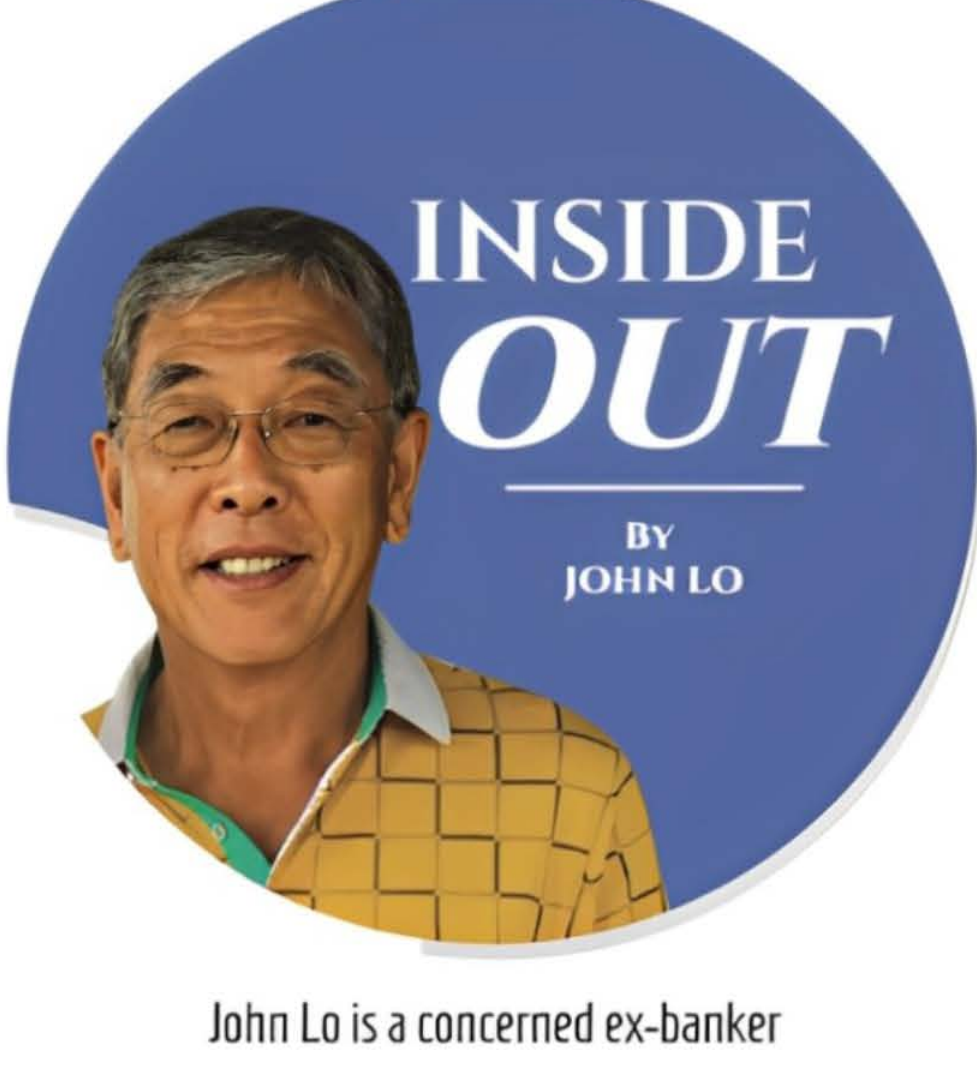


Jobs galore in oil and gas under Hajiji

Published on: Sunday, August 30, 2026
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BEFORE Hajiji assumed office as Chief Minister in September 2020, Sabah's involvement in its rich oil and gas sector was largely passive. Successive past Sabah governments' pleas for an equitable share, investment or even a minor role had largely been ignored.

The ultimate insult to Sabahans' dignity was when Sabah's gas was pumped from Sabah to Bintulu for processing and sales overseas. Sabah did not even get any revenue from sales tax as it was said that this tax could only be imposed at point of sales in Bintulu.

Hajiji has shifted Sabah's position from reliance on basic royalty collection to active equity participation, regulatory authority, and expanded commercial rights. Within 1 year, Sabah Government and Petronas signed the CCA.

Hajiji's swift seismic shift in the oil and gas industry from being snubbed/sidelined to become a partner with Petronas is monumental.

Chart 1 shows Sabah's position before and after Hajiji became CM

These facts can be verified as they have been well documented in the public domain.

Why Hajiji/Masidi have achieved more progress in oil/gas in 5 years than in the last 41 years?

