS THROUGHPUT BY 2029

- Engr. Seyi Omotowa, MD NGIC



Engr. Seyi Omotowa, FNSE, Managing Director of NNPC Gas Infrastructure Company Limited (NGIC), discusses the company's transformative projects, growth targets, and the challenges of expanding Nigeria's gas infrastructure. In this conversation with **Violin Antaih** and **Nathaniel Olajide**, he highlights NGIC's role in driving economic development and its vision for a sustainable energy future.

Interviewer: Can we meet you, sir?

MD: My name is Engr. Seyi Omotowa, Managing Director, NNPC Gas Infrastructure Company Limited (NGIC).

Interviewer: In the ongoing transition of NNPC into a fully commercialized entity within the Petroleum Industry Act (PIA) framework, NGIC is strategically positioned to support the gas infrastructure network. As the Managing Director and key driver of this process, how do you intend to deploy NGIC's vision to contribute to NNPC's broader commercial outlook?

MD: NGIC is primarily a gas transporter. We are the network operator, licensed by the Nigerian Midstream and Downstream Petroleum Regulatory Authority (NMDPRA). Our core responsibilities are centered on gas transportation across the country. Our operations are threefold: first, we maintain and operate existing infrastructure; second, we expand our network to new regions to broaden our market reach; and third, we are making investments in the gas processing space.

Our strategic growth plan hinges on these pillars. Key projects include the Ajaokuta-Kaduna-Kano (AKK), the Obiafu-Obrikom-Oben (OB3), the Escravos-Odidi-Warri Gas Pipeline Projects and the

Escravos-Lagos Pipeline System (ELPS) midline compressor project. These are significant investments that will help extend gas infrastructure to the hinterlands. The AKK pipeline, for example, will transport gas from Ajaokuta to Abuja, Kaduna, and Kano. The OB3 Project is crucial for unlocking the eastern market, and we are making excellent progress—OB3 is already over 95% complete. Similarly, the Escravos-Odidi-Warri pipelines will increase our capacity to supply gas from the Chevron-operated fields. Finally, the midline compressor project will maximize ELPS's capacity and boost pipeline pressure.

Interviewer: Thank you for the insights. Moving on, could you share your thoughts on the Nigerian Gas Transportation Network Code?

MD: NGIC is the network operator and as such, we are at the forefront of implementing the Network Code, which was launched in 2020 during the peak of the COVID-19 pandemic. Its "go-live" phase was in August 2020. We are working closely with NMDPRA and other stakeholders to fully operationalize the code. The Network Code is essential because it enables open access to the gas transportation network, allowing producers and consumers to inject and off-take gas under clear regulatory guidelines. It promotes transparency and provides a conducive environment for growth within the gas transportation sector.

Interviewer: NGIC currently has a pipeline throughput capacity of around five Billion Cubic Feet per Day (BCF/D). What are the company's growth targets, and how do you plan to achieve them in the short, medium, and long term?

MD: Presently, we are utilizing only about 30% of our full capacity, averaging 1.3 BCFD. However, our pipeline infrastructure has the potential to handle about 5 BCFD. As part of our strategic forecast for 2025-2029, we aim to complete critical ongoing projects that will increase our capacity beyond current levels.



Our primary objective is to boost gas delivery to our network and reduce operational costs. These measures will significantly improve our profit margins. By 2029, we are projecting to double our throughput from 400 BCF per annum to over 800 BCF annually. This growth is directly tied to the successful completion of our major infrastructure projects.

Interviewer: You have mentioned that NGIC's capacity is around 5 BCFD, but the current utilization is around 1.3 BCFD. What factors contribute to this gap in performance?

MD: The main factor behind this gap is regional separation. Our western pipeline systems are already operating at a capacity of 2.2 BCFD, but the eastern part of the country is currently isolated, with just under 1 BCFD of capacity in that region. The OB3 River Niger crossing, once completed, will integrate the eastern network with the rest of the system and unlock its full potential.

The key to increasing our capacity utilization is overcoming this regional disconnect and integrating new gas sources from both the east and west. The anticipated growth from producers on the western flank, combined with the OB3 pipeline, will allow us to significantly increase the volume of gas transported across the network between 2025 and 2029.

Interviewer: NGIC currently operates across 11 states, with further expansion on the horizon. What key factors contribute to your growth strategy and the expansion of your business?

MD: Market access is a crucial factor, and the AKK pipeline is pivotal. The western flank of the country is already well-served by the ELPS, but we are working to unlock the full potential of the eastern and northern regions. Once the OB3 pipeline is fully operational, we will be able to connect these regions and expand our gas market.

The AKK pipeline will extend gas supplies from Ajaokuta to Kano, stimulating economic activity in the surrounding areas. This includes revitalizing moribund manufacturing industries and creating jobs, particularly in sectors like fertilizer production, which supports agriculture.

On the western front, we are working to extend the ELPS to Ibadan, Ilorin, and Jebba. Our goal is to saturate the domestic market with gas, making it a key driver for economic growth, unlike LNG, which focuses on exports.

Interviewer: Let's talk about NGIC's workforce. How do you view the current talent pool, and what steps are you taking to ensure business process improvement and succession planning?

MD: Having worked across various parts of NNPC, I can confidently say that NGIC has a very dedicated and skilled workforce. While there is always room for improvement, we are fortunate to have committed professionals in NGIC. As we expand, we will need to bring in additional talent to support our growth projections.

Succession planning is crucial, particularly as we face an aging workforce. We are focused on training and capacity building to ensure that our staff are equipped with the knowledge and skills required to meet the evolving needs of the business. By nurturing our existing talent, we are positioning NGIC for long-term success and sustainability.

Interviewer: Stakeholder management plays a vital



role in ensuring long-term success. How does NGIC approach this, and what strategies do you employ to navigate the complex landscape in which you operate?

MD: NGIC operates in about 11 states of the federation, engaging with thousands of communities across the country. Our pipeline right-of-way crisscrosses these communities, making strong community relations essential. We manage this through Corporate Social Responsibility (CSR) initiatives, skill acquisition programs, and community engagement activities. Ensuring the safety and integrity of our infrastructure requires collaboration with the communities we serve. We engage them in pipeline surveillance and ensure they benefit from the projects we undertake. Beyond community relations, we also maintain close partnerships with regulators, producers, and other NNPC subsidiaries to align our objectives and ensure smooth operations. Building these strong relationships is key to sustaining our business and achieving our growth targets.

Interviewer: Despite NGIC's strong drive for growth, what are some of the challenges you face, and how are you addressing them?

MD: The most pressing challenge we face is funding. Our current projects demand significant capital investment, and we are exploring various funding avenues to ensure we can complete them. We are working closely with NNPC Corporate Headquarters to access financing options that will support our infrastructure development.

Another significant challenge is security. We are dealing with issues like banditry and kidnapping, particularly along the AKK pipeline route. This has necessitated unforeseen costs, as we must deploy additional security measures to protect our assets and personnel. It is a critical issue that we are actively addressing to ensure the safety and continuity of our operations.

Interviewer: Can you briefly outline your career trajectory within NNPC, highlighting key milestones?

MD: I began my journey with NNPC in 2005 as a Deputy Manager in Infrastructure at NAPIMS (now NUIMS). Over the years, I held various positions, working on deep-water projects like the Bonga, Usan, and Erua FPSOs. I later moved to the Engineering and Technical Division (ETD) of NNPC Corporate Headquarters, where I contributed to the development of the engineering general



specifications used for NNPC projects.

In 2018, I returned to NAPIMS as General Manager of the PSC (Product Sharing Contract) Division. In March 2020, I took on the role of Managing Director of NGIC, where I have been focused on driving the company's growth and expanding Nigeria's gas infrastructure.

Interviewer: As the leader of NGIC, what qualities do you look for in your team to ensure effective collaboration and success?

MD: Successful teams are built on shared vision. It is essential that every team member is aligned with the company's goals. At the same time, diversity of thought is crucial. A team with different perspectives, experiences, and skill sets is better equipped to make well-rounded decisions.

I also value a balance of youth and experience. A diverse team can bring fresh ideas while benefitting from the wisdom and experience of seasoned professionals. Ultimately, collaboration and alignment with the company's mission are key.

Interviewer: How do you maintain a balance between your professional and personal life?

MD: Maintaining a work-life balance is intentional. While the demands of work are significant, it is important to carve out time for family and personal well-being. At the end of the day, family is the support system that helps you navigate the pressures of work. Prioritizing both personal and professional aspects of life ensures that you are fully engaged when you are at work and present when you are at home.

Interviewer: Finally, what advice would you give to NGIC staff striving for excellence in their roles?

MD: Excellence requires focus, dedication, and an intense sense of duty. As NGIC continues to grow, much is expected from our staff. I encourage them to stay focused on our objectives, remain committed to their personal and professional development, and always work with a sense of patriotism. Our staff is our most valuable asset, and by taking care of their well-being, we ensure they can continue to deliver on our company's ambitious targets.

Editor's Note: *Engr. Seyi Omotowa is now the Chief Upstream Investment Officer (CUIO) of the NNPC Upstream Investment Management Services (NUIMS).*



2024 NETWORK CODE EXCELLENCE FORUM

Fostering Collaboration for Excellence in Gas Transportation

By Nathaniel E. Olajide



Mr. Olalekan Ogunleye, Executive Vice President, Gas, Power & New Energy of NNPC Ltd., delivering an address during the event.

The 2024 Network Code Excellence Forum took place at the Transcorp Hilton in Abuja, drawing a distinguished gathering of stakeholders from across Nigeria’s gas transportation value chain. Industry experts, regulators, and representatives from the upstream, midstream, and downstream sectors convened to deliberate on the Nigerian Gas Transportation Network Code (NGTNC).

The forum provided a vital platform to assess the implementation of the NGTNC, address prevailing challenges, and explore collaborative strategies to propel the future of gas transportation in Nigeria.

In his opening remarks, the Executive Vice President, Gas, Power & New Energy of NNPC Limited, Mr. Olalekan Ogunleye, set the tone for the discussions. He emphasized the pivotal role of the NNPC Gas Infrastructure Company (NGIC) as the designated network operator, responsible for facilitating the efficient and transparent movement of gas within

the industry. Highlighting NGIC’s unique position in the natural gas value chain, Ogunleye underscored the importance of strengthened collaboration among all stakeholders to achieve the overarching objectives of the NGTNC.

He expressed confidence in the commitment of stakeholders to resolve pressing challenges and uphold the principles of the Network Code.

Delivering a detailed presentation, the Managing Director of NGIC, Engr. Seyi Omotowa, provided participants with an in-depth overview of the progress made in implementing the Network Code. He candidly addressed challenges faced by the industry, such as delays in migrating legacy agreements to the Network Code and inconsistencies in these agreements, especially for power-generating companies. Engr. Omotowa outlined NGIC’s strategic roadmap for achieving Network Code excellence, reaffirming the company’s dedication to building and operating

world-class gas transportation infrastructure. He also highlighted NGIC’s vision of fostering a transparent and reliable gas transportation system, one that guarantees efficiency and aligns with the broader goals of the Nigerian gas sector.

The Executive Director, Asset Management of NGIC, Engr. Mustapha Anas, shed light on the operational realities of managing NGIC’s extensive pipeline network. Spanning approximately 2,000 kilometers, the network supports the daily gas transportation needs of 25 offtakers. Engr. Anas detailed the multifaceted challenges encountered in maintaining pipeline integrity, ranging from physical wear to community-related issues. He elaborated on NGIC’s proactive strategies, which include predictive and preventive maintenance practices, enhanced community engagement, and close collaboration with regulators and gas producers. These efforts, he noted, are essential to ensuring the network’s reliability and operational excellence.



Engr. Mustapha Anas, ED, Asset Management

The forum featured other notable presentations that enriched the discourse on the NGTNC. Mr. Victor Zahov, Director at Osprey Investment Group, offered a perspective on the foundational objectives of the Network Code, providing expert insights into its formulation. His analysis delved into how the code aims to establish a robust framework for the efficient transportation and utilization of gas in Nigeria. Engr. Joseph Musa, representing the Authority Chief Executive of the Nigerian Midstream and Downstream Petroleum Regulatory Authority (NMDPRA), presented the regulator’s viewpoint. He stressed the need for greater synergy among stakeholders and reiterated the importance of full

compliance with the tenets of the Network Code to ensure its intended benefits are realized.

Mr. Murtala Aminu, Executive Assistant to the Executive Vice President, Gas, Power & New Energy, NNPC Ltd examined key aspects of the Network Code’s impact on Nigeria’s gas infrastructure landscape while Engr. Shuaibu Shuaibu, presented a paper on behalf of the Executive Director, Asset Management, NGIC which underscored the technical nuances of NGIC’s operations and the pathways to optimizing them.



Engr. Seyi Omotowa, MD, NGIC.

Mr. Terkula Gberindyer, Manager, Commercial & Business Development of NGIC, delivered a presentation on the key provisions of the Gas Network Code from a commercial perspective. He highlighted the critical aspects of contractual agreements, pricing mechanisms, and the commercial framework required to drive efficiency and sustainability in gas transportation. Additionally, Mr. Sashed Hammed, Technical Assistant to the Managing Director of NGIC, presented on efforts to enhance network-wide compression robustness and improve gas pressure management at both entry and exit points of the system. This aspect is vital for maintaining the stability and efficiency of gas transportation within the network.

Industry stakeholders also made valuable contributions to the discussions. Representatives from major gas offtakers, upstream and midstream operators, and the power sector shared their experiences and insights.

Notable participants included Engr. Lawrence

Chukwu, representing the Managing Director of the NNPC Gas Marketing Limited (NGML); Barau Jibrin from the NNPC Upstream Investment Management Services (NUIMS); and Abba Yakubu from the NNPC Exploration & Production Limited (NEPL).

Leaders from the Niger-Delta Power Holding Company (NDPHC), Egbin and Azura Power Plants, Chevron Nigeria Limited, Seplat Energy, Decade of Gas (DofG), Dangote Fertilizer Ltd, Ashtavinayak Hydrocarbon Ltd. (AHL) and other key players in the gas and power sectors also lent their voices to the deliberations.

