

MAY ISMAIL

REGIONAL HR | STRATEGIC HR BUSINESS PARTNER | MULTI-COUNTRY WORKFORCE
GOVERNANCE | OIL & GAS | AVIATION | BANKING | MBA

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PROFESSIONAL SUMMARY

Results-driven HR leader with 20+ years of experience transforming people functions across aviation, oil & gas, and multinational environments. A trusted C-suite partner with a track record of building high-performing cultures, driving organizational change, and delivering workforce strategies that align with business growth — across borders, industries, and complex regulatory landscapes. Brings rare cross-industry depth, regional expertise across the Middle East and North Africa, and trilingual fluency in Arabic, English, and French.

CORE COMPETENCIES

HR Strategy & Executive Advisory • Workforce Planning & Budgeting • Talent Acquisition & Employer Branding • Employee Relations & Labor Law Compliance • Performance Management • Compensation & Benefits Design • Leadership Development • HR Business Partnering • Change Management • Culture & Engagement • HR Analytics & Reporting • HR Operations & Governance • Organizational Design • Multi-Country HR Management

PROFESSIONAL EXPERIENCE

Human Resources Manager

Jan 2025 – Oct 2025

Air Arabia Egypt | Cairo, Egypt

- Led the full HR function supporting 400+ employees across operations, commercial, and ground services in a low-cost aviation environment.
- Partnered with senior leadership on annual manpower budgeting, workforce planning, and organizational restructuring initiatives.
- Oversaw end-to-end recruitment, onboarding, and offboarding processes, maintaining compliance with Egyptian labor law.
- Designed and implemented performance management frameworks and engagement programs aligned with aviation safety and service standards.
- Championed a service-driven culture, contributing to improved employee retention and cross-functional collaboration.

Human Resources Manager

Nov 2023 – Dec 2024

KHIP (Mid-size Intellectual Property Firm) | Egypt

- Assessed and rebuilt core HR processes, significantly improving organizational capability and people management practices.
- Reduced average recruitment cycle time and raised the quality of hire through structured competency-based interviewing and improved sourcing strategies.
- Strengthened management-employee communication channels, leading to measurable improvements in engagement survey results.

Project Recruitment Manager

Sep 2022 – Dec 2022

Brisk Business | Egypt

- Managed business-critical, time-sensitive hiring projects for operational and specialist roles.
- Built targeted candidate pipelines and delivered high-quality shortlists under demanding timelines.

HR Consultant

2020 – 2022

Independent / Project-Based Assignments | Egypt

- Advised organizational leaders on restructuring, workforce planning, and people strategy during periods of transition.
- Designed and reviewed HR policies, compensation frameworks, and recruitment processes for multiple client organizations.

Human Resources Manager

Jul 2019 – Apr 2020

Triangle Group (Egyptian Corporate Group) | Egypt

- Directed HR operations including talent acquisition, employee relations, and performance management across the organization.
- Introduced structured HR processes that improved accountability, manager capability, and operational efficiency.

Human Resources Manager – North Africa

Nov 2014 – Nov 2017

National Oilwell Varco (NOV) | Egypt / North Africa Region

- Served as HR Business Partner to senior and executive leadership across 4-country operations supporting 688 employees in the oil & gas sector.
- Led regional workforce planning, organizational design, and headcount reporting across 4 countries, ensuring full compliance with local labor regulations in each market.
- Managed complex employee relations cases, disciplinary processes, and cross-border people matters with sensitivity and professionalism.

Human Resources Manager – Eastern Hemisphere

Mar 2009 – Oct 2014

Borets International | Multi-Country

- Managed HR operations across 4–5 countries, supporting an international workforce of 150+ employees in a high-growth oilfield services environment.
- Led full-cycle recruitment, talent retention, training coordination, and workforce reporting for the Eastern Hemisphere region.
- Supported business expansion through strategic workforce planning and scalable HR infrastructure.

Sales Executive Assistant

Nov 2005 – Feb 2006

Weatherford Oil Services | Cairo, Egypt

- Supported client communications, sales reporting, and cross-functional coordination in a multinational oil services environment.

HR Coordinator

Apr 1998 – Oct 2005

Arab Bank | Cairo, Egypt

- Supported full HR operational functions including recruitment, onboarding, employee services, and HR reporting over a 7-year tenure.

KEY ACHIEVEMENTS

- Built and scaled HR functions from the ground up in operationally complex businesses across aviation and energy sectors.
- Reduced recruitment cycle times while improving quality of hire through structured talent acquisition frameworks.
- Improved employee retention through targeted engagement programs and manager capability development initiatives.
- Trusted strategic advisor to C-suite and regional leadership on organizational change, workforce restructuring, and people risk.
- Managed multi-country HR compliance across North Africa and the Eastern Hemisphere, navigating diverse labor law environments.

EDUCATION & PROFESSIONAL DEVELOPMENT

MBA, Business Administration

ESLSCA Business School

BSc, Business Administration

Helwan University

Diploma in Human Resources

The American University in Cairo

Diploma in French Literature

Paris Sorbonne University

LANGUAGES & SYSTEMS

Languages: Arabic (Native) | English (Fluent) | French (Working Proficiency)

Systems & Tools: Oracle HCM | SAP SuccessFactors | MS Excel | PowerPoint | HR Dashboards | Reporting Tools