

**CURRICULUM VITAE**

**ANDY SPHICAS**

## Curriculum Vitae

### PERSONAL DETAILS

**Surname:** SPHICAS

**First name:** Andy

**Place and Date of Birth:** Nicosia; 21 January, 1953

**Nationality:** Cypriot

**Marital Status:** Married with two children

**Contact details:** *Address:* P.O. Box 22811  
1524 Nicosia

*Tel.:* + 357 22 519 772, mobile + 357 99 67 34 57

*Fax:* + 357 22 519 770

### EDUCATION / ACADEMIC QUALIFICATIONS AND MEMBERSHIP

**Academic qualifications:** University Degree in Structural and Civil Engineering (M.Sc.), University of Thessaloniki

Post graduate Diploma in Business Administration, Mediterranean Institute of Management

Post graduate Diploma in Arbitration (MCI Arb), College of Estate Management of Reading University (U.K.)

**Membership:** Member of the Technical Chamber of Greece (T.E.E.)

Member of the Technical Chamber of Cyprus (E.T.E.K.)

Member of the Chartered Institute of Arbitrators as Arbitrator and Mediator

Member of the Cyprus Branch of the Chartered Institute of Arbitrators

**Positions held:** Member of the Disciplinary Committee of the Technical Chamber of Cyprus (E.T.E.K.)

Vice President of the Cyprus Branch of the Chartered Institute of Arbitrators

**Languages:** Greek (fluent)  
English (fluent)

**Computer Literacy:** Using and programming most packages including Planning packages (Primavera); Microsoft Office; Financial, Tendering and Costing packages; CAD.

### **PROFESSIONAL EXPERIENCE (summary<sup>1</sup> based on periods)**

**2006 to present:** Consultant on Construction Contracts, Project Management and Financial Evaluation

**2002 – 2005:** Technical Manager of A. PANAYIDES CONTRACTING PUBLIC LTD

**1997 – 2001:** Project manager of the New Nicosia General Hospital with CHAPO – APC JV.

**1992 – 1997:** Senior Project Manager with J & P (O) Ltd in the United Arab Emirates.  
Projects ranging from highways to sewerage and drainage amounting to US\$97,2 million.

**1991 – 1992:** General Manager of Wade Adams in Botswana.  
Housing and army installation projects of US\$50 million.

**1985 – 1991:** Project Manager with J & P (O) Ltd in the United Arab Emirates.  
Projects ranging from prestigious buildings and town roads to sewerage and drainage of US\$22,75 million.

**1982 – 1985:** Project Director with Dar El Emara in the United Arab Emirates.  
Projects involving infrastructure and housing of US\$135 million.

**1977 – 1982:** Site Engineer with J & P (O) Ltd in the United Arab Emirates and Oman.  
Projects included multi-storey buildings and sports complexes of US\$50 million.

Also Head of the J & P (Oman) LLC Planning and Costing Department.

---

<sup>1</sup> For full details of professional experience see **Appendix I**.

**Full Details of Professional Experience**

**Jan 2006 to present:** Consultant on Construction Contracts, Project Management and Financial Evaluation

**2002 – 2005:** A. PANAYIDES CONTRACTING PUBLIC LTD - Technical Manager.

**1997 – 2001:** CHAPO – APC JV - Project Manager of the New Nicosia General Hospital.  
The said project was considered to be the biggest and most complex project under construction in Cyprus.

**1992 – 1997:** J & P (O) Ltd - Senior Project Manager  
Projects: DS 68/3-Jumeirah & Al Safa sewerage and drainage, Phase 3.  
Contract value: US\$11,5 million.

**1996:** J & P (O) Ltd - Senior Project Manager  
Projects: Asphalt rehabilitation works in the Dubai – Abu Dhabi Road Highway.  
Contract value: US\$2,5 million.

**1995:** J & P (O) Ltd - Senior Project Manager  
Projects: P 167 - Road works in the Jebel Ali Freezone Area.  
Contract value: US\$1,5 million.

**1992 – 1994:** J & P (O) Ltd - Project Manager (1993 – 1994)  
Projects: Contract R 272/4 – Al Difa’s Road Phase I in Dubai.  
Construction of an 8km 8-lane expressway including two interchanges.  
Contract value: US\$46,3 million.