The forum highlighted critical issues impacting the NGTNC's implementation, including network instability, partial adoption of the code, and communication gaps among stakeholders. Participants unanimously acknowledged that overcoming these challenges requires coordinated efforts, enhanced infrastructure investment, and improved regulatory alignment. The forum also served as a platform for stakeholders to reaffirm their commitment to achieving the objectives of the Network Code.

The Gas Network Code Excellence Forum reinforced NGIC's leadership role in operationalizing the NGTNC and driving the vision

of a seamless, transparent, and efficient gas transportation regime. With a shared resolve to address challenges and capitalize on opportunities, stakeholders left the forum with a renewed sense of purpose. The full implementation of the Network Code promises to accelerate the development of Nigeria's domestic gas market and position the industry for sustainable growth and long-term success.



L-R; Mrs. Delphin Edoho (ED, Finance, NGIC), Engr. Audu Ibrahim (ED, Projects, NGIC), Engr. Yakubu Abba (Head, PSC Investment Management, NUIMS) Engr. Seyi Omotowa (MD, NGIC), Mr Olalekan Ogunleye (EVP, Gas, Power & New Energy, NNPC Ltd.) Mr. Ed Ubong (Director, Secretariat of the Decade of Gas), Engr. Mustapha Anas (ED, Asset Management, NGIC), Mr. Jamal Bello (ED, Planning & Commercial, NGIC), Mr. Mohammed Bello (General Manager, Commercial, GACN), Mr. Kazachiyang Nuhu (ED, Business Services, NGIC).

We're Focused on Delivering Gas Projects that Drive Economic Growth

- Engr. Audu Ibrahim, EDP NGIC



Engr. Audu Ibrahim FNSE, Executive Director of Projects at NGIC, discusses the company's transformative energy projects and the significant impact they are having on Nigeria's economy. In this interview, he highlights the dynamics of executing major gas infrastructure projects and his leadership vision for the future of the industry.

Interviewer: Can we meet you, sir?

EDP: My name is Engr. Audu Ibrahim. I'm the Executive Director, Projects. I joined the company in 2007 and have been with NGIC since then. I was hired as an experienced professional, having worked in various companies before. I was deployed to NGIC, where I've been managing projects over the years. I rose through the ranks to my current position as Executive Director, Projects.

Interviewer: As the ED, Projects, your role involves ensuring project delivery, which is critical for increased gas utilization and economic development. Since you assumed office, what have you done differently that has positively impacted the business?

EDP: Thank you. I have been with NGIC since my earlier role in the Engineering and Technical Services

Department (ETSD). Over time, I grew into the position of Manager, Engineering and Construction, overseeing all projects, and later ascended to Executive Director, Projects.

Over the years, I've served as a Project Leader and Manager, delivering several significant projects. For instance, we completed the Ogijo City Gate project, which originally aimed to serve five companies. Today, the number of off-takers has grown to about twenty-three, with more in the pipeline. While some of the infrastructure now belongs to our sister company, NGML, I led the team that executed the project.

Other notable projects include gas supply to the Azura Power Plant, a key player in the national grid, and the OB3 pipeline, a 130km, 48/36-inch system that is about 98% complete, pending the challenging River Niger crossing. We have had several unsuccessful attempts at

this crossing, but we are currently on a trajectory toward completion. Additionally, I led the ANOH pipeline project – a 23km, 36-inch pipeline commissioned in May 2024 by Mr. President.

Achieving these milestones has been a collective effort by the Division. The energy, collaboration, and shared lessons from team members have been critical to our success.

One key initiative I introduced as ED was addressing staff workload. Previously, employees were assigned to multiple projects simultaneously, which affected efficiency. Project management requires full focus – it is a 24/7 commitment. We implemented a policy of resource leveling to ensure balanced workload for staff. This change significantly improved performance and project delivery. Thank you.

Interviewer: Thank you, sir. NGIC has several significant gas projects underway, including the AKK and OB3 pipelines. Could you elaborate on these projects and their broader economic impact?

EDP: Certainly. Our portfolio includes major projects, with the AKK pipeline being a standout. Spanning 614km across four states and the FCT, it is our largest midstream infrastructure project. Initiated during the COVID-19 pandemic, the project faced global logistical challenges, yet, under the leadership of Mallam Mele Kyari, funding was secured, and work commenced despite lockdowns and supply chain disruptions.

Although initially planned as a 24-month project, real-world challenges, such as security threats in parts of the corridor and complex HSE issues, have extended the timeline. As of now, the Kano-to-Kaduna section is complete, pre-commissioned, and awaiting gas, with significant progress in Niger State. The entire pipeline is targeted for completion later in the year, except for some stations that may extend beyond this date. The AKK pipeline is transformative, delivering gas to the North to drive industrialization, power generation, and agricultural growth, ultimately creating jobs and enhancing security.

For the OB3 pipeline, now 98% complete, the key challenge remains the River Niger crossing due to complex subsurface conditions. With world-class experts on board, we aim to finish this section by Q2 2025. Parts of the OB3 pipeline are already operational, and once completed, it will seamlessly integrate the eastern and western gas networks, bolstering supply and reliability.

Interviewer: The public is curious about the completion timelines for AKK and OB3, especially since OB3 has been in progress for about a decade

now. Could you provide an update on their status and expected completion dates?

EDP: Thank you. Starting with AKK, the project initially relied on contractor financing, which faced delays, particularly in securing funds from China. Under Mallam Mele Kyari's leadership, NNPC invested 15% equity to move it forward. Currently, NNPC has funded about 60% of the project so far.

For Segment 2, the mainline welding is almost completed with just 500 meters left while back-end works (field joint coating, ditching, lowering, and backfilling) is over 97% completed. Segment 1, which involves challenging terrain and another River Niger crossing, is being handled by Oilserv Limited, a Nigerian company and Sicilsaldo, an Italian contractor. We aim to complete the pipeline section by Q4, 2025, while stations at Ajaokuta and Abuja are prioritized for completion by 2026 with OEM support for key components.

For OB3, the pipeline is over 98% complete, with approximately 113km already operational, delivering gas from sources like Ashtavinayak Hydrocarbons Limited, Platform Petroleum Limited, and Kwale Gas Gathering facilities. The main delay is the River Niger crossing due to unpredictable subsurface conditions. Currently, 1,121 meters of tunneling is done, with 700 meters remaining, and we target Q2 2025 for completion.

Additionally, the ELPS Midline Compressor project is on track and will significantly enhance gas supply and pressure for the Lagos axis and beyond, improving distribution.

Interviewer: Thank you for the insights on AKK and OB3. Shifting focus, could you provide an overview of the Nigeria-Morocco Gas Pipeline, its status, and potential impact?

EDP: Certainly. The African Atlantic Gas Pipeline (formerly Nigeria-Morocco Gas Pipeline) is a visionary project, borne from a bilateral partnership between Nigeria and Morocco, aimed at transporting gas along the West African coast to Morocco and eventually Europe via Spain. Spanning over 6,000 kilometers with pipeline diameters of 40 and 36 inches, it leverages Nigeria's vast gas reserves.

Key milestones include completing the feasibility study and the Front-End Engineering Design (FEED) Phases 1 & 2, both funded by NNPC Ltd. and Morocco's National Board of Hydrocarbons and Mines (ONHYM). We are now progressing the Survey works and the ESIA (Environmental & Social Impact Assessment).

A major achievement was the signing of the Host Government Agreement in Abuja by Ministers from 14 transit countries, facilitating pipeline corridor easements. Having completed the FEED Phase 2, we are on course to initiate a global roadshow to secure funding and proceed to the Final Investment Decision (FID) and the Engineering, Procurement, and Construction (EPC) phase.

This project is transformative, promising to stimulate economic activities, create jobs, and enhance energy security across West Africa while providing Europe with a strategic energy alternative. Though in its preliminary stages, the progress is promising.

Interviewer: What key challenges are common across your projects, such as schedule slippage, stakeholder management, or community disturbances?

EDP: The key challenge in any project is managing the "triple constraints" of cost, time, and scope. If a project begins with insufficient planning, it can lead to delays due to undefined specifications. Community engagement is crucial, especially for projects like pipelines. Involving stakeholders early, addressing concerns, and securing necessary permits can prevent disruptions. Security, environmental factors, and seasonal issues also impact timelines, but proactive planning helps mitigate these risks. For example, the AKK project has avoided variations due to thorough planning and stakeholder engagement, ensuring timely progress.

Interviewer: Thank you very much, sir. From your

perspective at the NNPC Gas Infrastructure Company (NGIC), what would you consider the major challenge to the timely delivery of projects?

EDP: If I had to pick the most significant challenge, it would undoubtedly be funding. Without adequate financing, project execution becomes a huge risk. Having funds locked and accessible reassures contractors and ensures steady progress. This is particularly crucial as we transition from being a corporation, where projects were often funded through appropriations, to operating as a company. Now, we fund many ongoing projects from our balance sheet.

The demand on our balance sheet is immense, given that we cannot halt ongoing projects. This requires careful trade-offs to allocate resources effectively. Beyond funding, assembling a proactive project management team, addressing security challenges through thorough planning, and ensuring robust right-of-way mapping are also critical. While pipeline and facility projects are straightforward in principle, timely completion hinges on disciplined execution.

Interviewer: With so much on your plate, how do you ensure your team members are equipped with the right skillset and competencies to deliver these projects effectively?

EDP: The Division emphasizes capacity development. In collaboration with the Human Capital Management (HCM) team, we use project opportunities to enhance





and leaving a legacy of excellence.

Interviewer: You have held various roles, including Managing the Engineering and Construction Department, and now you are the Executive Director of Projects Division, what are the most important lessons you have learnt throughout your career?

EDP: One key lesson is always being open to learning. Each project presents unique

skills through training, such as Factory Acceptance Tests (FAT) and project management sessions. Additionally, we conduct Knowledge Sharing Service within the Division, enabling team members to learn from past experiences and avoid repeating mistakes.

Project management is ever-evolving, with innovative technologies emerging regularly. For instance, the River Niger crossing on the OB3 project uses the novel direct pipe installation technology—the first of its kind in Africa. Unlike the conventional Horizontal Directional Drilling (HDD) method, this technology tunnels while simultaneously installing the pipeline, eliminating the need for repetitive drilling and reducing risks of collapse in larger holes. This innovative approach offers a valuable learning opportunity for the entire team.

Interviewer: How would you describe your leadership style, and how do you inspire your team?

EDP: I have always been in leadership roles throughout my career. My first project as a leader was in 2008, and since then, I have led various teams. My success stems from creating an enabling environment where my team can thrive, ensuring open communication, and fostering a family-like bond within the team.

I have an open-door policy, so my team knows they can approach me with challenges, professional or personal. This trust enables us to tackle challenges effectively. Our projects may face delays, but we always get them done. My leadership philosophy centers on empowering the team, learning from every project,

challenges, and embracing these as learning opportunities has been transformative. I encourage my team to adopt this mindset, challenging themselves to improve continuously. This approach fosters creativity and cost-effective solutions, ensuring we evolve with the times.

Interviewer: How do you prioritize your well-being and manage stress despite the challenges of your role?

EDP: Work-life balance is critical. I have learnt to dedicate time to my family and personal well-being. Weekends are important for me, I engage in workout sessions, play badminton, tennis, and squash, and I have even spearheaded the creation of a badminton court in my estate. Additionally, I prioritize annual family vacations to reset and recharge. These practices help me manage stress and maintain focus.

Interviewer: Finally, sir, what legacy do you hope to leave at NNPC Ltd, NGIC, and in Nigeria's energy sector?

EDP: I aim to leave a legacy of completed projects and a team capable of sustaining this tradition. My goal is for "Audu Ibrahim" to be synonymous with pipeline and infrastructure excellence—a household name known for delivering results. I want to be remembered for fostering a culture of getting things done, no matter the challenges. Thank you.

NGIC Hosts Valedictory Session for Outgoing MD and EDF

By Nathaniel E. Olajide



Outgoing MD, Engr. Seyi Omotowa with the outgoing ED Finance, Mrs Delphin Edoho.

The NNPC Gas Infrastructure Company (NGIC) hosted a virtual valedictory session in December 2024, to honor its outgoing Managing Director, Engr. Seyi Omotowa, and Executive Director of Finance (EDF), Mrs. Delphin Edoho. Both are moving on to new roles within NNPC Ltd., with Engr. Omotowa now the Chief Upstream Investment Officer of the NNPC Upstream Investment Management Services (NUIMS) and Mrs. Edoho as EDF of NNPC Shipping Ltd. During the event, the promotion of Mr. Abiodun Ogundare, Manager Treasury, to Business Advisor to the Chief Finance Officer of NNPC Ltd., was also acknowledged.

Mr. Ahmad R. Khalid, Company Secretary and Legal Adviser, opened the session by praising the outgoing MD and EDF for their exceptional leadership and dedication to NGIC. He highlighted their contributions

to the company's successes and noted that their legacies would serve as a foundation for future achievements. Mr. Khalid described both leaders as visionaries whose time at NGIC transformed the organization's operations and outlook.

Engr. Seyi Omotowa, in his remarks, reflected on his tenure, recounting the company's achievements under his leadership. He pointed to key milestones, including the delivery of dividends to the company's coffers and the commissioning of AHL Gas Processing Plant Two, which is expected to yield returns starting in 2025. He acknowledged the challenges faced during his time, such as asset integrity issues, pipeline vandalism, and funding constraints, but emphasized the resilience of the NGIC team in overcoming these obstacles. Engr. Omotowa urged the team to maintain their commitment to excellence and innovation as

NGIC seeks to expand its gas transmission volumes and maximize the utilization of its assets. He concluded his remarks with a quote from Nelson Mandela: “The greatest glory in living lies not in never falling, but in rising every time we fall,” encouraging the team to face future challenges with determination.

Mrs. Delphin Edoho expressed her gratitude for the support she received during her time at NGIC, commending the team for their professionalism and dedication. She highlighted the collaborative spirit that drove many of the company’s successes and the financial discipline that had been a hallmark of her tenure. Mrs. Edoho expressed her confidence in the team’s ability to achieve even greater milestones and thanked everyone for their unwavering support and camaraderie.

