

Abeer Mohamed Mohamed Omar

Global Human Resources Senior Manager

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Human Resources Manager | Director of Human Resources | Learning & Development Manager

Skilled Senior Manager of Human Resources with 10+ years of experience across all Human Resources functions (Organization Development, Total Rewards, Learning & Development, Change Management, HR Audit, Performance Management (PMS) &KPIs, Employees Relations, Engagement and Retention, Manpower Planning, HR Analytics & Metrics, Employer Branding, FBIs analysis, Strategic HR Initiatives, HR Strategies, Personnel & Payroll).

Competencies

Recruitment Management - Talent Development - Employee Onboarding - Performance Management
Compensation and Benefits - Employee Relations - Personnel File Management - HR Policy
Implementation - Compliance and Legal Standards - Training and Development - Team Building -Leave
Calculation - Employee Data Management - Orientation Programs – Interviewing – Policies Design - SAP.

Summary of Experience

FMCG / Manufacturing - Industrial/ Manufacturing - Trading, Distribution and Retail - Constructions
& Real estate - Import & Export - Hospitality & Hotels - International Schools - Food & Beverage
Human Resources Consultancy – Brokerage – IT

Work Experience

Group Senior Human Resources Manager

(from 2024 till present)

MOD+PARTNES (Engineering and PMO)

- Develop and implement HR strategies aligned with business goals.
- Manage recruitment and selection processes to attract top talent.
- Foster employee engagement and effectively address grievances.
- Oversee performance appraisal systems to drive high performance.
- Ensure compliance with labor laws and company policies.
- Design and monitor training programs for employee development.
- Maintain pay plans and benefits programs.
- Collaborate with management to support organizational growth.

- Design HR policies and strategies
- Design employees total rewards, retention plans

Global Senior Human Resources Manager

(from 2017 till 2023)

El Reefy FMCG, Food Industries, Manufacturing, Retail and Distribution/Import & Export Middle East/Africa/Asia

1. Strategic HR Management:

- Develop and implement HR strategies and initiatives aligned with overall business objectives.
- Provide strategic advice to senior management on human resources issues.

2. Talent Acquisition & Workforce Planning:

- Oversee the recruitment process, including job postings, candidate screening, interviewing, and onboarding.
- Forecast future staffing needs and create workforce plans.

3. Performance Management:

- Implement and manage performance appraisal systems.
- Identify and address training and development needs to enhance employee performance.

4. Employee Engagement & Retention:

- Foster a positive organizational culture and promote employee engagement.
- Develop and implement strategies to reduce employee turnover.

5. Compliance & Policies:

- Ensure compliance with labor laws and regulations.
- Develop, update, and enforce HR policies and procedures.

6. Compensation & Benefits:

- Oversee payroll and benefits administration.
- Evaluate and revise compensation structures to remain competitive.

7. Conflict Resolution & Employee Relations:

- Address and resolve employee grievances promptly and professionally.
- Act as a mediator in workplace disputes.

8. HR Metrics & Reporting:

- Monitor and report key HR metrics to measure effectiveness and drive improvements.
- Provide data-driven insights to support business decisions.

Assistant Manager of Human Resources

(from 2008 till 2017)

Al Yasmin Developments for Real-estate, Constructions & Education Management Heritage
Canadian / Heritage British International School

1. Recruitment & Onboarding

- Develop and execute recruitment strategies to attract top talent.
- Manage the full hiring process, including job postings, interviews, and offer letters.
- Design and deliver a seamless onboarding process for new employees.

2. Employee Relations

- Act as a point of contact for employee concerns and address grievances effectively.
- Foster a positive, inclusive, and collaborative workplace culture.

3. Performance Management

- Develop and implement performance appraisal systems.
- Collaborate with department heads to identify employee development needs and growth opportunities.

4. Training & Development

- Assess training needs and create programs to enhance employee skills. Coordinate leadership development initiatives and team-building activities.

5. HR Policies & Compliance

- Develop, update, and enforce HR policies in line with labor laws and organizational goals.
- Ensure compliance with employment laws and regulations.

6. Compensation & Benefits

- Design and oversee compensation structures and benefits programs.
- Ensure competitiveness in the market to attract and retain talent.

7. HR Analytics & Reporting

- Track HR metrics such as employee turnover, engagement, and satisfaction.
- Provide regular reports to management for strategic decision-making.

8. Workplace Safety & Wellness

- Ensure workplace health and safety standards are met.

9. Develop wellness programs to support employee well-being.

HR Section Head

(from 2007 till 2008)

Choice Industrial for Home Appliances Manufacturing

HR Supervisor

(from 2006 till 2007)

Hilton International

Learning & Development Assistant Manager

(from 2005 till 2006)

RadissonSAS Diplomat Hotels & Resorts, Manama, Bahrain

HR Specialist

(from 2004 till 2005)

Hilton Hotels & Resorts

Director Of Human Resources & Training Assistant

(from 2003 till 2004)

Hyatt Regency Hotels & Resorts

Education & Certification

- Faculty of Education and Languages – English Dept.
- SPHRI (Senior Professional Human Resources International) - HRCI
- HR Professional Diploma (SHRM /HRCI)
- HR Advanced Diploma (SHRM /HRCI)
- Train of Trainer (TOT) Diploma (SHRM /HRCI)
- Practical Human Resources Course AI applications in Human Resources
- Psychology and Career Coaching Diploma
- Hospitality Guarantee Program
- Handling Guest Complaints
- Hotels Service Excellence
- Language Courses (Italian – Russian)
- Yes I Can
- Health & Safety
- Soft Skills Program (Negotiation Skills, Problem Solving Skills, Conflict Resolution Skills, Time Management Skills, People Management Skills, Creative Thinking Skills)
- Customer Satisfaction □ Digital Marketing