

The World Is Changing, People Must Adapt:
Banpu Opens a New Perspective on Skills for “Energy Professionals” in the AI Era



In a rapidly changing world, the key question for today’s workforce may no longer be what we are good at or how good we are but rather how long our capabilities will remain relevant and in demand in the future. This question marks the starting point for reflection and capability development, particularly in the global energy industry, which is undergoing an increasingly complex transition. Technology has become a critical driver of energy business operations.

“Unlearn” as the Starting Point

The next question is how to adapt in order to grow in the new energy landscape. One answer is “Unlearn”, the process of revisiting existing mindsets. This does not mean discarding existing knowledge but creating space for new perspectives that align with the evolving world of work.

The challenge lies not only in learning new things, but in having the courage to question what we once believed or practiced. Those who can shift perspectives, continuously learn, and effectively build on their existing knowledge will be able to create long-term value.

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When “Blended Capabilities” Become the New Standard

The energy industry is entering a phase where the distinction between hard skills and soft skills is no longer significant. What organizations need are “Blended Capabilities”, the ability to integrate technical, digital, and business knowledge with analytical thinking, adaptability, and disciplined execution.

At Banpu Public Company Limited, we operate a diverse energy portfolio to deliver energy that is secure, affordable, and eco-friendly. Roles in operations, whether in mining, power generation, or complex energy systems, are no longer limited to understanding machinery or processes. Employees are required to adopt a system thinking approach, leveraging data, digital technologies, automation, and AI to anticipate issues, identify critical insights in advance, and translate them into precise decisions that enhance safety, stability, and cost efficiency.

At the corporate level, decision-making is becoming more complex in an increasingly volatile environment. Work is evolving into close collaboration between people and AI to analyze trends, test hypotheses, and evaluate business opportunities in a comprehensive and timely manner.

Equally important is “Decision Hygiene”, the discipline of making decisions systematically and thoughtfully, from questioning assumptions and reducing bias to separating meaningful signals from noise and making sound decisions under uncertainty.

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From Skills to Real-World Application

“Blended Capabilities” are not just a concept but are applied in practice across the organization. Banpu empowers employees to integrate technical, digital, and business knowledge to solve real business challenges and further enhance outcomes through AI and digital technologies. Examples include:

- **Next-Gen Mining:** The development of a “Mineral Asset Screener” that integrates data from multiple sources, including geological and operational data, to enable comprehensive asset analysis, accelerate the identification of investment opportunities, and support effective decision-making.
- **Future Tech:** The application of AI in Automated Project Review and AI-driven JV Partner Scoring to enhance decision quality, making it more accurate, systematic, and aligned with business direction.

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These examples reflect that today’s “energy professionals” are not limited to operational roles. They are individuals who can connect data, technology, and expertise to deliver tangible outcomes and drive decision-making within the organization.

Mr. Wittapon Jawjit, Head of Banpu People said, “Today, we see employees across both operations and enabling functions applying AI and data alongside their expertise through more than 40 initiatives to solve real business challenges and improve decision quality. This reinforces that modern energy professionals are not defined by job boundaries but by their ability to integrate skills with analytical thinking and disciplined decision-making.”

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In conclusion, in the AI-driven energy landscape, a professional's competitive advantage lies in the ability to apply knowledge and technology to deliver real outcomes amid continuous change and complexity. What matters most is developing skills in alignment with industry direction, while effectively connecting data, technology, and decision-making. This reflects the new generation of “energy professionals”, those who integrate diverse capabilities, work alongside AI, and create value for both themselves and their organizations.

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About Banpu

Banpu Public Company Limited is a versatile energy company, operating across four business pillars under its Energy Symphonics Strategy: Next-Gen Mining, U.S. Closed-Loop Gas, Power+, and Future Tech – with operations in Thailand, Indonesia, China, Australia, Lao PDR, Mongolia, Japan, the United States of America, and Vietnam. The Company leads a responsible and sustainable energy transition by balancing reliable, affordable and sustainable energy.

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