Other Executive Directors shared heartfelt goodwill messages for the departing Top Executives. Engr. Ibrahim Audu, Executive Director of Projects, commended Engr. Omotowa for his visionary leadership and Mrs. Edoho for her financial management expertise, both of which he described as transformative for NGIC. Mr. Jamal Bello, Executive Director of Planning and Commercial, praised their professionalism and resilience, emphasizing their impact on the company’s growth and stability. Mr. Kazachiyang Nuhu, Executive Director of Business Services, described Engr. Omotowa and Mrs. Edoho as exemplary leaders who set high standards of excellence and integrity, which would continue to inspire the organization.

Incoming Managing Director, Engr. Mustapha Anas, who previously served as Executive Director, Asset Management of NGIC, acknowledged the remarkable leadership and impact of his predecessor, Engr. Seyi Omotowa, and the outgoing EDF, Mrs. Delphin Edoho. He praised Engr. Omotowa for his visionary leadership, which set NGIC on a path of growth and operational efficiency, and commended Mrs. Edoho for her steadfast dedication to financial stewardship and her pivotal role in strengthening the company’s financial backbone.

Engr. Anas pledged to build on the solid foundation laid by both outgoing leaders. He outlined his vision for



Outgoing MD, Engr. Seyi Omotowa (right) in a chat with the incoming MD, Engr. Mustapha Anas.

the future of NGIC, emphasizing innovation, operational excellence, and the need for strategic collaboration across all levels. He highlighted the importance of resilience and adaptability in addressing the challenges of the dynamic energy sector and expressed confidence in the team’s capability to achieve the ambitious goals outlined in NGIC’s strategic plan.

Representatives of the in-house unions also paid tribute to the outgoing executives. Comrade Weyinmi Eburajolo, Branch Chairman for NGIC/NGML PENGASSAN, commended their leadership, which fostered industrial harmony and ensured the welfare of staff. Comrade Raymond Akora, Vice Chairman of NUPENG, echoed these sentiments, acknowledging the lasting impact of their tenure on the company’s growth and stability.

Mr. Abiodun Ogundare, whose promotion to Business Advisor to the Chief Finance Officer (CFO) of NNPC Ltd. was acknowledged during the session, expressed gratitude for the opportunities he had at NGIC. He thanked the outgoing executives for their mentorship and pledged to apply the lessons learned in his new role.

Closing the session, Kazachiyang Nuhu expressed appreciation to the staff and organizers of the event for their efforts in making it a memorable occasion.

The valedictory session was a fitting send-off for the outgoing MD and EDF, celebrating their remarkable contributions to NGIC while paving the way for a promising future under new leadership.

FRSC HONOURS MD NGIC

By Nathaniel E. Olajide



Deputy Governor of Delta State, Sir Monday Onyeme (right), presenting the Award of Excellence to the MD, NGIC, represented by Mr. Felix Ejuvweke, Deputy Manager, Relationship/Stakeholder Management.

The Managing Director of the NNPC Gas Infrastructure Company (NGIC), Engr. Seyi Omotowa, was honored with an Award of Excellence by the Federal Road Safety Corps (FRSC) at the Zone RS5 2024 Special Marshal Zonal Conference and Secretariat Commissioning in Asaba, Delta State. The award, presented by the Deputy Governor of Delta State, Sir Monday Onyeme, on behalf of the Governor, recognized NGIC's significant contributions to the FRSC's mandate and the development of its infrastructure.

Representing the MD at the event, Mr. Felix Ejuvweke, Deputy Manager, Relationship & Stakeholder Management, expressed gratitude for the recognition. He reaffirmed NGIC's commitment to supporting initiatives that promote safety and development in Nigeria.

"At NGIC, we believe in Corporate Social Responsibility and contributing to causes that enhance the outlook of the environment of its operations. We are honored to have played a role in this transformative project," Ejuvweke said.

The event, themed "Leveraging Technology for Improved Traffic Management and Enforcement: The FRSC's Digitalized Approach," showcased the FRSC's commitment to integrating technology into road safety operations. NGIC was among the few corporate organizations acknowledged for their support, which contributed significantly to the completion of the newly commissioned FRSC Zone RS5 Special Marshal Secretariat.

The Special Marshals, a volunteer arm of the FRSC, comprise individuals and corporate entities who dedicate their time and resources to advancing road safety in Nigeria. In NGIC, the Special Marshal Unit is led by Comrade Modiu Lawal from the Health, Safety, and Environment (HSE) Department.

Their efforts underscore NGIC's internal alignment with the FRSC's mission of reducing road traffic accidents and fatalities.

Speaking at the event, the Deputy Governor of Delta State, Sir Monday Onyeme, commended the Special Marshals for their tireless efforts and patriotic zeal. He urged them to renew their commitment to addressing



issues such as speeding, drunk driving, and other misdemeanors on the highways. “Your sacrifices are appreciated by all well-meaning Nigerians, and your efforts are saving lives every day,” Onyeme said.

In his remarks, Comrade Idolor Odafe, Coordinator of the Special Marshals, RS5.2, Delta Sector Command, praised the collective vision and dedication of the Special Marshals, which culminated in the completion of the secretariat. The project, he noted, was a testament to the resourcefulness and generosity of the members, many of whom contributed selflessly to its success.

As NGIC continues to support initiatives that align with its core values of safety and sustainability, this recognition reaffirms the company’s standing as a responsible corporate citizen committed to national development. The NGIC Special Marshal Unit, under the leadership of Comrade Lawal, remains a vital contributor to FRSC’s efforts in fostering safer roadways across Nigeria.

The event highlighted the importance of public and private sector collaboration in addressing critical societal challenges. NGIC’s role in this endeavor is a shining example of how corporate organizations can make a tangible impact beyond their primary business operations.



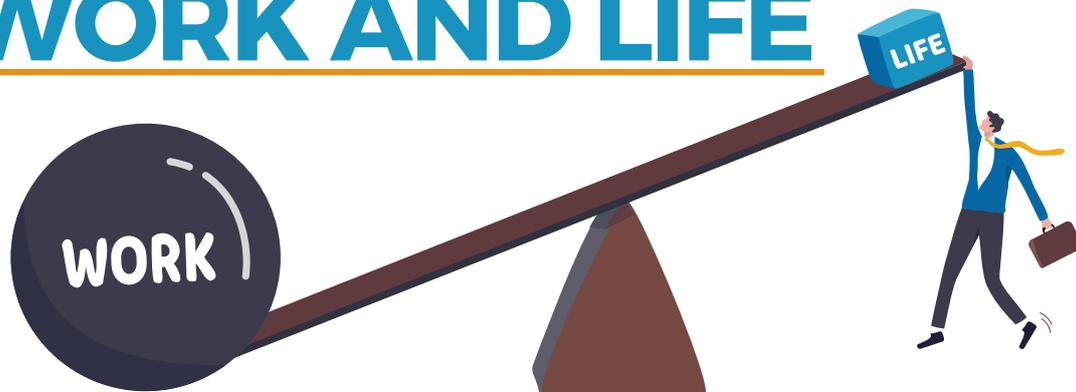
Sir Monday Onyeme, Deputy Governor of Delta State, salutes the FRSC Guard of Honour upon his arrival to the event.



L-R; Nathaniel Olajide (Corporate Communications, NGIC), Ngekeda Obarine (Secretary, FRSC Special Marshal, NGIC Unit), Felix Ejuvweke (MD’s Representative) Modiu Lawal (Chairman FRSC, Special Marshal, NGIC Unit).

Harmony in Motion:

STRIKING A BALANCE BETWEEN WORK AND LIFE



Achieving a healthy work-life balance is a crucial aspect of modern living, yet it remains an ongoing challenge for many individuals in today's fast-paced society. Balancing work demands with personal life, and self-care is essential for overall well-being and long-term success. Here are some insights and strategies to help you navigate the delicate equilibrium of work-life balance:

Define Your Priorities: Take the time to reflect on your values, goals, and priorities in both your professional and personal life. Clarify what matters most and align your daily activities and commitments accordingly.

Set Boundaries: Establish clear boundaries between work and personal time to prevent burnout and maintain a sense of separation between the two spheres. Learn to say no to excessive work demands and carve out dedicated time for relaxation, hobbies, and social connections.

Practice Time Management: Efficient time management is critical to achieving work-life balance. Prioritise tasks, delegate when necessary, and utilise tools such as calendars or productivity apps to organise your schedule effectively. Avoid multitasking and focus on one task simultaneously to enhance productivity and reduce stress.

Embrace Flexibility: Flexibility is increasingly valued in today's dynamic work environment. Explore flexible work arrangements, such as remote work

options, flexible hours, or compressed workweeks, to accommodate personal responsibilities and enhance work-life balance.

Nurture Self-Care: Self-care is fundamental to

maintaining work-life balance. Prioritise activities that promote physical, mental, and emotional well-being, such as exercise, mindfulness practices, adequate sleep, and leisure time. Remember that caring for yourself is not selfish but essential for sustained productivity and happiness.

Seek Support: Don't hesitate to seek support from colleagues, friends, or family members when navigating challenges related to work-life balance. Openly communicate your needs and concerns, and consider seeking professional guidance if needed to address issues affecting your well-being.

By implementing these strategies and fostering a mindful approach to balancing work and life, you can cultivate a harmonious and fulfilling existence that honours professional aspirations and personal well-being. Remember, work-life balance is a dynamic process that requires ongoing attention, adjustment, and self-awareness. Embrace the journey towards achieving equilibrium and prioritising a life that encompasses success and fulfilment.



By Chinaza Obiajulu

THE AKK AND OB3 PIPELINES Are Game-Changers for Nigeria's Energy Future

– ENGR. ABUBAKAR GWADABE, MANAGER, PROJECT MANAGEMENT



Engr. Abubakar Gwadabe, the Manager, Project Management (MPM) at NGIC, underscores insights on criticality of the AKK and OB3 pipelines to Nigeria's energy transformation. With over twenty years of experience in the Oil and Gas space, he shares insights on overcoming challenges, fostering teamwork, and driving impactful development in the energy sector.

Interviewer: First and foremost, can we meet you sir?

MPM: My name is Abubakar Gwadabe. I am the Manager, Project Management (MPM) at NGIC. Prior this role, I worked as Asset Operations Manager (North) before being saddled with the responsibility of managing projects. I started this role as Manager of Project Management about 20 months ago. We have been working hard to ensure that we deliver all our projects on time, without exceeding the budget.

Interviewer: You lead a set of staff with functional roles, who are assigned to different project teams in the Business Unit; how are project roles balanced against functional roles?

MPM: Well, we have a diverse team with distinct functions and roles. These roles are distributed

based on capacity and assessment. For each project we undertake, there are specific roles for individuals to occupy. We carefully assess and match the right people for the appropriate roles, the aim is to balance functional roles with project needs, ensuring alignment as much as possible. As you are aware, both functional and project roles are complementary, and this structure is common in most organizations.

Interviewer: Thank you, sir. We understand that Project Division is quite robust, and this is not surprising considering the strategic position of NGIC as a Business Unit. Please walk us through the critical gas projects currently ongoing, the reasons for these projects and the benefits, first to NGIC/NNPC, and then to the nation at large.

MPM: Thank you for the question. While not

attempting to rank these projects in order of importance, I can say that two of the most critical ongoing projects we have are the AKK and OB3 projects. Why do I say this? Because these projects span across the country. The AKK pipeline in length is 614 kilometers from Ajaokuta to Kano, and the OB3 project connects the eastern, western, and northern parts of Nigeria. These projects are fundamental to the success and development of the country. Both projects are aimed at boosting economic activities within the states and enhancing domestic utilization.

Interviewer: You mentioned the AKK and OB3 projects. Could you explain the impact and benefits of such a gigantic project as the AKK, for us as a company?

MPM: We are undertaking this project to promote development across the country. If you look at previous projects like the ELPS 1 (Escravos-Lagos Pipeline System), which runs from Escravos to Lagos and even extends to Ghana, you will see that it brought significant industrial growth and development. Many industries, power plants, and companies rely on the gas provided by that pipeline. Replicating this success, we want to extend these benefits to the northern part of the country, where there is a high unemployment rate and an energy deficit. By having this pipeline extended to northern Nigeria, we believe it will stimulate industry, create jobs and help reduce

poverty.

Interviewer: What are the main challenges you face with these projects? Are there challenges that are common across all projects, or are there specific ones relative to each project?

MPM: Well, we face several challenges, and they can differ from project to project. However, there are some shared challenges. One major challenge comes from alignment of contractors' expectations to project goals, which can sometimes create obstacles for us as the client. Another challenge is resources, particularly funding. When we were government-owned, execution of major projects was usually funded by Government but upon transitioning to a CAMA company, we now must source our own funds. Resources are scarce, so we must carefully allocate funds to the most critical projects.

Additionally, we face challenges with local communities. Even after acquiring the necessary land rights, communities may impose additional demands necessitating delays, which can extend the timeline for completing the projects. These are just a few of the challenges; depending on the region, there could be other issues specific to that area.

Interviewer: Considering these outlined challenges, what do you think would be the best



way to mitigate these challenges?

MPM: We can mitigate some of these challenges. For example, when it comes to contractor-based challenges, we conduct a rigorous selection process to ensure that contractors have the technical and financial capacity to deliver the project. We ensure that contractors are financially liquid and capable of completing the project on schedule. By doing this, we can avoid situations where contractors use advance payments for other purposes and cause delays in project delivery. Contractors who have the financial capacity tend to complete the project on time, in line with agreed milestones.

Interviewer: Thank you for the clarification. With a wide array of ongoing and completed projects, is there any plan for a centralized system to manage project documentation?

