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The International Conference for Training and Organizational Development TOD'26

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Hassan Ali Mohamed Toto is an experienced Learning and Development and petrochemical operations professional with more than 20 years of multinational experience in steam cracker projects, commissioning, operations, technical training, and competency development.

His career has covered major ethylene facilities with production capacities ranging from 300 KTPA to 1,400 KTPA, including assignments with SIDPEC in Egypt, Borouge in the UAE, EQUATE Petrochemical Complex in Kuwait, and ETHYDCO in Egypt.

Since July 2020, he has served as Learning and Development Team Leader at ETHYDCO, where he contributes to the design and implementation of competency management systems for operations and technical employees. His experience includes developing Job Competency Profiles and Models, conducting competency assessments, identifying capability gaps, preparing technical training programs, and supporting employee development through structured classroom, simulator-based, and on-the-job training.

Previously, he held the position of Assistant General Manager of the Ethylene Unit at ETHYDCO and worked as a petrochemical services consultant for EQUATE. He has also participated in major project phases, including FEED, P&ID and HAZOP reviews, construction, pre-commissioning, commissioning, start-up, plant stabilization, troubleshooting, and turnaround preparation.

His technical expertise includes steam cracker technology, furnace operations, process optimization, material and energy balances, process control, plant reliability, and process safety management. He holds a Bachelor of Science in Chemistry from Alexandria University and is particularly committed to linking competency management, workforce capability, and organizational performance to build safer, more efficient, and future-ready organizations.



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