Hajiji/Masidi have used a brilliant blend of firm diplomacy and non-confrontation negotiation /strategy. They have shifted away from confrontational political rhetoric and most importantly, a servant role to a commercial, pragmatic, and governance-driven model. Hajiji/Masidi have leveraged technical expertise, maintained fiscal discipline, and focussed on value-added commercial ownership over political confrontation. They have fundamentally restructured Sabah's position from a passive seller of raw resources to an active stakeholder in the national energy sector.

Why Jobs are chasing after Sabahans?

Here are the major reasons:

Hajiji has mandated strict compliance that oil and gas companies, in the context of CCA, operating in Sabah:

[1] employ 100% Sabahans for non-skilled jobs.

[2] employ 80% Sabahans for skilled or technical jobs.

His strategy for "Sabah for Sabahans" is to shift hiring priority away from external subcontractors directly in favour of Sabahans.

Hajiji's, Masidi's Job Bonanza in oil and gas for Sabahans.

Hajiji's and Masidi's regain of oil and rights produced results in the followings for Sabah:

[1] an assertive role in the up and down stream of oil and gas industry.

[2] an avalanche of investments which are transforming Sabah's commodity-based economy to industrial.

[3] greatly enhanced revenue from sales tax of oil and gas.

[4] vastly improved business opportunities for Sabahan businessmen.

[5] LAST AND MOST IMPORTANT, MORE AND BETTER PAY JOBS FOR SABAHANS!

Chart 2 – Historical breakthrough jobs for Sabahans.

This is the sweetest from Hajiji and Masidi for Sabahans, especially young Sabahans: 3,000 jobs from international oil companies for Sabahans! Never in the history for Sabah. Not in manufacturing. This is truly a great breakthrough.

Chart 1 – Sabah's position before and after Hajiji became CM

Milestone / Focus Area	Pre-Hajiji Position from 1974 to 2020 [51 years]	After-Hajiji Became CM in 2020 to Present [5 years plus]
Commercial Framework	Standard 5% royalty payment structure.	Commercial Collaboration Agreement [CCA] signed with PETRONAS [Dec 2021] establishing structured revenue and equity participation.
Asset Equity & Ownership	No direct ownership in major active offshore production fields.	Acquired a 50% participating interest in the Samarang PSC, 25% equity in Sabah Ammonia Urea [SAMUR], and 25% equity in ZLNG.
Onshore Gas Regulation	Controlled exclusively by federal authorities under PETRONAS.	Full regulatory authority over onshore gas supply handed over to the state, governed by the Energy Commission of Sabah [ECOS].
State Oil Vehicle	Limited influence and commercial footprint.	Restructured SMJ Energy Sdn Bhd to manage state equity acquisitions, asset management, and commercial ventures.
Local Vendor Inclusion	Minimal local vendor participation in high-value projects.	Increased local Sabahan contractor participation through mandatory vendor qualification quotas agreed with PETRONAS.
Industrial Integration	Primary focus on basic raw extraction and export.	Expansion of downstream industrial projects in Sipitang [SOGIP] and prioritization of gas supply for local power security.
Jobs for Sabahans	Minimal job opportunities	Jobs chasing after Sabahans with skills. Petronas has organized MYFUTUREJOBS exhibition and APP

Of significance is that these jobs are from Petronas and multi-national oil and gas companies.

Sabahan Pioneers in top jobs in Petronas. I want to debunk that Sabahans cannot perform in oil and gas.

[1] Datuk Ir. Bacho Pilog is the kampong boy from Pulau Sebatik, Tawau who has made good, extremely good in the oil and gas industry. he earned his degree in Chemical Engineering from the University of Texas at Austin before joining Petronas in 1992 as a Process Engineer.

He is the most prominent Sabahan corporate executive currently serving as the Senior Vice President of Malaysia Petroleum Management [MPM] at Petronas. He assumed this top-tier executive role in December 2023. As the head of MPM, he leads the regulatory and governance arm responsible for managing all upstream petroleum resources, Production Sharing Contracts [PSCs], and exploration bid rounds across Malaysia on behalf of Petronas.

Prior to leading MPM, he held key executive appointments within Petronas, including: Senior Vice President, Project Delivery & Technology,Vice President, Malaysia Assets and Vice President, International Assets He serves as the Chairman of the Board of Directors of Universiti Teknologi Petronas and acts as an Adjunct Professor at Universiti Malaysia Sabah [UMS].