MPM: Yes, thank you for asking that question. NGIC has been managing projects for a long time, and we have accumulated a lot of documentation over the years. Currently, we archive some of these documents using DocuExplorer, which is in phases 1 and 2, and we are working on phase 3. Once phase 3 is completed, it will help us in organizing and archiving our project documents more efficiently. Additionally, we are looking into a new software called Assai. We have engaged the ICT department to see how we can implement this software, which will help us digitalize and automate our document management system, making it easier to share and access documents from any location. For now, we use SharePoint to store our documents, but SharePoint has some limitations when it comes to efficiently managing large volumes of data. With Assai, we expect to centralize our documents in a more effective way.

Interviewer: Thank you, sir. The OB3 project has been ongoing for some time now and the River Niger crossing seems to be the outstanding challenge, could you speak to that?

MPM: Thank you. OB3 has been ongoing for twelve years now after the contract award in 2012. While the delay is unfortunate, we are already benefitting from gas flow through most of the 130-kilometer pipeline. The River Niger crossing remains the main challenge. Initially, Horizontal Directional Drilling (HDD) technology was used but soil collapse caused significant setbacks. We then switched to Direct Pipe Installation (DPI), a technology that has

been much more successful, with about two-thirds of the 1.8-kilometer crossing completed. We are optimistic about finishing early 2025, unlocking gas from the east to the rest of Nigeria.

Interviewer: What is the significance of crossing the River Niger if the OB3 is already over 90% completed and we are making money from the gas transportation on the line?

MPM: The River Niger crossing is crucial because it connects the pipeline from KP15 to KP17 of the OB3, covering 1.8km. While we have been able to deliver gas to other areas by boxing up the upstream side and injecting gas from other projects, the crossing is necessary to unlock large gas reserves in the east. For example, the AGPC plant, commissioned in May 2024, requires the crossing to transport over 300mmscf of gas.

The completion of this crossing will unlock gas reserves, encouraging producers to develop fields quickly, providing more gas for the domestic market and expanding our capacity to transport more than 2bscf of gas.

Interviewer: What drives your passion for the energy sector, and how has your career in NNPC evolved?

MPM: My passion stems from the impact energy has on people's lives. I started in the refinery, learning how crude oil is processed into products like petrol, diesel, and kerosene, which are vital for daily life. I later shifted focus to gas, especially LPG, and worked on ensuring the distribution of refined products across the country via pipelines. When pipeline vandalism became an issue, we adapted to road transport.

In NGIC, my focus shifted to gas transportation, mainly for the power sector. I believe energy is crucial for national development, job creation and improved living conditions, which drives my commitment to the sector.

Interviewer: How have you managed to stay adaptable in this ever-changing industry landscape?

MPM: Staying adaptable involves self-assessment and conducting a SWOT analysis—identifying Strengths, Weaknesses, Opportunities, and Threats. This enables you to learn new skills. For instance, we shifted from traditional communication methods



to embracing digitalization, especially during the COVID-19 pandemic, which helped us excel in remote work.

Embracing change is also crucial. With the implementation of the Petroleum Industry Act (PIA), NNPC transformed into a more corporate entity under CAMA. By embracing these changes and focusing on innovation and cash management, NGIC has become one of the best-performing Business Units post-PIA.

Interviewer: Could you share a particularly challenging project you have managed and how you overcame the obstacles?

MPM: One of the most challenging projects I managed was the construction of the 53km ELPS-Lekki pipeline, connecting the Dangote Fertilizer Company to the Escravos-Lagos Pipeline System (ELPS). The ELPS is critical to the nation's power supply, and any disruption could cause a nationwide blackout.

Near project completion, a leak occurred just before commissioning, threatening the integrity of the entire ELPS line. With all necessary permits in place, we shut down the pipeline and reduced the pressure to safely address the issue. This required notifying the President and the impacted power plants about the potential disruption.

We were given just six hours to resolve the issue.

Working tirelessly under difficult conditions, including sleeping in the bush to enable the team fix the leak and restore it to normal level. Power plants resumed operations and the crisis was averted. This experience highlighted the power of teamwork, preparation and determination in overcoming challenges.

Interviewer: What advice would you give to someone encountering extremely sensitive and stressful situations in their work?

MPM: First, ensure that any work assigned has the necessary approvals before proceeding. For instance, with the Dangote project, we requested documentation like the job hazard analysis and method statement, which were reviewed by our HSE team. Even after approval, we escalated to secure the Executive Director's approval, which was then signed off by the Managing Director. This approval letter was crucial during the incident, as it demonstrated proper authorization. My advice to younger professionals is to always secure approvals and demonstrate courage and commitment to work. When your dedication is evident, your superiors will support you. In our project teams, we function like a family, supporting each other, which is key to our success.

Interviewer: That is an invaluable piece of advice, sir. Now, how do you unwind and manage stress outside of work?

MPM: Stress is an everyday thing in this line of work, so finding ways to unwind is crucial. For me, I make it a point to visit the gym regularly. Since I joined NNPC, I have made it a policy to exercise frequently, at least four to five times a week. Sometimes I play squash, other times, I swim or use the treadmill and do some light weightlifting.

Exercise is particularly important, especially in demanding jobs like ours. No matter how busy things get, I always make out time for exercise. Sometimes, I leave the office at 4:30pm to go to the gym, and then I come back to continue working.

Why? Because if you do not take care of yourself, one day you might not be here anymore. And when that happens, someone else will take over your job. If you are lucky, people might give you a minute of silence which may not get to one minute. So, I encourage everyone working in this organization to find time to relieve stress, no matter how small. It is essential for your health and well-being.

CLIMB THE SAFETY LADDER

By Kyrian S. Nsude

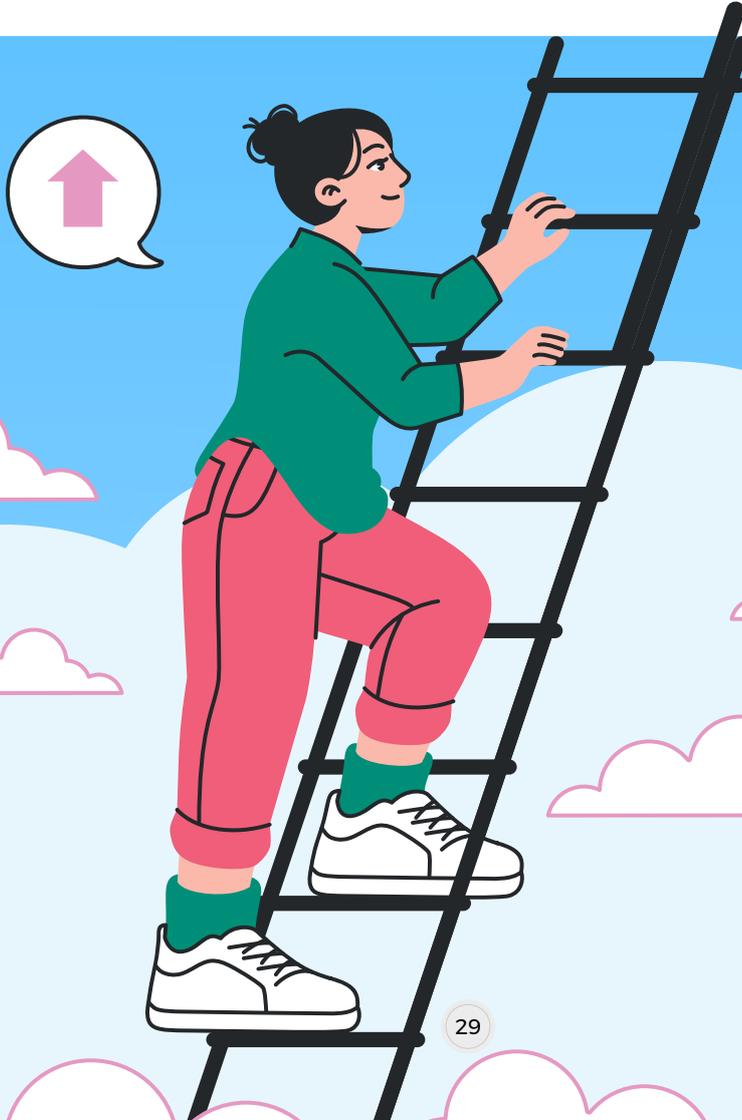
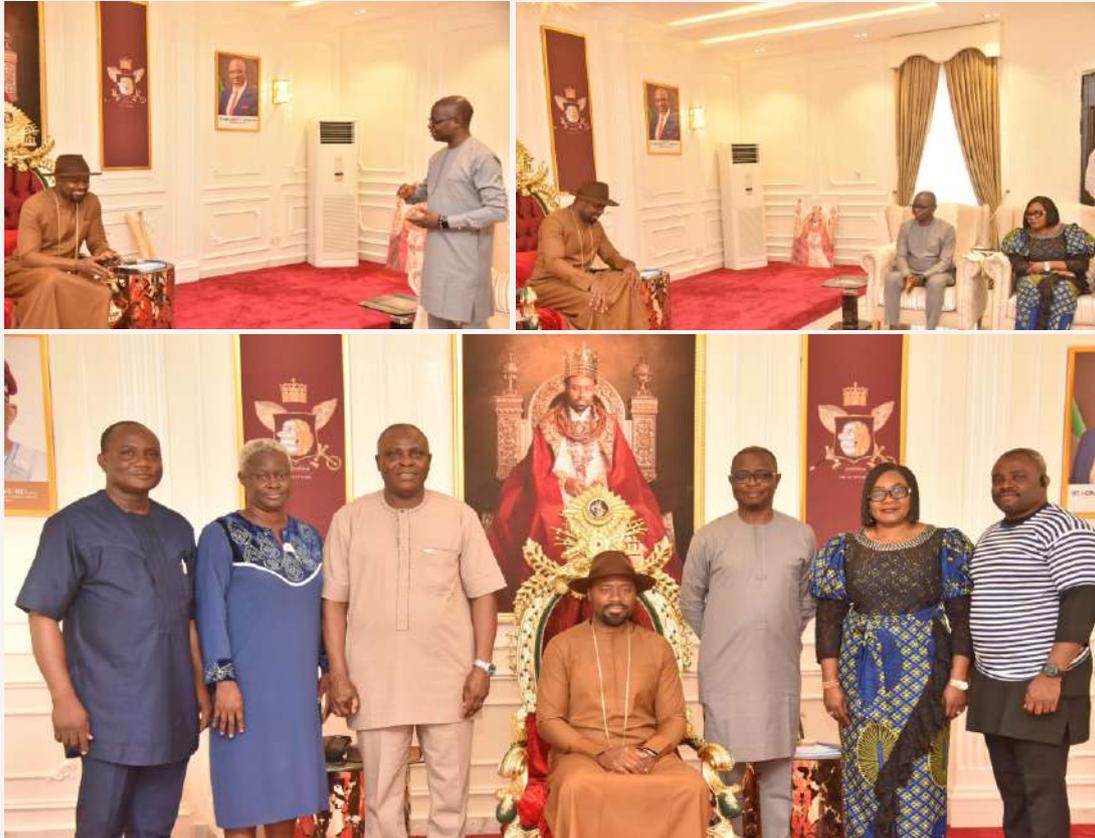


PHOTO NEWS

COURTESY VISIT TO THE OLU OF WARRI, OGIAME ATUWATSE III ON THE OCCASION OF HIS 3RD CORONATION ANNIVERSARY



SOCIETY OF PETROLEUM ENGINEERS (WARRI SECTION) ON EDUCATIONAL TOUR OF THE NGIC HEAD OFFICE



PHOTO NEWS

MANAGEMENT HOMAGE VISIT TO THE OVIE OF AGBARHA-WARRI KINGDOM, HRM KINGSLEY OREREH IGBI II ON HIS FIRST CORONATION ANNIVERSARY



NIGERIAN ARMY SCHOOL OF SUPPLY & TRANSPORT ON FIELD TRIP TO NGIC



PHOTO NEWS

INTERNATIONAL DAY OF FRIENDSHIP



PHOTO NEWS

2024 END-OF-YEAR PARTY AT THE NGIC HEAD OFFICE



64TH INDEPENDENCE DAY COMMEMORATION

By Nathaniel E. Olajide

The NNPC Gas Infrastructure Company (NGIC) celebrated Nigeria's 64th Independence Day in September 2024, with its inaugural Independence Day event, blending culture, history, and patriotism in a unique and colorful manner. The event, which showcased the rich diversity of Nigeria and the unity within NGIC, was a testament to the company's commitment to fostering national pride and cohesion among its staff.

The Managing Director, Engr. Seyi Omotowa, set the tone for the day with a heartfelt goodwill message, underscoring the vital role of the oil and gas sector in Nigeria's development. He highlighted NGIC's contributions to the nation's growth through significant tax remittances, support for federal and state government finances, and Corporate Social Responsibility (CSR) initiatives, including efforts to

mitigate the impact of flooding.

Engr. Omotowa also noted the company's role in supplying petroleum products and natural gas, emphasizing its critical position in sustaining Nigeria's economy and improving the daily lives of its citizens.

One of the highlights of the day was a cultural heritage showcase, where staff from NGIC's head office and various asset locations adorned traditional attires reflecting the nation's vibrant ethnic diversity. The photo contest that followed added an exciting layer to the celebration. Staff uploaded photos of themselves in their traditional outfits on the NGIC Viva platform, with prizes awarded to the most-liked photos. Uayemen Iyoha from the Managing Director's Secretariat emerged



as the “most-liked female” photo, while Avwenayeri Onojegborho’s photo from the Legal Division won the male category. The competition not only added a fun twist to the celebration but also reinforced the sense of unity and pride in Nigeria’s heritage.

The celebration also featured a thrilling Kahoot quiz contest, organized in collaboration with DeBrown Consulting. The quiz tested participants’ knowledge of Nigeria’s history, culture, geography, politics, and current affairs, fostering healthy competition and intellectual engagement among staff. Participants competed in two categories: asset locations and individuals.



hinted at even greater plans for future celebrations, inviting ideas to make subsequent events more exciting and expressing optimism for the 2025 edition.



The day’s activities concluded with closing remarks by Deputy Manager, Learning & Development, Mr. Stephen Olatunji, on behalf of Manager HCM, who reflected on the significance of the Independence Day celebration in uniting staff and honoring Nigeria’s rich heritage. He applauded the initiative as a testament to NGIC’s commitment to promoting national pride and fostering camaraderie within the organization.

