

# DALIA ELSAKKA

HR Director & People & Culture Strategist

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## SUMMARY

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Strategic Human Resources leader with 20+ years of experience driving organizational transformation, building high-performing teams, and aligning people strategies with business objectives across multinational corporations, NGOs, and high-growth startups. Proven track record in establishing and leading HR functions, designing organizational structures, and implementing scalable HR frameworks that enhance performance, engagement, and operational efficiency. Expert in organizational development, talent strategy, compensation & benefits, and culture transformation. A trusted partner to executive leadership, combining strong business acumen with data-driven decision-making and coaching leadership to deliver sustainable organizational impact.

## WORK EXPERIENCE

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### Nextcare, Fifth Settlement – Human Resources Manager

2025 – Present

- Leading HR transformation initiatives to modernize the HR function and align it with organizational restructuring and evolving labor regulations.

#### Key Achievements:

- Redesigned HR structure and operating model to enhance service delivery, accountability, and efficiency.
- Developed and implemented a comprehensive HR policy framework aligned with updated labor law requirements.
- Led HR systems transformation (HRIS & payroll), improving data accuracy and operational effectiveness.
- Drove employee engagement and culture initiatives to strengthen cross-functional collaboration.
- Acted as a strategic advisor to leadership on HR governance, compliance, and organizational development.

### DXwand, Fifth Settlement – People & Culture Director

2023 – 2025

- Led the full People & Culture function in a fast-growing AI startup, partnering with leadership to scale operations and build a high-performance culture.

#### Key Achievements:

- Designed and implemented the end-to-end HR operating model, including policies, procedures, and governance frameworks.
- Scaled the organization through strategic talent acquisition and workforce planning aligned with business growth targets.
- Introduced data-driven HR practices to support decision-making across hiring, engagement, and retention.
- Enhanced employee experience through structured onboarding, coaching, and engagement programs.
- Partnered with leadership on workforce planning and financial forecasting to align people strategy with business objectives.

### Workforce Egypt – MTC / USAID Project

2021 – 2023

#### Human Resources & Administration Manager

- Managed HR and administrative functions, supporting large-scale workforce initiatives and organizational performance improvement.

#### Key Achievements:

- Led recruitment and onboarding of 85+ employees within 3 months to support project launch.
- Implemented HR strategies to enhance performance, engagement, and retention.
- Oversaw HR operations, KPIs, and compliance within a complex project environment.
- Provided strategic HR guidance to leadership, aligning HR initiatives with organizational goals.
- Strengthened employee relations while ensuring full compliance with labor regulations.

### MedNet Egypt – Human Resources & Administration Manager

2016 – 2021

- Established and led the HR function in Egypt, managing the full employee lifecycle and aligning HR strategy with business operations.

#### Key Achievements:

- Built the HR function from the ground up, including policies, systems, and governance structures.
- Led HRIS (Oracle) implementation, improving HR operations and reporting capabilities.
- Developed talent acquisition and workforce planning strategies to support business growth.
- Managed employee relations, audits, and compliance, acting as the HR representative for Egypt operations.
- Supported organizational transition to remote work through strategic HR planning and change management.

## **Knock Mart – Human Resources & Administration Manager**

**2015 – 2016**

- Played a key role in building organizational structure and workforce capabilities.
- Led recruitment, restructuring, and job analysis to enhance operational efficiency.
- Provided coaching and development support to senior management.

## **Plan International Egypt – HR & Organizational Development Manager**

**2008 – 2014**

- Implemented HR strategy aligned with global organizational standards.
- Led job analysis, compensation restructuring, and SAP system implementation.
- Designed workforce planning and organizational development initiatives.
- Managed employee relations and benefits, including vendor negotiations.
- Facilitated leadership communication and organizational alignment.

### ***Additional Experience:***

- **Human Resources Freelance Consultant** – OGS Oil & Gas Skills Training Center
- **HR Manager** – The Nile Company for Food Industries (Enjoy) | 2006 – 2008
- **Chief Human Resources** – TAV (Construction Company – Terminal 3 Cairo Airport) | 2005 – 2006
- **Assistant Human Resources Manager** – Swift Group | 2003 – 2005
- **Regional Human Resources Specialist** – Bayer Middle East | 2002 – 2003
- **Recruitment Specialist** – Top Business Company | 2001 – 2002
- **Recruitment Assistant** – Quest | 2000 – 2001

## **KEY CAREER HIGHLIGHTS**

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- Built and led HR functions across diverse sectors including healthcare, technology, NGOs, and FMCG.
- Scaled organizations through strategic hiring, including onboarding 80+ employees within 3 months.
- Led HR transformation initiatives, including policy design aligned with evolving labor laws.
- Implemented HRIS and payroll systems to enhance operational efficiency and data accuracy.
- Partnered with executive teams to align people strategy with business growth and financial planning.
- Designed and implemented organizational structures, workforce plans, and performance frameworks.

## **CORE COMPETENCIES**

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- HR Strategy & Transformation.
- Organizational Design & Development.
- Talent Acquisition & Workforce Planning.
- Compensation & Benefits Strategy.
- Employee Experience & Engagement.
- HR Operations & Shared Services.
- Change Management & Culture Transformation.
- Stakeholder & Executive Leadership Partnering.
- Performance Management & People Analytics.
- Compliance & Governance.

## **CERTIFICATES & EXPERIENCE VERIFICATION**

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- Certified Life Coach – ICF.
- HR Management Diploma – American University in Cairo (AUC).
- Harvard Certification in Management & Leadership.
- HR Diploma – HCI / SHRM.
- HR Metrics & Analytics.

## **EDUCATION**

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**B.A. in Commerce (English Section) – Ain Shams University**

## **LANGUAGES**

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- **Arabic: Native Speaker.**
- **English: Fluent.**