In the context of Sabah's oil and gas ecosystem, Datuk Bacho Pilog is frequently recognized as one of the highest-ranking Sabahan figures in Petronas' corporate hierarchy, playing a strategic bridge-building role between the national oil company's upstream regulatory agenda and regional development initiatives in East Malaysia.

[2] Datuk Joseph Podtung, a Sabahan veteran in oil and gas is now playing a major role in PETROS of Sarawak as Senior Vice President [Growth].

Datuk Joseph Podtung oversees strategic expansion across PETROS's value chain. This includes driving the execution of the Sarawak Gas Roadmap, expanding upstream and downstream commercial operations, developing the energy ecosystem, and advancing initiatives like onshore Carbon Capture and Storage [CCS]

[3] Maria Teo is a Sabahan corporate executive serving as the Senior General Manager of Human Resource for Upstream & Malaysia Petroleum Management [MPM] at Petronas.

In her executive HR role, she partners with Petronas' Upstream leadership and Malaysia Petroleum Management to steer human capital strategy, workforce planning, and organizational design across upstream operations. She is a core member of the Upstream Leadership Team, the Integrated Upstream-MPM People Development Committee, and the Group HRM Leadership Team.

Raised in Kota Kinabalu, Sabah [an alumna of SM St. Francis Convent], she was an early recipient of the Petronas tertiary education scholarship in 1996. She earned her Bachelor's degree in IT from Universiti Teknologi Petronas [UTP] and later an MBA in Finance from International Islamic University Malaysia [IIUM].

As one of the prominent Sabahan leaders within Petronas' corporate setup, Maria Teo frequently acts as a key advocate for Sabahan human capital development and local talent pipeline building.

She has actively championed initiatives encouraging Sabahan youths, TVET graduates, and local professionals to pursue technical, engineering, and managerial roles in the oil and gas sector.

THERE ARE AT LEAST 11 OTHER SABAHANS WHOM I KNOW HOLD SENIOR MANAGEMENT POSITIONS IN Petronas AND OTHER OIL AND GAS COMPANIES.

Calling for Sabahans grab job opportunities in oil and gas by Hajiji and Masidi.

Chart 2 – Historical breakthrough jobs for Sabahans

Category	Job Bonanza for Sabahans
Total Jobs on Offer	3,000+ vacancies spanning technical, operations, engineering, and corporate roles.
Participating Employers	30+ major O&G firms, including multinational operators, Tier-1 contractors, and state partners [e.g., Shell, ConocoPhillips, PETRONAS service providers].
Salary Range	Starting from entry-level technical grades up to RM12,000 per month for specialized roles.
Key Event Features	Walk-in interview sessions, career path advisory by SOCSO officers, "Pocket Talks" on industry upskilling, and profile matching via MYFutureJobs Portal.
State Employment Progress	Over 71,800 job placements recorded across Sabah through MYFutureJobs initiatives [2020–2026], bringing Sabah's unemployment rate down to 5.5%.

It is the right thing to do. It must be done. Sabah is producing Malaysia's 40% of oil and 20% gas. Soon this gas component will increase to 40% and may be more as exploration is expanded in Sabah's east coast.

Correspondently, the number of Sabahans holding senior management and across the board in oil and gas should be expanded in Petronas and all oil/gas companies. Shell should wake up. Other companies should take note.

I stand to be corrected.

I note with great regrets that Shell which has been extracting/pumping Sabah's oil and gas for more than 100 years has shrunk its office in Shell Plaza, KK to skeleton and move its operation/staff to Miri. Shell is not being fair to Sabah. The least it could do is to reciprocate with appropriate gesture. Shell has turned a blind eye to Sabah's sensitivity.

All Sabahan leaders should note this. Shell is operating two of Malaysia's largest deepwater assets located directly off Sabah's coast, Gumusut-Kakap and Malikai. Sabah expects more than just corporate investment to extract our resources. Sabah expects local presence, job retention, and genuine partnership.

Shell must do better than staging traffic games for school children in the past and recently training a few welders. This is no big deal. These are inappropriate and grossly insufficient.

Shell can tell Sabahans what has it done for Sabah in its more than 100 years in Sabah.

Let's see what Shell has done for Sabah. Can Shell provide the followings:

[1] How much oil has it pumped out of Sabah in total?

[2] How much profit from its Sabah operation.

[3] How many skilled and non-skilled Sabahans are in its employment?

[4] How many of its senior management are Sabahans?

[5] How many Sabahans has Shell trained?

May be Sabah can refuse work passes for Shell's non-Sabahan personnel.