Asset Operations East claimed the top spot in the asset location category, while five staff members excelled in the individual category, showcasing their remarkable expertise. The winners included Kamaldeen Adesina of Supply Chain Management, Olanrewaju Oloruntobi of Human Capital Management, Musa Mohammed of Supply Chain Management, Peter Magbo of Asset Operations West, and Jonah Ibiomagabara of Project Management Department.

As NGIC staff look back on the success of this year’s celebration, the company’s pledge to celebrate Nigeria’s beauty, diversity, and promise of a brighter future remains stronger than ever.

With anticipation already building for the next Independence Day event, NGIC continues to set an example of how corporate organizations can inspire patriotism and unity while contributing meaningfully to national development.

In his remarks, the Executive Director, Business Services (EDBS), Mr. Kazachiyang Nuhu, congratulated the winners and commended all participants for their enthusiasm and active involvement in the event. He expressed his appreciation for the staff who showcased their cultural heritage, stating, “Without your active participation, it would have just been another day at work. You guys spiced up the day, and I am sure we will all look back on this day fondly.” The EDBS also



Uayemen Iyoha
Best Dressed Female

Avwenayeri Onojegborho
Best Dressed Male

NGIC'S STRENGTH LIES IN ITS KNOWLEDGEABLE AND COMPETENT WORKFORCE

– MR. KAZACHIYANG NUHU, EDBS



In this exclusive interview, Mr. Kazachiyang Nuhu, the Executive Director of Business Services at NGIC, highlights the strength of the company's workforce. Speaking to **Violin Antaih** and **Nathaniel Olajide**, the conversation explores Mr. Nuhu's insights on leadership, career growth, and the role of human resources in driving organizational success.

Interviewer: Can we meet you, sir?

EDBS: Okay, thank you very much. My name is Kazachiyang Nuhu. I'm the Executive Director, Business Services. I oversee the support functions of NGIC. Under my purview, I have six departments that report to me: Human Capital Management, Supply Chain Management, Infrastructure Technology, Health Safety Environment, Corporate Communications, and Admin Services. Essentially, our goal is to alleviate the workload of the engineers, allowing them to focus on their main projects and big deliveries for the company.

Interviewer: Thank you, sir. As the Executive Director, Business Services, what would you consider the top

priorities, and how do you envision the Business Services Division contributing to the overall success of the business?

EDBS: As I mentioned, we provide support services, and most of our customers are internal, though we also have external customers. My top priority is customer satisfaction at a competitive cost. I emphasize competitiveness because, if the engineers feel that our services are more expensive than what they can obtain on their own, they'll choose to handle it themselves. For example, if they can get a service for ₦2 outside, we in Business Services should be able to deliver the same service at a cost lower than ₦2. This ensures they keep coming back to us for support. If our services are more

expensive, they'll bypass us. So, our relevance depends on providing excellent service at cost-effective price.

Interviewer: How do you foster a culture of innovation, diversity, and inclusion within the business?

EDBS: That's an interesting question. Regarding innovation, there are two key aspects: structural and attitudinal. On the structural side, innovation is easier in a less bureaucratic company, which is why NGIC's climate and culture are conducive to innovative thinking. People have access to leadership, including the MD and other Executive Directors. You can walk into any Director's office and share your ideas, which fosters a culture of openness. On the attitudinal side, we must create opportunities for everyone to thrive. Diversity is inherent, but inclusivity is a deliberate effort. We create a fair environment where everyone has the chance to excel, respecting each individual's strengths. This approach leads to a more inclusive and innovative workplace. At NGIC, we also celebrate diversity days, such as International Friendship Day and International Women's Day. These initiatives allow us to acknowledge our differences and promote collaboration.

Interviewer: As EDBS, how do you ensure that employee feedback and concerns are heard and addressed within the business?

EDBS: Creating an open climate is key. If we maintain a hierarchical environment, employees won't feel comfortable contributing ideas. Once an open environment is established, it's crucial that employees see responses to their concerns. If they report an issue and see tangible changes, they'll be more inclined to speak up again. Since joining NGIC, employees have approached me directly with their concerns which were promptly addressed. Some suggestions have been implemented, while others were explained with a broader perspective. It's a journey of constant improvement. For instance, after a visit to Asset Operations West, we addressed issues with malfunctioning TVs and ACs within a week, showing that when we listen, things improve.

Interviewer: How does your office support continuous learning and professional growth, especially in today's changing operational landscape?

EDBS: Continuous learning is a priority, and our

annual learning plan is central to this. We align it with available budgets and involve line managers to ensure training directly supports job performance. For example, a manager might prioritize an asset integrity course over a leadership program for an employee based on immediate needs. Despite budget constraints, NGIC consistently funds training, balancing local and international opportunities while emphasizing knowledge acquisition. This year, we introduced e-learning and promoted internal knowledge sharing from major projects like AKK and OB3. Beyond formal training, on-the-job learning is vital. Managers should coach and employees should actively seek mentorship to grow.

Interviewer: Thank you. What initiatives or programs are in place to ensure staff stay updated on internal changes and process improvements?

EDBS: One of the ways we keep employees informed is through publications like magazines and email broadcasts, which inform staff about organizational policies and practices. In 2025, we plan to introduce quarterly town halls, where the MD will share updates with employees and listen to their concerns. It is crucial that our people are informed, as rumors can easily fill the gap if communication is not clear. Managers also have a responsibility to share accurate information with their teams, and employees should feel free to seek clarification when needed, except for confidential information. It is important to remember that everyone, from top to bottom, shares responsibility in managing and disseminating information in a timely manner.

Interviewer: Thank you, sir. Work-life balance is important at NNPC Ltd, and it has become part of our culture. With the demanding nature of work, how do you support and encourage achieving a sustainable work-life balance?

EDBS: That is an interesting question. While we do our best, there are times when work demands extra hours. I have found myself sending emails late at night or working over the weekend, which is not ideal, but sometimes necessary. Ideally, we should pace ourselves to maintain a balance. If employees manage their time effectively during regular hours, extended hours should not be necessary. We also need to rethink the purpose of meetings and eliminate unnecessary ones. The company has work-life balance policies, such as days off, and when I was at the NNPC Towers, the policy ensured that the generator was off by 7pm to encourage employees to

go home. We have made progress, but it takes time for employees to fully adjust. HCM benchmarks with other companies to ensure our policies are competitive, but these policies only work if employees use them responsibly. It is not about taking advantage of flexibility, but about getting work done efficiently. If people abuse the system, concerns will arise about whether such policies should continue. It is a shared responsibility between managers and employees to maintain a balance between work and personal life.

Interviewer: You are known for actively engaging, mentoring, and empowering emerging talent within NNPC Ltd. What motivates this commitment, and how do you see these individuals contributing to the organization's future?

EDBS: I did not know that! (Laughs) By nature, I am a teacher, always looking for learning opportunities. People often say they learn something whenever they visit my office. My current role has also allowed me to explore areas beyond HR, like corporate communications and HSE, which keeps me constantly learning. Being the firstborn in my family, life taught me to look out for others, and throughout my career, I have been mentored by people who saw

potential in me. They gave me challenging tasks that helped me grow. I believe in paying it forward by mentoring young talent.

Leaving young employees unattended for years is a disservice. Without guidance, they miss opportunities to grow. That is why I encourage my managers to challenge and support them. People often discover their potential when faced with challenges, and mentoring benefits both the mentor and the mentee by fostering fresh perspectives and organizational growth.

Interviewer: Thank you. How would you describe NGIC's workforce in terms of professional performance and excellence?

EDBS: When I joined NGIC, I found the workforce to be knowledgeable, competent, and proud of their work. They tackle challenges effectively, and overall, we have the right people in place. While there are exceptions, time and alignment often address those.

Sustaining performance is key, and that's where line managers play a critical role. HR oversees policies, but managers are responsible for their teams' day-to-day engagement and performance. Leadership and



a supportive work environment are essential, especially as we transition to become more commercially focused. We aim to motivate employees through benefits and by addressing generational needs. Younger staff may prioritize immediate concerns over pensions, so balancing the diverse needs of our workforce is important. If we can meet 70% of expectations across groups, we are on the right path, with ongoing efforts to bridge the gap.

Interviewer: Thank you, sir. You have had a remarkable career at NNPC Ltd., leading key initiatives like the PIA implementation and the 2019/2020 Graduate Trainee recruitment. What drives your ambition, and what advice would you give to aspiring leaders?

EDBS: Early in my career, a mentor told me, "Your responsibility is to make your boss look good." That principle has guided me. It means delivering quality work, offering honest feedback and addressing issues proactively. Consistency and professionalism are key. Support business decisions even if you initially disagree to avoid sabotaging the process. Focus on the work, not personal credit, and be ready to step up when needed, even outside your usual duties. Always stay informed. If given an unfamiliar task, learn quickly, seek advice, and find solutions, not excuses. Leaders value those who take ownership and deliver results. By demonstrating dependability and professionalism, aspiring leaders can gain trust and opportunities on critical projects.

Interviewer: Could you share a notable success story from your career at NNPC Ltd.?

EDBS: It is hard to summarize 22 years, but one achievement I am particularly proud of is the 2019/2020 Graduate Trainee recruitment. As a senior leader, I had a front-row seat in ensuring fairness and structure in the process. We implemented structured interviews, where all candidates answered the same questions, enabling fair comparisons. It was also the first time we used CBT, coordinating over 80 centers nationwide simultaneously—a massive logistical feat. The feedback has been rewarding. Business leaders often say, "If not for these YPs, I wonder what would have happened." Candidates who did not excel in the recruitment exercise were left impressed by the professionalism of the process. It was West Africa's largest recruitment exercise, and knowing we delivered a seamless, credible experience fills me with pride.

Interviewer: Thank you very much, sir. Can you walk us through a typical day in your life as EDBS? How do you prioritize tasks, manage time, and balance responsibilities?

EDBS: Typically, I am a late starter, so I get out of bed around 6 or 7 o'clock in the morning, which is late by most people's standards since some are up by 5:30am. But I try to be in the office by 8:30am at the latest. Once I am in the office, it is the usual routine of reviewing memos, giving approvals, holding meetings, and handling other tasks. We also interact with contractors, suppliers, and others outside the business. We are public servants in a sense, so we attend to that.

After work, I relax by listening to music in the background or watching movies. Sometimes I try to sneak in a bit of reading, an article or a section of a book. It is becoming harder to finish books, but I try to keep my mind active. I check in with my family to make sure everyone is fine. I also try to exercise in the evening because I am a late starter, so evening exercise works best for me. When I am not doing all of that, I try to rest. Monday to Friday is typically high pressure, so weekends are a time to unwind. Some weekends, I go home on Friday and do not come out until Monday because I need to take care of myself. I am not very athletic, so I don't do much sports, but I try golfing when I can. That is my typical day.

Interviewer: How can staff navigate office politics without appearing to do eye service?

EDBS: First, accept that office politics exists. Denying it does not change the reality. Second, understand the dynamics—know the factions and relationships in the workplace. Lastly, stay away from "the politics". Focus on delivering quality work. Be known for getting tasks done promptly and effectively. If you consistently perform, your reputation will speak for itself and you will naturally be included in future committees and projects. Work hard, manage your time well, and let your results do the talking. When it is time for appraisals, your performance will have plenty of advocates. Avoid trying to please everyone; instead, focus on delivering results. That is the best "politics" for young professionals.

MEET NGIC'S NEW MANAGEMENT STAFF

As we strive for greater heights, we are pleased to introduce our newest management team members. Their impressive credentials, diverse experience, and commitment to excellence will undoubtedly propel NGIC forward. Read on to learn more about these exceptional professionals.



VICTORIA NWAKUCHE
Manager, Corporate Communications

Mrs. Victoria Nwakuche is a seasoned corporate communications and public relations professional with over 30 years of experience. She currently serves as Manager, Corporate Communications at NGIC, where she leads brand management, stakeholder engagement, and strategic public relations. Previously, she functioned in managerial capacities in Parliamentary Relations for

NNPC Ltd, overseeing legislative engagements and strengthening corporate-government relations.

Her extensive career spans roles in media relations, corporate affairs, and administration, having held supervisory positions in public affairs, exhibitions, and research.

Mrs. Nwakuche holds a B.A. in Languages from the University of Calabar, a PGD in International Relations and Master's degree in International Relations and Diplomacy both from Nasarawa State University. She is a member of the Nigerian Institute of Public Relations (NIPR), the Nigerian Institute of Management (NIM), and the African Public Relations Association (APRA).

A dedicated professional, she is passionate about leadership, mentorship, and excellence. Married with children, she enjoys reading, cooking, exercising, philanthropy, and community service.



EMMANUEL A. AJANAKU
Manager, Governance, Risk & Compliance (GRC)

Emmanuel A. Ajanaku is a seasoned risk management professional and compliance expert with extensive experience in developing and implementing risk management policies, procedures, and programs.

With a strong background in identifying and evaluating potential risks, Ajanaku excels in implementing risk-

mitigating strategies. His exceptional skills in compliance monitoring and collaboration with stakeholders ensure effective risk and compliance management.

Prior to joining NGIC, he served as Manager, GRC, at NNPC Exploration & Production Company Ltd (NEPL) from January 2021 to June 2023. During this time, he restructured the GRC Department into three sections, enhancing compliance rating by 25% through quarterly regulatory reviews. He also reduced risks above limits by 20% through quarterly risk trend analysis.

Ajanaku possesses expertise in compliance monitoring, regulatory compliance, risk management, and auditing.

He holds a Bachelor of Science degree in Banking and Finance from Ondo State University (1990) and an Ordinary National Diploma in Business Management from Federal Polytechnic, Mubi (1983).

As Manager, GRC at NGIC, he brings his expertise to drive effective risk management and compliance practices.



