

**Dina Kandil**

**HR Manager | Strategic HR & Organizational Development Leader**

SPHR | Thomas PPA Certified | PCT | Manufacturing & Startup Expertise

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## **Executive Profile**

Strategic HR Manager with over 20 years of experience leading HR transformation, startup establishment, and organizational development within manufacturing and multinational environments. Proven expertise in building HR functions from the ground up, aligning Egyptian labor law with global corporate standards, and implementing HRIS solutions (Oracle & Workday). Strong track record in workforce planning, retention, leadership development, and performance management

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## **HR Manager**

**Egypt Gas GF Company (EGFCO) – Georg Fischer, Egypt**

10th of Ramadan City, Egypt | Feb 2021 – Present

- Led the HR function across all startup phases (establishment, construction, and operational readiness) for a greenfield manufacturing joint venture.
- Designed and implemented HR policies and governance frameworks from scratch, ensuring full compliance with Egyptian labor law and alignment with Swiss corporate standards.
- Developed and implemented a grading and job evaluation system using the point method, fully aligned with global corporate grades, improving recruitment and internal equity.
- Delivered 100% manpower plans (2022–2025) within approved timelines and budgets, supporting business growth and operational stability.
- Established social and medical insurance systems covering 200+ employees, ensuring legal compliance and employee welfare.
- Co-designed a performance management and appraisal system covering 150+ employees, strengthening accountability and development.
- Developed and implemented retention initiatives, reducing employee turnover from 16.8% in 2023 to 3% in 2024 and 2% in 2025.
- Achieved 100% execution of annual training plans (2022–2025) with an average effectiveness score of 96% and over 24 training hours per employee annually.
- Advised executive leadership on labor law, employee relations, and organizational matters; coached and supported 20+ managers to enhance leadership capability.
- Partnered with global HRIS teams to implement and roll out Oracle and Workday HR systems, improving data accuracy and process efficiency.

## **Corporate HR Section Head**

### **ASEC Company for Mining & Geology (ASCOM – Qalaa Holding)**

Cairo, Egypt | Sep 2015 – Jan 2021

- Led the implementation of a competency-based management system, improving alignment between employee performance and strategic objectives by 30%.
  - Partnered with department heads to optimize manpower planning and workforce allocation across five departments.
  - Standardized and updated 25+ job descriptions, supporting recruitment, performance evaluation, and succession planning.
  - Designed and delivered training policies and development programs aligned with organizational and career development needs.
  - Managed HR policy updates and communication for 300+ employees, ensuring consistency and compliance.
  - Drafted and reviewed 50+ employment contracts and HR governance documents, mitigating legal and operational risks.
  - Applied HR analytics to improve talent management and workforce planning efficiency by 25%.
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## **HR Section Head**

### **GlassRock Insulation Company (Qalaa Holding)**

Cairo, Egypt | Apr 2010 – Aug 2015

- Led the development of a competency-based performance management system, driving a 20% improvement in organizational effectiveness.
  - Managed manpower planning for critical project and operational roles, improving workforce efficiency by 15%.
  - Designed standardized job architectures and competency frameworks supporting recruitment, evaluation, and career progression.
  - Directed employee learning and development initiatives aligned with corporate objectives.
  - Updated and enforced HR policies and employee handbooks to ensure legal compliance and organizational consistency.
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## **HR Executive**

### **SCIB Paints SAE**

6th of October City, Egypt | Aug 2007 – Mar 2010

- Designed and administered employee development and performance appraisal programs.
- Ensured full compliance with Egyptian labor law and internal HR governance.
- Implemented an HRIS solution, improving data accuracy and reporting efficiency.
- Recruited and onboarded 50+ professionals annually for a workforce of approximately 200 employees.

- Supported business growth through the implementation of HR strategies across recruitment, performance management, and development.
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## **HR Specialist**

### **Rexam Beverage Can**

6th of October City, Egypt | Jan 2002 – Dec 2007

- Built strong HR operational foundations in recruitment, labor law compliance, and performance management.
  - Supported workforce planning and productivity initiatives for 100+ employees.
  - Administered compensation, benefits, and employee relations processes.
  - Contributed to cross-functional alignment of HR policies with business objectives.
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## **Education & Certifications**

- **PCT – Professional Certified Trainer**, Eslsca University (2025 – 2026)
  - **SPHR – Senior Professional in Human Resources**, HRCI (2025)
  - **Senior Executive Diploma**, The American University in Cairo (2024–2025)
  - **HR Management Diploma**, The American University in Cairo (2005–2006)
  - **Thomas Personal Profile Analysis (PPA) – Certified Assessor** (2023)
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## **Professional Training**

- Egyptian Labor Law (Law 12/2003 vs. Law 14/2025)
- Emotional Intelligence – Swiss Chamber
- Total Rewards Management – Bloom Business School
- Managing the Training Function
- Competency-Based Interviewing – AmCham