

Heba Hamza's BIOGRAPHY

Heba Hamza, Enthusiastic International Human Resources Management Executive possessing more **than 25 years of experience in all HR Functions and Staff Outsourcing specially in Telecom Industry & Construction.** Committed Executive HR Professional who is always thriving for excellence & working on challenging assignments.

During my Professional Career History, I revamped and assisted leading Multinational Organizations and Factories in achieving exceptional results through identifying core competencies required to attain strategic and operational results aiming at accomplishing tremendous organizational success. My experience includes work with the private and public sector in Egypt, where I have been involved in and managed several systems projects in the MENA region, managed & implemented performance management systems and assessment tools for several organizations.

Experiences:

I began my HR career working for Orascom Telecom Subsidiary, **Mobiserve** as a Regional HR Supervisor serving Egypt, Pakistan, Algeria and Iraq for 7 years since 1998. Then worked for **Alkan Networks** as HR Manager running all the operations of Egypt and Africa. Since year 2008, I joined Geniprocess International working as Regional HR Manager for 5 years **Ericsson's main Contractor**. In 2014, a new challenge started with **Tawasol (Egypt, Oman & UAE)** as Group Director (Telecom & Academy). Moving to the manufacturing field, I worked for **Lokma Group** (Egypt, Qatar, Dubai and Italy) as General Manager HR & Admin for 4 years. Starting 2020, I added to my experience a new industry (Electrial manufacturing) for Schneider panel builder) by joining **Teba For Engineering** as Group HR Director for 2 years. Currently, am managing a special project for **one of leaders in telecommunication field; Hammer Group** as an HR Consultant, assessing project managers and developing group policies & procedures.

My Consultancy experience includes work with companies from all over the Middle East, such as company Amricana (KSA), Bedaya (Egypt) and Vodafone (Egypt).

During my tenure as HR Director/Consultant for several organizations, I had the opportunity to design their entire HR Departments from scratch focusing on organizational strategic objectives in mind.

Being an HR Professional /Certified Trainer with a Long experience in business gives me the edge to make sound HR Decisions and Strategies through my understanding of the HR function in the context of the business operations. My Education, Career and Work Experience have prepared me to proactively identify opportunity areas to enable organizations to predict and manage situations prior to them becoming employee relation issues. Posse's leadership experience and ability to be an inspiring leader and enthusiastic team player. Moreover, teaching all HR functions and classroom management techniques for school principles and teachers at Notting Hill College.

My Solid Understanding of the Egyptian, UAE and Qatari labor laws, codes, and my hands-on technical knowledge and skills are key distinguishing factors have helped me expand the horizons of my career, meet and exceed financial goals, maximize quality and set unprecedented records for the organization.

Education, Achievements & Certification:

I achieved my Bachelor's Degree in English Language from Ain Shams University in 1991. I got my **Professional HR Management Diploma from the AUC in 2004**. Mini MBA by Ain Shams University in 2012. Professional member in SHRM and International certified HR Trainer by American Institute of Professional Studies from USA in 2012.

Finally, **certified by Sterling Interntioanal (USA) as System International Analytical (SIA) in 2020**.

As an assessor, shared in (Employee Assessment Project) for **Vodafone Egypt employees & Raya Holding – 2019/2020**.

As a certified assessor and Analyst, shared in CBPI project for Khalda & Qaroun merge - 2022