THEOPHILUS A. OYEBADE
 Manager, Admin Services

Oyebade Theophilus Ademola's illustrious 32-year career with the NNPC Ltd is a testament to his dedication and hard work. With a Bachelor's degree in Government and Public Administration, he has served in various capacities across NNPC Gas Infrastructure Company (NGIC), NNPC Gas Marketing Limited (NGML), Warri Refining & Petrochemicals Company (WRPC), and Port Harcourt Refining Company (PHRC).

Oyebade's journey began as a Secretary/Personal Assistant in multiple departments, progressing to

Supervisor, HR/Admin in Lagos Operations and Welfare Supervisor at NGML. He later became Deputy Manager, General Admin Services at WRPC, and Manager, Business Services (covering) at both WRPC and PHRC respectively. In August 2024, he was redeployed to NGIC as Manager, Admin Services.

Throughout his career, Oyebade has contributed to various committees, including the Assets Boarding and Disposal Committee (ABDC), Cost Engineering and Valuation Committee (both in NGML), and Internal Auditor for NGIC's ISO 9001:2015 Certification, achieved in 2016. He also served as Secretary, NGML's Services Tenders Board and Member, Committee on the engagement of Bodyshops.

A fellow of the Institute of Professional Managers and Administrators of Nigeria and member of the Nigeria Institute of Management (NIM), his professional affiliations underscore his expertise.

Outside work, he enjoys watching football and reading. He is happily married with children.

As Manager, Admin Services at NGIC, Theophilus Oyebade brings his wealth of experience and knowledge to drive administrative excellence.



ANGELINE DOMOPRE FAYOMI
 Deputy Manager, HCM Operations & Service Delivery

Angeline Domopre Fayomi holds a Bachelor of Science (B.Sc.) degree in Business Administration (Management Option) from Rivers State University of Science & Technology, Rivers State. She is a seasoned professional with extensive experience in Human Resources and Procurement Management, having served in various capacities across Human Capital Management functions.

Her career includes roles such as Superintendent of Contracts and Lead, Non-Technical Materials Procurement, where she demonstrated expertise in optimizing processes, fostering employee engagement, and driving organizational success. She currently serves as Deputy Manager, HCM Operations & Service Delivery at NNPC Gas Infrastructure Company, bringing strategic alignment of HR initiatives with business objectives to enhance efficiency and effectiveness.

A licensed Human Resource Professional, Angeline holds an MBA and the prestigious Professional in Human Resources - International (PHRi) certification. She is also an active member of reputable professional bodies, reflecting her commitment to continuous learning and professional growth.

Beyond her professional pursuits, Angeline is a wife and mother who enjoys traveling with her family.



OLUGBENGA ADESANWO
Deputy Manager, Sustainability

Olugbenga Adesanwo is a seasoned project manager and passionate sustainability advocate with a strong foundation in electrical/electronic and gas engineering. With over 21 years of experience in the upstream and midstream sectors of the oil and gas industry, he has established himself as a driven and highly motivated leader dedicated to advancing large-scale gas infrastructure projects and promoting business sustainability through enhanced ESG initiatives.

As a mentor, Olugbenga takes great pride in nurturing young engineers, equipping them with entrepreneurial skills and guiding them towards integrating seamlessly into the Nigerian workforce. Currently, he drives Sustainability initiatives at NGIC and leads five midstream gas upgrade and development projects,

including the flagship Ajaokuta-Kaduna-Kano Gas pipeline project (AKK - Segment 1). This ambitious project aims to bolster power supply and stimulate industrialization across Nigeria.

A certified member of the Nigerian Society of Engineers (NSE), Registered Engineer with COREN, and member of the Institution of Engineering & Technology (IET) among others, Adesanwo's achievements are noteworthy. He successfully managed the creation of the NGIC Sustainability Strategy & Work Plan and establishment of the NGIC Sustainability Enthusiast's initiative. He also coordinated the incident-free flag-off of the Ajaokuta-Kaduna-Kano (AKK) project, leveraging technology and digital solutions to overcome COVID-19 pandemic challenges.

Other notable accomplishments include developing the acclaimed Business Unit framework and implementing the Initial Professional Development Programme Scheme (IPDS) for Engineers and Technicians in NGIC.

Olugbenga holds a B.Eng. in Electronic & Electrical Engineering from the University of Sunderland, UK and MSc. in Gas Engineering and Management from the University of Salford, Manchester, UK. He currently serves as Deputy Manager, Sustainability (NGIC), and Project Lead for the Ajaokuta-Kaduna-Kano (AKK) Gas Pipeline Project - Segment 1.



EWOMA ITEIRE
Deputy Manager, HSE MS Assurance

Iteire Ewoma brings over 16 years of hands-on experience in the oil and gas industry as a seasoned HSE professional.

A graduate of Mechanical Engineering from the

University of Benin, Iteire's expertise spans oil well cementing, crude oil refining, and power systems. His commitment to Health, Safety, and Environment (HSE) excellence is underscored by his certification as an HSE auditor, recognized in the International Register of Certificated Auditors for ISO Health and Safety Management Systems.

With a passion for driving process improvements and cost-saving solutions, Iteire is dedicated to enhancing operational efficiency. Beyond his professional accomplishments, he enjoys playing football and chess.

As part of the NGIC team, Iteire is eager to contribute to building a robust safety culture and achieving HSE ISO Certification, ultimately driving business efficiency.



OLAMIDE AKINBOBOLA

Deputy Manager, Planning & Control

Olamide Akinbobola is a seasoned professional with twenty-one (21) years of experience, nineteen (19) of which have been in the oil and gas industry. His expertise spans engineering, project management, operations and maintenance, construction supervision, and administration.

A Civil Engineering graduate from the University of Ibadan, Akinbobola also holds a Master's degree in Structural Engineering and PhD in Industrial Engineering. He has industry-relevant project management certifications from Project Management Institute (PMI) and International Association for Six Sigma Certification (IASSC). He is also a registered engineer with Council for the Regulation of Engineering in Nigeria (COREN). Additionally, he is an

Associate Chartered Accountant (ACA) with the Institute of Chartered Accountants of Nigeria (ICAN).

Engr. Akinbobola began his NNPC career at NNPC Engineering & Technical Company (NETCO) as a Civil Engineer, delivering projects such as NGC EPC for Gas Supply to Ogijo Customer, CNL DED, and NLNG Pre-FEED for Train7. He received awards for outstanding performance and appreciation from Chevron Nigeria Limited.

In 2015, Akinbobola joined NPDC (now NEPL) as Lead Project Engineer, successfully delivering the 150mmscfd Utorogu NAG2 GHF and 10" x 12km HDD from Utorogu to UPS. He led teams for various projects, including recommissioning Flowlines and Field Auxiliary Room facilities at Ughelli East Field.

Seconded to NLNG in 2021, he was promoted to Head, Industrial Area Infrastructure Projects in 2022. He revitalized non-performing projects, coordinated the Non-Plant Asset Rejuvenated Program, and led the Nigeria LNG Hospital Support Program. His contributions earned him a Special Recognition Award and Thumbs Up recognition.

Currently, Engr. Akinbobola serves as Deputy Manager, Planning and Control, in NGIC Project Management Department. He champions robust communication and engagement to foster coordination, collaboration, and co-creation of solutions aligned with company mandates.



RICHARD OWOTORUFA

Deputy Manager, Civil & Structures

Engr. Richard Owotorufa boasts over nineteen (19) years of experience spanning engineering, construction, and oil and gas industries. A member of NSE, ASCE and CSCE, he joined NNPC Ltd in 2007 and commenced his career at NGC (now NGIC) in 2008 as a Civil/Project Engineer after completing the

FSTP program.

During this period, Engr. Owotorufa played key roles in various projects, notably the design and supervision of construction, installation, and commissioning of gas pipeline systems for Azura Power Plant, Benin, and Omowood Industry, Ogbere, as well as the expansion of Escravos-Lagos Gas Pipeline System project phase 1 (ELPS-1).

In 2018, Owotorufa was transferred to NGMC (now NGML), where he led and mentored a high-performing civil unit team. Under his leadership, the team delivered several projects, including the gas supply to Specialty Pulp and Paper Limited (SPPL) EPCI project and the gas supply to Nature's Bounty Health Products Limited (NBHP) EPCI pilot scheme.

His exceptional leadership led to his appointment as Lead, NGML Projects, Delta in 2023. He assumed his current role as Deputy Manager, Civil & Structures, NGIC in January 2024.



SEUN E. ADEDIBU

Deputy Manager, Project Engineering & Technical Safety

Engr. Adedibu Seun Eytayo is a seasoned Asset Management and Facilities Engineering professional with over 22 years of experience in field-to-terminal hydrocarbon recovery operations, custody transfer, process, and product improvement protocols.

He holds a Bachelor of Technology Honors (B.Tech) in Chemical Engineering from Ladoko Akintola University of Technology, Master of Business Administration (MBA) from Delta State University, and Master of Chemical Engineering (M.Eng) from the University of Benin.

A registered member of national and international professional bodies, including the Nigerian Society of Engineers (NSE), Council for Regulation of Engineers in Nigeria (COREN), Nigeria Society of Chemical Engineers,

Project Management Institute (PMI), and International Association for Six-Sigma certification (IASSC).

His career objective is to ensure technically effective and efficient management of assets in oil and gas facilities, leveraging sound technological and managerial ethics, without compromising HSE standards.

Throughout his career, Engr. Adedibu has led and participated in various projects and process improvement initiatives, including development and standardization of process improvement protocols, facility upgrades and rehabilitation, technical audits, field development plans, and FIDs (Final Investment Decision), as well as planning and execution of EPICs (Engineering, Procurement, Installation & Commissioning).

As a performance-driven professional, Engr. Adedibu has overseen engineering field projects, operations, research, and ensured the reliability and availability of critical facilities. He has maximized asset value realization, assured production targets, monitored and controlled facility performance, and coordinated human, material, and technical resources.

Engr. Adedibu demonstrates expertise in identifying risks to facility integrity, utilizing risk assessment techniques for risk-based decisions, and ensuring project and operational alignment with Health, Safety, Security & Environment (HSSE) and regulatory requirements.



FELIX EJUVWEKE

Deputy Manager, Relationship/Stakeholder Management

Mr. Felix Ejuvweke is a self-driven Public Relations professional with over eighteen (18) years of experience. He joined NNPC Ltd in 2012 as an experienced hire in the Community Relations section of the Public Affairs Department.

He has played a pivotal role in creating and sustaining a

peaceful environment for NNPC Ltd operations across Downstream, Upstream, and Gas, Power, and New Energy Divisions. His deep understanding of host community dynamics enables effective engagement with critical stakeholders, proactive management of expectations, and mitigation of community-induced disruptions.

Prior to NNPC Ltd, Felix worked at PZ Industries (now PZ Cussons Plc) as Sales Superintendent and relieving Area Manager for Calabar, Aba, and Jos Area Offices.

A graduate of the University of Port Harcourt with a Bachelor of Science degree in Marketing, Ejuvweke is a member of the Nigerian Institute of Public Relations and Nigerian Institute of Management (Chartered).

Beyond his professional accomplishments, Felix is a devoted Christian, loving husband, and father of five. He embodies excellence, dedication, integrity, and work-life integration.



IVIE INEGBEDION
 Manager, Human Capital Management (HCM)

Ivieve Inegbedion is a versatile and accomplished professional with over 24 years of experience at NNPC Ltd. She holds a degree in Computer Science and has successfully navigated a unique career path, transitioning from IT to Human Capital Management (HCM).

Throughout her career journey, Ivie has demonstrated exceptional leadership and expertise in human resources strategy, talent development, and organizational transformation. Her impressive track record includes various leadership positions within the HCM skill pool,

showcasing her adaptability and dedication.

Notably, Inegbedion covered the role of Manager, Human Capital Management & Services at NNPC Retail Ltd. from 2016 to 2019 and later, Deputy Manager Learning, Talent Management Department (TMD) from 2019 to 2023. In April 2023, she covered the role of Manager, Learning Development & Services, before being promoted to Manager, Admin at NGIC in January 2024. Currently, she serves as Manager, Human Capital Management at NGIC, leveraging her diverse expertise to promote HCM best practices.

Ivie played a pivotal role in NNPC Ltd.'s recent transition, leading the company-wide job placement exercise as Workstream Lead and contributing to the Organizational Structure Design Cascade. She also coordinated the development of job descriptions for the HCM Division and participated in crafting new HCM policies aligned with NNPC Ltd.'s restructured framework.

A member of esteemed professional organizations, including Chartered Institute of Personnel Management of Nigeria (CIPM), Nigerian Institute of Training and Development (NITAD), and Chartered Institute of Personnel and Development (CIPD), Ivie is passionate about reading and traveling. She is happily married and a proud mother of three.



JOY E. MARTINS
 Deputy Manager, Payroll, Loans, Advances, and Insurance

Mrs. Joy Ebi Martins is a seasoned accounting professional with extensive experience and proficiency in various accounting software. She brings a positive attitude, drive, and passion to her work, dedicated to contributing value through her expertise.

Her career journey began in March 2007, as a graduate trainee at NNPC Ltd, deployed to the Nigerian Gas Company (now NNPC Gas Infrastructure Company), Warri. Since then, she has consistently delivered exceptional results, driven by her commitment to

excellence and effective leadership and collaboration. Some of her notable achievements include harmonizing the NNPC Group Finance and Accounts Desk Manual for the three refineries. She also played a key role in the Audit team for the CHQ Bank Reconciliation Committee, successfully clearing the NNPC Group Accounts backlog for 2011-2017 and enabling the company's first-ever published audited financial statement for 2019.

Additionally, Mrs. Martins led a successful data migration project, integrating Frontier Exploration Service (FES) and NNPC Oil Field Services (NOFS) accounts dating back to 2012 into NNPC EnServ Ltd financial records. This meticulous integration enhanced financial reporting and provided valuable insights into the entities' historical performance.

A graduate of Ambrose Alli University, Ekpoma, with a degree in Accounting, Martins is a member of the Chartered Institute of Taxation, Association of National Accountants of Nigeria, and Chartered Institute of Administration.

Beyond her professional accomplishments, she is a devout Catholic, loving wife, and dedicated mother. Her commitment to faith and family reflects her balanced approach to personal and professional life.