J & P (O) Ltd - Project Manager (1992 – 1993)  
Projects: Contract R 272/5 – Al Difa’s Road Phase II in Dubai.  
Construction of a 12km 8-lane expressway including two interchanges.  
Contract value: US\$35,4.

The above two projects amounting to a total of US\$81,7 million had to be completed within 24 months. Execution required implementation of sophisticated computer-aided methods for planning, with a very vigorous implementation of critical path analysis for the co-ordination of all resources and follow-up. Creating and running one of only three material checking laboratories in the United Arab Emirates with ISO 9000 approval was directly my responsibility.

**1991 – 1992:** Wade Adams - General Manager in Botswana  
Projects included housing and army installations.  
Contract value: US\$50 million.

The said project involved construction of huge scale housing complexes for the army and the Botswana Housing Corporation. These complicated projects of mainly four-storey constructions, with their elaborated finishes and complicated features are the landmark of the Capital. They included a hospital and a public facilities building.

**1989 – 1991:** J & P (O) Ltd - Project Manager  
Projects: Contract DS 48/2 – Sewerage, stormwater and land drain for Al Rashidiya East.  
Contract value: US\$ 8,5 million.

**1987 – 1989:** J & P (O) Ltd - Project Manager  
Projects: Dewan for Ajman  
Contract value: US\$30 million.

The project involved the construction of official offices (Dewan) for the Sheikh of Ajman. The structure included the main building, ancillary buildings and a mosque. The main feature of the structure was the huge Dome of 25m diameter.

**1985 – 1987:** J & P (O) Ltd - Project Manager  
Projects: TRIP Contract No. 24 - improvement of intersections and widening of main roads in Abu Dhabi.  
Contract value: US\$22,75 million.

**1982 – 1985:** Dar El Emara - Head of the Structural Design and Computer Department.

Resident Engineer for various projects in Abu Dhabi and Das Island.

**1982 – 1985:** Dar El Emara - Project Director  
Project: Al Shark Development on Das Island for the Abu Dhabi Marine Operating Company (ADMA-OPCO).  
Contract value: US\$135 million.

This group of projects, executed by a number of contractors, involved the complete construction of a new township (buildings, roads and services) on Das Island with all infrastructure (provision of new services, relocation and removal of existing services including bunker lines, gas lines, H.V., L.V., potable water saline water and drainage) and superstructure. Superstructure included the construction of accommodation

blocks, kitchens, restaurants, cinema and amenities. In addition, the project included many accommodation blocks of five-storey constructions with the highest specifications including external GRC and marble cladding. The hospital part of the project along with the central amenities building are the imposing structures on Das Island. The logistics of coordinating all the contractors so as to meet the extremely high technical and safety standards required on an oilfield area with ongoing oil extraction, as well as the restrictions as regards the number of people working on the projects and for oil extraction at all times, made the whole venture a particularly difficult one.

Resident Engineer for all private-housing projects for H.E. the Minister of Petroleum of the United Arab Emirates, Dr. Mana Al Otaiba.

Contract value: US\$27,5 million.

**1981 – 1982:** J & P (Oman) LLC - Head of the Planning and Costing Department in Oman.

As Head of this Department for the said company (annual turnover of US\$135 million), I was in charge of pre- and post-tender follow-up of contracts, with particular responsibility on planning, co-ordination and allocation of all resources (labour, plant and materials), thus ensuring the timely and within-budget execution of projects.

**1980 – 1981:** J & P (O) Ltd – Senior Project Engineer  
Project: Armed Forces Headquarters for the National Hotels Company (originally project was to be Gulf Hotel).  
Contract value: US\$55 million.

**1979 – 1980:** J & P (O) Ltd - Project Engineer  
Project: All minor projects in Abu Dhabi and the Al Ain area, including services.  
Contract value: US\$ 7,5 million.  
Consultants: Sir Alexander Gibb & Partners, Khatib & Alami, Dar El Emara, Spectrum.

The projects included sports complexes (Ramada Hotel Abu Dhabi), swimming pools, Tawan Hospital Al Ain, a restaurant, a club, a clinic and a bank at the Umm al Nar Housing Complex for the Abu Dhabi National Oils Company (ADNOC).

Other minor projects included prestigious villas for H.E. the Minister of Public Works and Housing, Mohammed Khalifa Al Kindi.

