

Deputy of Human Resources and Research

Introduction

Name and surname:shahriyar shakibaei



position: Deputy Director of Human Resources and Research

Father's name:aydi

Place of birth: Khorramabad

Phone: 06633300669

Fax: 06633200669

Internal: 208

Email: manabeensani@abfa-lorestan.ir

Work address: Khorramabad - Bahman Square - Valiasr St. - North Shahid Shafipour Boulevard - next to the Municipal Cooperation Organization

Educational background

University name	Field of Study	degree of education
University Azad Mahalat	planning and management Educational	bachelor
University Azad Isfahan	management Educational	degree s'Master
	management Strategic	D.Ph

work experience

Up to date	from	Service location	Position
continues	1403	sewage and Water company	Department Research and Resources Human of Head

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1403	1401	sewage and Water company	CEO the to Advisor	
1401	1399	sewage and Water company	Research and Resources Human of President Vice	
1399	1396	sewage and Water company	Resources Human and Planning of Director Deputy	
1396	1386	sewage and Water company	Office Training and Resources Human of Director	
1386	1382	sewage and Water company	Department Resources Human and Organization of Head	
1382	1379	sewage and Water company	Department Welfare and Personnel of Head	
1379	1376	sewage and Water company	Office Organization and Education the of Head	
1376	1375	sewage and Water company	education for Responsible	

Experimental records and training course

course title	Row
management resource human on perspectives New	1
management and Organization	2
plan evaluation and classification job Employee	3
system evaluation performance Employee	4
planning Manpower	5
planning educational of Principles	6
courses training Energy of Ministry of Effectiveness	7
courses training ICDL ,5S ,ISO ,EFQM	8
innovation and transformation Administrative	9
technology Educational	10
systems and models making-Decision	11
evaluation performance Employee	12
management knowledge of Establishment	13
improvement Organizational	14
management Collaborative	15
analysis Systems	16
techniques interview Job	17
management Crisis	18
rights Administrative	19

Membership in committees or working groups

Title of committee or working group	Row
and Water the of Committee Evaluation and Classification the of member and Secretary Company Wastewater	1
Wastewater and Water the of resources human and organization the of member and Secretary Company	2
Company Wastewater and Water the of Committee Health and Welfare the of Member	3
System Suggestions the of Council the of member and Secretary	4
Committee Selection and Admissions the of member and Secretary	5
Committee Planning Resources Human the of member and Secretary	6
Committee Education Company and Secretary	7
company the of Committee Resources Human and Secretary	8
committee improvement productivity and research s'company the of Member	9
the of affairs administrative and management in member expert the to notification a of Issuance	10

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and Water Lorestan of Health Administrative and Promotion ,Transformation for Commission the of Improvement Management and Planning of Deputy the of behalf on Company Wastewater Company Engineering Wastewater and Water National	
company the of Committee Sports	11
company the of committee capital Human	12
Committee Disciplinary Company	13
committee loan Company	14

Areas under supervision

Phone	Internal	Side	f
33225805-33225804	218	Director of the Office of Information Technology and Electronic Government Development	e
33234599		Director of the Office of Management Development and Research	r
33225805-33225804	231	Welfare and Affairs Personnel of Office the of Director	a
33225805-33225804	265	Director of the Office of Human Resources Education	A

Duties

1. Registration and updating of the database of service sector employees
2. Planning for training and empowerment of official and service staff
3. Supervising the implementation of job classification in service companies
4. Supervise the issuance of personnel judgments
5. Preparation and regulation of detailed general organization and supervision of its implementation
6. Planning and needs assessment of human and educational manpower in order to attract and transfer and upgrade the scientific level of employees and increase productivity
7. Carrying out matters related to the job classification and evaluation plan and the payment system and supervising the implementation of the evaluation system of the staff and units of the deputy
8. Investigating the financial capacities, executive and personnel facilities in order to perform the necessary priorities in formulating the company's programs.
9. Monitoring the registration and updating of the HRS system
10. Supervision, Estimation and Retirement Services of Employees Planning and supervision of insurance services of employees
11. Planning and monitoring sports and staff health
12. Performing the duties and responsibilities of the Secretariat of the Organizing and Job Classification Committee