CHINELO CHUKWUEMEKA
Deputy Manager, Payment

Chinelo Chukwuemeka is a seasoned accounting professional with over 17 years of experience, currently serving as Deputy Manager, Payment at NGIC.

Her illustrious career in NNPC Ltd began in 2007 as a graduate trainee in the Treasury Department of PPMC (Petroleum Products Marketing Company) Finance

and Accounts Division.

Throughout her illustrious career, Chinelo has demonstrated exceptional versatility, working effectively in various key units within the Finance and Accounts Directorate. Her expertise spans diverse areas, showcasing her adaptability and comprehensive understanding of financial operations.

Prior to joining NNPC Ltd, Chinelo honed her skills during a 4-year stint at First Bank of Nigeria Plc. A Fellow of the Institute of Chartered Accountants of Nigeria (ICAN), she holds a Master of Science degree in Business Administration and a Bachelor of Science degree in Accounting.

Beyond her professional accomplishments, Chinelo is a devoted Christian, happily married with three children. She is passionate about mentoring and developing the capacities of her team members, fostering growth and excellence within her sphere of influence.



MERCY ALEXANDER-OTAKPOR
Deputy Manager, Business Development

Mercy Alexander-Otakpor is a devoted family person, happily married with children and grandchildren. She holds a degree in Biochemistry and a Postgraduate Diploma in Computer Science.

Alexander-Otakpor's impressive career with NNPC Ltd spans over three decades, with roles including Lab Technologist and Area Chemist at PPMC, State

Coordinator in Oyo State, Deputy Manager at NPSC's Lagos Satellite Depot, and Deputy Manager, Planning and Budget Monitoring at NEPL. Currently, she serves as Deputy Manager, Business Development at NGIC, a position she assumed on January 29, 2024.

Her achievements include leading the team that ended fuel scarcity in Lagos/Oyo States from 2016-2018, earning commendation from NPSC's MD in July 2018. She received an honorary doctorate in Public Administration from Bradley University, USA.

Mercy Alexander-Otakpor is a member of the Institute of Chartered Chemists of Nigeria and a Fellow of the Institute of Professional Managers and Administrators. Outside work, she enjoys clothing designing, gardening, and gyming.



OLATUNDE D. GBADAMOSI
Manager, Asset Operations

Gbadamosi Olatunde David, a COREN-registered Chemical Engineer with Master's degree in Engineering Management, boasts an illustrious career spanning over two decades in the Oil and Gas sector.

His journey began with Youth Service at Warri Refining and Petrochemical Company (WRPC) in 1998, followed by joining NNPC Ltd as a Graduate Trainee in 2002. After completing a one-year on-the-job training program at NAOC's Petroleum Engineering Department, he was redeployed to the NNPC Upstream Investment Management Services (NUIMS) - formerly NAPIMS - Project Management Department.

Gbadamosi's expertise encompasses downstream and

upstream sectors, with responsibilities including pipeline operations, terminal operations and management, shipping operations, and a notable tenure as Head of Apapa Jetty Operations. He also showcased his versatility in policy planning and operation within the SCM Division of NNPC E&P Limited (NEPL) and as Deputy Manager Gas and New Energy Opportunity Planning in the Gas Development Division.

Notable projects he contributed to include the NAOC 36" X 86Km Gas Transmission System 4 (GTS4) from Rumuji node to Bonny NLNG, and the design and construction of SPDC's Gbaran Ubie Integrated Oil & Gas Project Central Processing Facility. Other notable projects include the SPDC Bonny NAG Expansion Project, expansion of PanOcean Ogharefe Gas Plant, rehabilitation and modification of Apapa Jetty multi-product manifold, and modification and optimization of stripping and product reception manifolds.

In NGIC, Gbadamosi oversees industry standard compliance, asset optimization, budgeting and business planning, technical and operational standards development, sustainability efforts in gas handling, capacity management, and pipeline Right of Way (ROW) surveillance and monitoring.

With his exceptional capabilities and commitment to innovation, Engr. Gbadamosi is poised to drive NGIC's operational excellence and contribute to the company's strategic objectives of sustainability, efficiency, and profitability.



CHIDI K. UZOMA
Deputy Manager, Contract Management

Engr. Uzoma Chidi Kenneth exemplifies dedication and expertise in engineering and project management. A certified member of the Nigerian Society of Engineers (NSE) and Council for the Regulation of Engineering in Nigeria (COREN), Uzoma holds a Master's Degree in Project Management and a Postgraduate Diploma in Instrumentation and Project Management from Federal University of Technology Owerri and Enugu State University of Science and Technology, respectively.

Joining NNPC as a Graduate Trainee in 2007, Uzoma undertook rigorous training programs, including the Mandatory Foundation Skill Training Program and Initial Professional Development Program at Port Harcourt Refining Company. His professional journey has been marked by significant contributions to various projects, notably Major Maintenance Interventions, PHRC Facility Integrity and Scope of work definition Survey Project, Cost Estimation for Rehabilitation works, and Project Life-cycle and "Change Order" Management.

In recognition of his outstanding performance in the 2023 Internal Open Resourcing (IOR) exercise, Uzoma was promoted to Deputy Manager in January 2024 and redeployed to NGIC as Deputy Manager, Contract Management in the Commercial & Business Development Department.

Uzoma's career is a testament to his dedication, expertise, and significant impact in engineering and project management, a reflection of his remarkable contributions and commitment to excellence.



AMINU A. IBRAHIM
 Manager, Quality Control and Assurance

Engr. Aminu A. Ibrahim is the Manager, Quality Control and Assurance at NNPC Gas Infrastructure Company, a position he has held since January 2024. In this role, he oversees the quality delivery of critical gas pipelines and infrastructure projects across Nigeria.

With over 18 years of experience in the oil and gas industry value chain, he has developed expertise in QA/QC, civil and structural engineering design, gas and power project development, procurement planning, contract

administration, and fiscal budgeting and planning.

Prior to his current role, he served as Deputy Manager, Operational Assurance, from April 2023 to December 2023, and as Deputy Manager, Project Monitoring and Administration, from January 2022 to April 2023, both at NNPC E&P Ltd. He also held the position of Superintendent for Project Development at NNPC Gas & Power Investment Company from October 2017 to December 2021, where he played a pivotal role in advancing major infrastructure projects.

He is a certified Project Management Professional (PMP) and holds an MSc in Oil and Gas Enterprise Management from the University of Aberdeen (2006–2007) and a B.Eng in Civil Engineering from Bayero University, Kano (1996–2002). Currently pursuing an Executive MBA at Lagos Business School (2022–2025), he combines technical acumen with strategic managerial insight.

A member of professional organizations such as the Nigerian Society of Engineers and the Society of Petroleum Engineers, he is dedicated to driving sustainable growth in Nigeria's energy sector through strategic infrastructure development and innovation.



SUNDAY KYRIAN NSUDE
 Deputy Manager, HSE Operations

Engr. Sunday Kyrian Nsude is an accomplished Mechanical Engineer and HSE Professional with over nineteen years of experience in Nigeria's Oil and Gas Industry. A strong advocate for Goal Zero, he exemplifies excellence in operations engineering, facility maintenance, project management, safety engineering, and HSE administration.

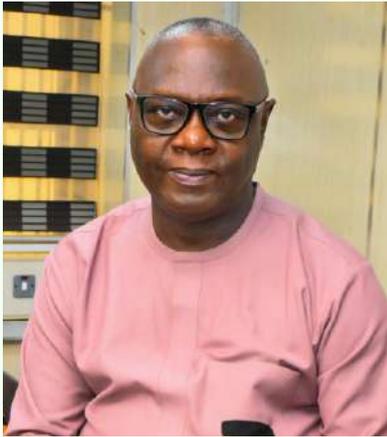
A distinguished team player and trainer, Engr. Nsude has made significant contributions to NGIC's HSE landscape. He played a key role in developing NGIC's HSE

Management System, MySafety e-Solution, NNPC's Permit to Work (PTW) Standardization and Implementation, HSE Performance Reporting Template and best-in-class maintenance strategy for Gas Pipeline Right of Way.

Notably, Engr. Nsude modified the Pipeline Pigging Procedure, eliminating major operational failures such as condensate spills. Currently, he leads HSE efforts in the AKK Gas Pipeline Project and has also contributed to various gas pipeline development projects, including OB3, EOWEP, and EEPSP.

Engr. Nsude holds a Bachelor's Degree in Mechanical/Production Engineering from Enugu State University of Science and Technology and a Master's Degree in Engineering Management from the University of Port Harcourt. He has also obtained several local and international HSE certifications.

A member of the Nigerian Society of Engineers (NSE) and Nigerian Institute of Management (NIM), Engr. Nsude is also a Fellow of the Emergency Crisis Response Management Institute (ECRMI). He is happily married with children.



MICHAEL AKPU
 Manager, Financial Control & Accounting

Mr. Michael Akpu is a seasoned finance and accounting professional with over 30 years of experience in financial management, payroll administration, and corporate finance. He currently serves as Manager, Financial Control & Accounting at NGIC where he oversees financial reporting, budget preparation, and strategic financial planning. Previously, he was Manager, Finance and Accounts at PPMC HQ, Abuja (2021-2024), where he played a key role in financial statement preparation and

compliance.

His illustrious career at NNPC Ltd. also includes serving as Deputy Manager, PSC Account "A" at NUIMS (2019-2020), Accountant Supervisor, Payroll (2010-2018), Accountant CIP (2002-2010), and Account Assistant (1993-2002). As Data Team Lead for SAP Implementation in PPMC, he contributed to streamlining financial processes and enhancing operational efficiency.

Mr. Akpu holds an MBA (2004) and a PGD in Management (2001) from Delta State University, as well as a Higher National Diploma in Accountancy (1996) from Yaba College of Technology. He is an Associate Member of the National Institute of Management (NIM).

A result-driven leader with strong integrity and perseverance, he is passionate about delivering value and motivating teams to achieve organizational goals. Married with children, he enjoys playing table tennis at his leisure.



ISAIAH FAFIOLU
 Deputy Manager, Inventory and Stock Management

With nearly two decades of expertise, Engr. Isaiah Fafiolu is a seasoned professional in the Nigerian Oil & Gas Industry.

He graduated with a Bachelor's degree in Metallurgical and Materials Engineering from the University of Lagos in 2002 and later earned a Master's degree in Welding Engineering from Cranfield University, UK, in 2007.

He possesses extensive expertise in Production Systems, Project Management, Welding Engineering, Inspection, and Reliability Studies.

He is a COREN Registered Engineer, International Welding Engineer (IWE), and Fellow of the Nigerian Society of Engineers (NSE).

Engr. Fafiolu's research expertise is evident in his published technical papers, including "Materials, Corrosion and Environmental Relationship" and "Corrosion Control." His membership in prestigious professional bodies, such as the NSE, Nigerian Institute of Welding, and American Welding Society, underscores his commitment to staying updated on industry developments.

Prior to his current role, Engr. Fafiolu held various positions at Eleme Petrochemical Company Limited and Warri Refining and Petrochemical Company, including Plant Inspector, Chief Plant Inspector, Technical Assistant to Managing Director and Senior Project Control Analyst 1. His exceptional service has earned him numerous letters of commendation and awards.

As Deputy Manager, Inventory and Stock Management, Engr. Fafiolu leverages his expertise to drive operational excellence and contribute to the growth of NNPC Ltd.

The Art of Effective Workplace Communication:

✓ Dos & ✗ Don'ts



By Oghenechuko Ogbekene

Effective communication is essential for any successful organization. It encourages collaboration, enhances productivity, and helps to minimize misunderstandings and conflicts. In the workplace, effective communication is crucial for achieving shared goals and objectives.

However, even the most well-meaning teams can experience communication breakdowns. Misunderstandings, miscommunications, and missed deadlines can lead to frustration, stress, and lower morale.

Let's delve into some dos and don'ts of effective communication in the workplace, offering you practical tips and strategies to enhance your communication skills.

DOS OF EFFECTIVE COMMUNICATION

1. Be Clear and Concise

When sharing information, clarity is vital. Use straightforward language and steer clear of jargon unless it's commonly understood by your audience. Be concise to ensure your message is easy to grasp and free from confusion.

2. Listen Actively

Effective communication is a two-way process. Practice active listening by fully focusing on the speaker, refraining from interruptions, and asking clarifying questions. This demonstrates respect and fosters mutual understanding.

3. Adapt Your Communication Style

Different situations and audiences may call for different approaches. Whether you're communicating with senior management, colleagues, or external stakeholders, adjust your message to meet their needs and preferences.

4. Use Positive Body Language

Non-verbal signals, such as eye contact, posture, and gestures, can enhance your message. Positive body language makes you seem approachable and engaged, increasing the impact of your communication.

5. Embrace Feedback

Constructive feedback is a chance for improvement. Promote open feedback channels and be open to modifying your communication style based on the insights you receive.

DON'TS OF EFFECTIVE COMMUNICATION

1. Avoid Making Assumptions

Never assume your audience understands your message. Provide enough context and clarify any points that might be confusing to prevent misunderstandings.

2. Don't Interrupt

Interrupting someone not only disrupts the flow of conversation but can also seem disrespectful. Let others finish their thoughts before you respond.

3. Refrain from Using Negative Language

Words carry weight. Steer clear of negative or accusatory language that might demoralize or offend others. Instead, aim for constructive and solution-focused phrasing.

4. Don't Use Sarcasm

Sarcasm can easily be misunderstood or offend, particularly in cross-cultural or virtual settings. Stick to clear and respectful language.

5. Avoid Emotional Responses

During tense moments or disagreements, keep your emotions in check. Respond in a professional manner and focus on resolving issues collaboratively rather than reacting impulsively.

6. Don't Avoid Difficult Conversations

Shying away from tough conversations can lead to resentment, mistrust, and conflict. Tackle issues promptly and respectfully to maintain positive relationships.

Conclusion

Effective communication in the workplace is crucial for creating a positive and productive environment. By practicing these dos and steering clear of the don'ts, you can strengthen relationships, reduce misunderstandings, and contribute to your organization's overall success. Remember, effective communication is not just about talking; it's about making connections.