- 1977 – 1979:** J & P (O) Ltd - Project Engineer  
Project: Nine blocks of flats for the Abu Dhabi National Oils Company (ADNOC).  
Contract value: US\$ 26 million.  
Consultants: Dar El Emara.
- 1975 – 1976:** P.W.D. Cyprus – Trainee Engineer  
Project: Construction (earthworks and buildings) of the New International Airport in Larnaca for the Government of Cyprus.  
Contract value: C£5 million.  
Consultants: P.W.D. Cyprus.
- Summer 1974:** J & P Cyprus - Trainee Engineer  
Project: Execution of the Nicosia – Morphou Express Highway for P.W.D. Cyprus with Italconsult (Italy).  
Contract value: C£7,5 million.
- Summer 1973:** P.W.D. Cyprus - Trainee Engineer  
Project: Design of the Nicosia – Morphou Express Highway for the Government of Cyprus.  
Contract value: C£7,5 million.  
Consultants: P.W.D. Cyprus with Italconsult (Italy).

**PERSONAL STATEMENT**

**ANDY SPHICAS**



## **Personal Statement**

### **Andy Sphicas**

I started working as an Engineer with J & P (O) Ltd in 1977 and in the years to come, I worked my way up the hierarchy of the company, which is considered one of the top 40 construction companies in the world. In 1991 – 1992, I was General Manager of Wade Adams in Botswana, between 2002 – 2005 I was Technical Manager of A. PANAYIDES CONTRACTING PUBLIC LTD and since the beginning of 2006 I am a Consultant on Construction Contracts and I undertake project management and financial evaluation.

Through my work as Project Engineer, Senior Project Engineer, Project Manager and Senior Project Manager with large companies, on large and complex projects of diverse nature, for big clients and leading consultants, in multi-cultural societies and diversified environments, I have gained valuable experience in and knowledge of the construction work, the construction business and the construction world in general.

As a Project Engineer at the beginning of my career, I followed the day to day planning of work, allocated project resources to daily tasks, controlled the output of both teams of people and equipment and implemented drawings. Furthermore, I directed the foremen, supervised the work and liaised with the Inspection Engineer.

Projects for which I was Project Engineer with J & P (O) Ltd included the construction of nine blocks of flats (US\$26 million) and a group of minor projects (US\$7,5 million) in Abu Dhabi and the Al Ain area, both for the Abu Dhabi National Oils Company (ADNOC). The latter included sports complexes (Ramada Hotel Abu Dhabi), swimming pools, the Tawan Hospital Al Ain, a restaurant, a club, a clinic, a bank's premises at the Umm al Nar Housing Complex, as well as prestigious villas for H. E. the Minister of Public Works and Housing.

In 1980, I was Senior Project Engineer for the project of constructing the Armed Forces Headquarters in Abu Dhabi, together with all amenities necessary for the provision of the required services, a contract amounting to US\$55 million.

Between 1982 - 1985, I was employed by Dar El Emara and became Project Director for the Al Shark Development on Das Island, a group of projects of US\$135 of the Abu Dhabi Marine Operating Company (ADMA-OPCO). It involved the construction of a new township (buildings, roads and services) on the Island, with all necessary infrastructure (provision of new services, relocation and removal of existing services including bunker lines, gas lines, H.V., L.V., potable, waste, saline water and drainage) and superstructure (accommodation blocks, kitchens, restaurants, cinema and other amenities). The projects, undertaken by many different contractors, also included many five-storey accommodation blocks with the highest of specifications, including external GRC and marble cladding. Co-ordination of all contractors so as to meet the extremely high technical and safety standards required on an oilfield area with ongoing oil extraction, as well as the restrictions as regards the number of people working on the projects and for oil extraction at all times, made the whole venture a most difficult and yet challenging one. Directing the said group of projects also entailed liaising with the Design Office in London and Beirut.

At the same time and in addition to the project on Das Island, I was Resident Engineer for the private housing projects (US\$27,5) for H.E. the Minister of Petroleum of the United Arab Emirates, as well as Resident Engineer for various projects in Abu Dhabi and Das Island.

As Project Manager with J & P (O) Ltd, between 1985 - 1991, I undertook projects such as the sewerage, stormwater and land drain project of Al Rashidiya East (US\$ 8,5 million), the construction of official offices for the Sheikh of Ajman (US\$30 million) and the improvement of intersections and widening of main roads in Abu Dhabi (US\$22,75 million).

