



I am a modern and experienced leader with a unique track record of delivering strong and sustainable results across businesses and complex mega projects. I always aim at creating winning and performance driven teams while maintaining focus on purpose, employee experience, diversity and inclusion. During the last decades I have repeatedly and very successfully established a distinguished team culture characterized by meticulous planning, pro-activity, transparency, and accountability.

Degree in Chemical Engineering from Danish Technical University • Certification in Advanced Project Management from Stanford University • Former member of TotalEnergies' Executive Leadership Team (300 employees out of +100.000)

Business Management • Project Management • Cultural and organizational change • Complex negotiations • Stakeholder Engagement • Diversity and cultural Awareness • Safety Leadership • Lean and Continuous Improvement • Front End Loading • Visual Board Management • Decision Quality • Simplicity

WORKING EXPERIENCE

Mar 2025 to present

CEO, Hesselager Solutions FZ-LLC

May 2023 to present

Project CEO (NISA)

Copenhagen Offshore Partners (hybrid)

- Accountable for the delivery of the NISA project, a 700 MW wind farm located in the Irish Sea. Route-to-market was secured in May 2023 as part of the ORESS auction facilitated by the Irish government
- NISA is a co-development by Copenhagen Infrastructure Partners and Statkraft in a 50/50 Joint Venture.
- Maturation of alternative development strategies including effective presentation of strength and weaknesses to executive decision makers.
- Preparation and submission of Planning Application and coordination of response to 'Request for Information' from the planning authorities.
- Under my leadership, a hybrid, high performing project team comprising 50 people has been built and supportive project management procedures, processes and tools have been implemented.

Dec 2021 to May 2023

Project CEO (Energy Island in the Danish North Sea)

Copenhagen Offshore Partners (Denmark)

- Accountable for preparing a winning bid for the 10 GW / DKK 15 billion Energy Island in the North Sea which was anticipated to be tendered by the Danish Energy Agency.
- Development of bidding strategies in collaboration with Copenhagen Infrastructure Partner's executive investment team and the VindØ investment consortium (PFA, Pension Danmark and Andel).
- Preparation and negotiation of a legally, financially, and commercially complex "Early Works Agreement" with the international EPC consortium "Njord Group" responsible for design, procurement, and construction of the artificial island

Mar 2015 to Nov 2021

Vice President (Danish Business Unit)

Maersk Oil and Gas / TotalEnergies (Denmark)



- Member of the executive leadership team of a business unit with (initially) +1500 employees and yearly operating cost of more than DKK 6 billion.
- During the six-year period, the business was transformed from an engineering heavy, project-centric organization to a lean and cost competitive base organization with key in-house competencies and a core network of trusted suppliers to support activities above 'base load'.
- During the transformation, several re-organizations were implemented by the executive team including 'redundancy' rounds to reduce the size of the organization with some 25-30%.
- The organizational and cultural change was facilitated by 'followers' who were deliberately selected based on 1) mindset and loyalty and 2) competencies and experience.
- Building relationships with key suppliers based on trust and reciprocity was critical to retain the ability to pursue value-adding opportunities.

Aug 2016 to Nov 2021**Project CEO (Tyra Redevelopment)**

Maersk Oil and Gas / TotalEnergies (Denmark)

- Accountable for the delivery of the DKK 30 billion Tyra Redevelopment Project (the largest infrastructure project sanctioned in the Danish North Sea).
- Under my leadership, the project was sanctioned in 2017 following complex fiscal negotiations with the Danish Government, renegotiated gas sales agreements and approval of the Decommissioning and Field Development Plan from authorities.
- The project was executed in close collaboration with key suppliers under 6 major EPC(I) contracts.
- Development of medical emergency response plans for +200 employees in 5 countries in Southeast Asia and Europe during COVID-19.
- Accountable for substantial renegotiation of five contracts above DKK 1 billion as the result of COVID-19 Force Majeure mechanisms.
- At peak, the project comprised 400 team members distributed across 6 countries and 8 time zones.
- Key enablers were flawless integration of technical and commercial workstreams, state-of-the-art project management and best-in-class stakeholder collaboration and engagement.

Mar 2015 to Aug 2016**Asset CEO**

Maersk Oil and Gas (Denmark)

- P/L accountable for the Tyra asset which had +500 employees across onshore and offshore and yearly operating cost of more than DKK 2 billion.
- Under my leadership, safety and operational performance improved dramatically over a 12-months period. The journey was enabled by identification of 'followers' who led the change and changed the culture from the frontline.

Mar 2012 to Mar 2015**Project CEO (Asset expansion project)**

Maersk Oil and Gas (Qatar)

- Accountable for the delivery of the USD 1.5 billion asset expansion project in the gigantic oil and gas Field Al Shaheen.
- Under my leadership, the project was sanctioned in 2012 following negotiations with Qatar national oil Company "Qatar Petroleum".
- When I transferred to my new role in 2015, the project had a superior safety performance and was ahead of schedule and 30% under approved budget.

Jul 2010 to Mar 2012**Director of Engineering**

Maersk Oil and Gas (United States of America)

Feb 2008 to Jul 2010**Head of Improved Oil Recovery**



Morten Hesselager Pedersen



+974 6697 6008



morten@hesselager.solutions

Maersk Oil and Gas (Qatar)

Jan 2007 to Feb 2008

Head of Engineering

Max Petroleum (Kazakhstan)

Aug 2006 to Dec 2006

Lead Engineer

Maersk Oil and Gas (Denmark)

Aug 2002 to Aug 2006

Senior Engineer

Maersk Oil and Gas (Qatar)

Aug 1998 to Jan 2002

Production Engineer

Maersk Oil and Gas (Denmark)

Jan 1997 to Aug 1998

Offshore Engineer

Maersk Oil and Gas (Qatar)