2024 International Day of Friendship:

NGIC STAFF REFLECT ON THE POWER OF FRIENDSHIP IN THE WORKPLACE

On July 30, 2024, NGIC joined the global celebration of the International Day of Friendship, embracing the NNPC corporate theme, "Getting Things Done While Creating Sustainable Friendships." The celebration featured a lively gathering, friendship moments, games, and a "Friendship Award" poll where staff recognized colleagues for their camaraderie. As part of the celebration, **Chinaza Obiajulu** asked some staff to share their thoughts on workplace friendships. Their reflections underscored the profound impact of camaraderie on teamwork, job satisfaction, and personal growth.



Early in my career, I met a colleague named Raymond Akanimo Odo while working as a plant operator at the refinery. He was also a plant operator, and his impact on me through our interactions and the work we did together was profound.

I learned a lot from him, both within the plant and outside it. For example, he taught me photography and even some things related to the Bible, as he was a pastor. These are things I have carried with me to this day.

- Engr. Mustapha Anas,
Executive Director, Asset Management



I think friendship anywhere, not just even at work, is quite impactful and produces very useful results. Let me start at the global level. Today, when you think of some of the wars around us –Ukraine, Russia, the Middle East – you begin to see the value of friendship.

If people are friends, the likelihood of going to war will be very little. Friendship is critical.

More specifically, in terms of friendship in the workplace and how it helps our teams, friendship enables people to

have fun while working. Science proves that the more fun you have at work, the more you trust your colleagues, the safer the environment becomes, and the greater the psychological safety for all employees. This binds the team together, improving the company's productivity and even safety. When people see themselves as friends, they look out for each other, reducing workplace accidents and incidents.

Friendship also allows team members to support one another during difficult times. For instance, if a team member has just had a baby, because there is friendship, someone else might tell her, "Why don't you go back home? We'll take care of the rest." I could go on with examples of how friendships help in the workplace, but it is clear that friendship is a critical business enabler. That is why, as a company, we have chosen to celebrate this day and highlight the significance of friendship in the workplace.

- Mr. Kazachiyang Nuhu
Executive Director, Business Services



Friendship goes beyond just the work environment. Particularly in the context of the question about friendship at work, I've found that, apart from being colleagues, we are also friends. This means we must have synergy among ourselves.

For instance, if issues arise in the department regarding how it relates to CCD (Corporate Communications Department), I can reach out to my friend there, Violin. I might call him and say, "Violin, what do we do about this issue? Do you know anyone we can contact in that community?" That is friendship. It goes beyond our official duties. Friendship is key in the work environment.

- Mr. Tamuno Igbikiberebima

Lead, Commercial Law & Litigation



Of the 24 hours in a day, you spend more time at work with your colleagues. A typical workday is eight hours, but in the NNPC family, we often work longer. This means that most of your colleagues become your friends because you spend so

much time together—you work together, eat together, attend meetings together.

For me, my friends are here. We live together harmoniously, sharing not only official problems but also personal issues. This is my place, my home, and my friends are here. I cherish them deeply. We share many things, including family matters. For example, the schools my children attended were chosen based on conversations with my colleagues who are also my friends. Even our children become friends because of us. They find out, "Oh, your dad works in NNPC? My dad works there too," and they form connections. These friendships extend beyond work to birthday parties and other celebrations, creating a community that fosters lasting bonds.

- Mr. Dele Daodu

Manager, Supply Chain Management



Friendship in the workplace fosters collaboration and improves team dynamics. When colleagues form genuine connections, it creates an atmosphere of trust and openness, where ideas flow more freely, and challenges are tackled collectively. Such

relationships enhance overall job satisfaction and contribute to the mental well-being of employees, ultimately boosting productivity.

- Merry Felix Oladipo Augustus

Planning & Commercial



Workplace friendships are pivotal in shaping a positive organizational culture. They create a sense of belonging and encourage employees to go beyond their individual

responsibilities for the greater good of the team. When people see their colleagues as friends, it enhances communication, reduces workplace conflicts, and nurtures a supportive environment where everyone feels valued.

- Antia Ese

Finance & Accounts



In any environment, you find yourself working with colleagues and friends. It is very necessary to build good relationships among your colleagues because this creates an environment where you can relax and work effectively.

Friendship gives you the satisfaction of knowing you are coming to work to meet friends, not enemies. This helps you put in your best and achieve better results. When the people around you are your friends, there is love and togetherness, making you feel bold and motivated to do your job well.

- Priestley Isibor

TA to MD, NGIC (Ops & Tech)



Friendship in the workplace is like oil that keeps the engine running smoothly. It fosters open communication and mutual respect among colleagues. I've found that when you have friends at

work, it's easier to navigate challenges and celebrate successes. A simple check-in from a colleague can uplift your mood and make the day more productive. For me, workplace friendships are not just about work—they

just about work—they create a sense of belonging that extends beyond office hours.

- Mr. Oranuba Obiora
Commercial Officer



You spend most of your time at the workplace, so the people you work with become more than friends—they become family. Being in good synergy with them makes you happy and enables you to continue adding value to the business.

I've been fortunate to work with colleagues who have contributed immensely to my service delivery. I recall a particular colleague from my IPD (Initial Professional Development) days; we were deployed to the same asset location and quickly became close. He was extraordinary—always lifting your spirits and checking in on you.

There was a time I was struggling with an overdue assignment that was affecting my mood. He noticed and helped me break the task into manageable steps, which helped me complete it. We became very close; I even traveled to Ado-Ekiti for his wedding, and he attended mine in Kaduna, despite his wife being pregnant at the time. These friendships make the workplace more fulfilling.

- Bashir Usman
Officer, Business & Environmental Sustainability



Friendship at work makes the workplace feel like a second home. When you spend long hours with people, those bonds naturally form. I've had friends at work who celebrated my wins with

me and supported me during tough times. They made me feel valued, which motivated me to give my best every day. Friendship creates an environment where you can thrive professionally and personally.

- Sahhed Hammed
TA to the MD (Commercial & Finance)



Friendship in the workplace is very important. It has helped me a lot in my career. Friendship fosters teamwork, allowing you to learn and grow.

Sometimes we think our personal decisions are the best, but when you share ideas with friends, you often find more productive and impactful solutions. Friendship has been key to my career development.

-Tariq Abdallah
Officer, Customer Relations Management



I have had several colleagues who have helped me navigate my career. Some are retired, while others are still in the system. One such person is Mr. Pepple, a retired colleague who played a significant role in my early days as a young officer.

Taking minutes of meeting as a cadet can be challenging, as you may not fully understand the subject matter. Mr. Pepple would guide me, review my drafts, and still credit me for the work. He even facilitated my early international travels, checking on me to ensure I sent my reports on time.

He constantly supported me, and his mentorship has had a lasting impact on my career. His input gave me the confidence to excel in my job.

-Engr. Olatunde Gbadamosi
Manager, Asset Operations

NGIC STRENGTHENS RELATIONSHIP WITH THE MEDIA

By Nathaniel E. Olajide



Manager, Corporate Communications, Mrs. Victoria Nwaku presents NGIC symbolic gift to the Chairman-in-Council NUJ Delta State, Comr. Churchill Oyowe.

The NNPC Gas Infrastructure Company (NGIC) recently hosted a stakeholder engagement session with the Delta State Council of the Nigeria Union of Journalists (NUJ) at the Bon Hotel Transtell Residence, Asaba, Delta State. The event brought together NGIC representatives and leading journalists from various media outlets in Delta State to foster collaboration and promote transparency in the oil and gas sector.

Leading the NGIC team was the Manager, Corporate Communications Department (CCD), Mrs. Victoria Nwaku, who represented the Executive Director, Business Services. The NUJ team, led by its

Chairman-in-Council, Comrade Churchill Oyowe, included journalists from print, radio, television, and electronic media.

In her welcome address, Mrs. Nwaku emphasized the critical role of the media in shaping public opinion and fostering societal growth. She highlighted NGIC's commitment to transparent communication, noting that the media engagement served as an opportunity to exchange insights, strengthen partnerships, and share updates on the company's activities. "The media are not just observers but active partners in progress," she stated, expressing optimism about further

deepening NGIC’s relationship with the press community.

Comrade Oyowe commended NGIC for its proactive engagement, recalling the last media chat in 2022. He praised the initiative as timely, especially given the significant changes in the oil and gas sector. He reiterated the media’s role in fostering accountability and public education, emphasizing the importance of consistent dialogue to ensure accurate communication of industry developments. During the session, the Lead, Media & Government Relations, Mr. Violin Antaih, delivered an in-depth presentation covering NGIC’s evolution under the Petroleum Industry Act (PIA), its rebranding from Nigerian Gas Company (NGC) to NGIC, and updates on critical gas infrastructure projects. Highlights included progress on the Ajaokuta-Kaduna-Kano (AKK) gas pipeline and ongoing corporate social responsibility (CSR) efforts in host communities.

An interactive segment followed the presentation, with journalists posing questions on NGIC’s CSR

initiatives, its role in the PIA framework, and collaboration with communication experts. The NGIC team reaffirmed its dedication to transparent operations and its strategic focus on advancing gas infrastructure development.

Closing the session, Mr. Paul Owanga, Lead for Policy, Strategy, and Communication, NGIC expressed gratitude to the journalists for their active participation. He acknowledged the indispensable role of the media in bridging the gap between organizations and the public, fostering transparency, and enhancing public understanding of industry activities.

The event underscored NGIC’s commitment to building robust relationships with the media and other stakeholders. Through open communication and collaboration, the company aims to strengthen public trust and enhance its capacity to fulfill its mandate of advancing critical gas infrastructure development in Nigeria and beyond.



Group photograph of participants at the stakeholder engagement (Media chat).



INTRO DUCING

**Mr. & Mrs. Ezra &
Oyeyemi Shealtiel James**

The couple tied the knot on Saturday, 28th September, 2024
at Ado-Ekiti, Ekiti State.

Mr. Ezra is Officer, Preservation of the Supply Chain Management Department.

May your marriage be filled with endless love, joy, and blessings.
Wishing you a lifetime of happiness together!

THE UNWAVERING LOYALTY OF FOOTBALL FANS :

A PASSION BEYOND REASON



By Nathaniel E. Olajide

As an Arsenal fan, I still recall the agony of our 2024/2025 Premier League match against Manchester City.

Despite being a man down, Arsenal held a 2-1 lead until City's equalizing goal in the dying minutes. The emotional roller coaster lingered long after the final whistle.

Now, this begs the question: why do football fans invest so deeply in their clubs, with no direct financial or personal gain?

In Nigeria, football fandom is a cultural phenomenon. Fans personalize their clubs, using "I" and "we" as if they're part of the team - and, remarkably, as if they own the team. Phrases like "I beat you home and away last season" or "I just bought a new player" are common.

When Chelsea won the UEFA Champions League in 2021, my line supervisor at the time, a die-hard Blues fan, celebrated by treating our entire office to refreshments. For him, it was a personal victory. But it's not just Nigerians. Globally, fans exhibit similar behaviors. Boca Juniors and River Plate fans in Argentina engage in the fierce Superclásico rivalry, with some fans tattooing their club's logo on their bodies. Borussia Dortmund's "Yellow Wall" is another iconic testament to fan passion.

However, what's remarkable is that Nigerian fans, thousands of miles away, show similar dedication to

English and Spanish clubs. Some fans take it to extremes. Okeke Nwankwo, a Nigerian fan, died after watching Manchester United lose to Portsmouth in 2006.

During the last AFCON, the match between South Africa and Nigeria was so tense that it affected people's emotions and health; some even lost their lives. I find myself wondering: would winning that match, or even the entire tournament, directly or indirectly affect the price of rice and beans in the market? Would it solve the problem of insurgency or improve our lives in any tangible way beyond the excitement of the match?

I recall Nigeria's 1996 Olympic gold medal victory in football, which came at a time of great turmoil under the Abacha regime. The execution of Ken Saro Wiwa and other Ogoni activists had severely damaged Nigeria's international reputation. Yet, that Atlanta '96 victory provided a much-needed respite for Nigerians. Though I was too young to fully understand the context, accounts from that time reveal the profound sense of pride and unity it brought.

This phenomenon fascinates me. Ryan Giggs' 24-year tenure at Manchester United and Paolo Maldini's 24-year stint at AC Milan are rare examples of players' loyalty. However, this loyalty is increasingly an exception rather than the rule. The reality is that

football players, who directly benefit from their clubs through wages and endorsements, often switch allegiances in pursuit of greener pastures or trophies.

Harry Kane's departure from Tottenham to Bayern Munich is a prime example. The desire for silverware outweighed his 11-year affiliation with Spurs. Similarly, Robin van Persie left Arsenal for Manchester United in 2012, winning the Premier League title in his first season with the Red Devils.

Cristiano Ronaldo has also made multiple moves, from Manchester United to Real Madrid and then Juventus. Neymar left Barcelona for Paris Saint-Germain, while Luis Suárez transferred from Liverpool to Barcelona.

This contrasts starkly with fans' unwavering loyalty. Despite no direct financial gain, fans remain devoted to their clubs through thick and thin. We rarely switch allegiance, even when our teams struggle. This irony raises questions: What drives fans to

maintain such loyalty, while players, with more tangible connections to their clubs, often prioritize personal ambition?

I think of fellow Arsenal fans, steadfast through multiple trophy droughts, and wonder: what fuels this devotion? Is it tribalism, social bonding, or nostalgia? Whatever the reason, one thing is clear: football fandom is a unique force, transcending rational explanations.

Now, my attention turns to the return fixture against Manchester City at the Emirates Stadium on February 1, 2025. Arsenal's right-center-back, William Saliba, has responded to Manchester City's Erling Haaland's post-match jabs, setting the stage for a thrilling rematch. For those unfamiliar, Haaland, Manchester City's star striker, had provoked Arsenal with his comments after the previous match while Saliba's response has rekindled hope among Arsenal fans. With anticipation building, I eagerly await the rematch, my spirit forever Gunners' red.



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