Between 1992 - 1994 I was again Project Manager for two J & P (O) Ltd projects of US\$81,7 million. These involved the construction of 8km of an 8-lane expressway including two interchanges and 12km of an 8-lane expressway again with two interchanges. The said projects required implementation of sophisticated computer-aided methods for planning, with a very rigorous implementation of critical path analysis for the co-ordination of all resources and follow-up, so as to ensure completion of work within 24 months. They also involved creating and running one of only three material checking laboratories in the U.A.E. with ISO 9000 approval, which was also directly my responsibility.

As a Project Manager/ Director, my work involved being responsible for the overall planning of work to be executed, the procurement of materials and devising the best technical construction methods. Optimisation of the allocation and use of resources, following up of the costing process and liaison with all the departments involved in the project, planning, administration, storekeeping, as well as human-resource management were also amongst my duties. In addition, I prepared claims, evaluated alterations and modifications and co-operated closely with the Consulting Engineers as well as the Client's Engineers.

Once promoted to Senior Project Manager, between 1995 - 1997, and whilst still with J & P (O) Ltd, I was in charge of the Jumeirah & Al Safa sewerage and drainage project (US\$11,5 million), the asphalt rehabilitation works in the Dubai - Abu Dhabi Road Highway (US\$2,5 million) and the road works in the Jebel Ali Freezone area (US\$1,5 million). As a Senior Project Manager, I supervised the work of all Project Managers reporting to me.

My experience, however, spans from engineering and construction to planning and costing as well as structural design. More specifically, in 1981 and 1982, I was Head of the Planning and Costing Department of J & P (Oman) LLC in Oman. This involved my being in charge of the pre- and post-tender follow-up of contracts with particular responsibility on planning, co-ordination and allocation of all resources (labour, plant and materials), thus ensuring the timely and

within-budget execution of contracts. In addition, as from 1982 and up until 1985, I was Head of the Structural Design and Computer Department of Dar El Emara. As Project Director for the Al Shark Development on Das Island, I also carried out feasibility studies as regards the individual projects of the whole venture.

Furthermore, as the General Manager of Wade Adams in Botswana between 1991 – 1992, my work involved co-ordination of Managers of the Wade Adams corporation in other African countries. Seeing to the optimisation of resource usage for the corporation in its different places of business and dealing with the financial aspects of running the corporation were also amongst my duties. In Botswana alone, projects involved the construction of housing and army installations of a total value of US\$50 million.

Between 1997 – 2001 I was based in Cyprus as Project Manager for the New Nicosia General Hospital, a project of CHAPO-APC JV. Between 2002 – 2005, I was Technical Manager of A. PANAYIDES CONTRACTING PUBLIC LTD.

Since the beginning of 2006 I am a Consultant on Construction Contracts (assistance to contractors on programming, technical matters, preparing and negotiating time and financial claims etc), I undertake project management for large projects, I undertake the evaluation of time and financial claims for large employers etc.

I participate actively in the Disciplinary Committee of the Technical Chamber of Cyprus and in the work of the Chamber in general and I am also a member of the Committee of the Cyprus Branch of the Chartered Institute of Arbitrators.

Other activities include presentation of the topic of “Introduction to Arbitration” in a seminar on “Contracts and Arbitration” organised by the Cyprus Association of Civil Engineers and publishing two articles in the weekly publication of the Technical Chamber of Greece on “The optimisation process in construction”

and “Method of design of slender columns of any shape, reinforcement and loading conditions”.

Since 2001 I have been a lecturer in training programs on Dispute Resolution and Arbitration, Programming Construction Works, Project Management, Claims for Time, Direct Loss and/ or Expenses, Project Estimating and Tendering, Contract Law, Effective Letter-writing in Construction etc, all of which are approved by the Human Resource Development Authority of the Ministry of Labour and Social Insurance of Cyprus.

So far I have also been appointed as arbitrator in about 70 disputes between Employers and Contractors, Contractors and Sub-Contractors and Employers and Consultants.

In addition, having succeeded in the examination of the Ministry of Commerce, Industry and Tourism, I have been authorized, since April 2011, to act as an expert in energy saving in buildings used as dwellings.

Finally, having completed the Mediation Accreditation Assessment of the Chartered Institute of Arbitrators in 2011, I have since been a CI Arb Accredited Mediator.