

# Iman Mansour

Chief People Officer | HR Transformation & Organizational  
Development Leader

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## Executive Profile

Strategic HR Leader and Chief People Officer with over 20 years of experience driving organizational transformation across diverse industries including FMCG, manufacturing, distribution, and retail.

Extensive track record of leading change in complex environments, spanning multinational corporations, large local organizations, and family-owned businesses transitioning into high-performing, structured enterprises.

Experienced in navigating mergers, acquisitions, rapid expansion phases, and organizational restructuring, while building scalable HR systems, strengthening governance, and fostering high-performance cultures aligned with business growth.

## Professional Experience

### Chief People Officer (CPO)

**Kamar Group (Happy sweet, Fly Co., Economic Group) – Cairo, Egypt**

**03/2025 – Present**

**(More than 5000 employees)**

- Driving organizational excellence, cultural integration, and sustainable HR governance across multi-entity environments.
- Architect of HR systems, policies, and structures that align people strategy with corporate performance.
- Leading HR transformation and strategic alignment to build unified culture, governance, and growth across Kamar Group.
- Established the Group HR vision, mission, and core policies in alignment with business objectives and Egyptian Labor Law.
- Designed and implemented the Group-wide organizational structure, clarifying reporting relationships and functional linkages between entities.
- Developed and implemented HR Policies & Procedures covering recruitment, compensation, performance management, internal mobility, conduct, and labor relations.
- Introduced Authority Matrices for all key HR and managerial functions to ensure clear accountability and governance.
- Built an integrated Job Analysis and Evaluation System and standardized job descriptions across all departments.
- Formulated the Workforce Planning and Internal Transfer Framework to optimize talent utilization within the Group.
- Advised top management on change management, organizational design, and cultural transformation initiatives.

- Initiated a unified HR Reporting and Analytics System to support data-driven decision-making.
- Spearheaded the design of a comprehensive Talent Management Framework integrating succession planning, leadership pipelines, and competency development.
- Led the digital HR transformation roadmap, introducing automation tools and analytics dashboards to enhance operational efficiency.
- Championed employee engagement and culture programs fostering collaboration, inclusion, and performance excellence across entities.

- **HR Consultant/ Strategic HR Advisor** **05/2023 – 03/2025**
- Delivered strategic HR advisory services to leading organizations across diverse industries including manufacturing and FMCG including but not limited to (**Acrow Egypt, Pharco Group, El Araby Group, Hilltoppers Academy, Money Fellows**) in KSA and Gulf area (**Masheed, Sawafi, Musanadah, Tahreez**)
- Partnered with key clients such as **National Paints, Multi Veta, Agru Corp, and Nakhla Tobacco** to drive organizational effectiveness and HR transformation initiatives.
- Led organizational restructuring and design projects, enhancing operational efficiency and role clarity.
- Developed and implemented HR frameworks, policies, and governance models aligned with business strategy.
- Advised executive leadership on talent management, workforce planning, and leadership development.
- Supported the transition of growing and family-owned businesses into more structured, high-performing organizations.

**HR & Administration Director**  
**02/2020 – 02/2023**

**Haier Egypt – Cairo, Egypt**

- Initiated the HR Function as the company started operations in Egypt.
- Designed organizational structure aligning local operations with global HQ standards.
- Launched new HR model with comprehensive policies and established all HR functions.
- Crafted a people strategy resulting in a 15% improvement in engagement scores over two years.
- Set departmental Balanced Scorecards and KPIs and initiated the performance cycle.
- Hired all key management positions and established a compliant personnel system.
- Set up HQ premises during the COVID period in two months.
- Recruited all key positions needed to start the company operations in less than three months.



## **Education**

- Master of Business Administration – Ain Shams University, Cairo (2009)
- Diploma of Higher Education in Human Resources Management – American University in Cairo (2005)
- Bachelor of Arts in English Language, Literature & Translation – Ain Shams University, Cairo (1997)

## **Achievements**

- Crafted a comprehensive people strategy, resulting in a 15% improvement in employee engagement scores over a two-year period.
- Implemented targeted leadership development programs, growing the internal promotion rate by 80%.
- Hired 94 employees (40% of them) top and mid management level in 6 months period.
- Established Haier Egypt new premises in Cairo in two months during the COVID period.
- Updated and implemented HR policies for continued company compliance with guidelines.
- Restructured different organizations to achieve changing business models and strategies.

## **Certifications**

- Compensation Schemes – Mercer (2011)
- Competency Profiling – Mercer (2011)
- Leadership Bootcamp – Steven Covey (2010)
- Train the Trainer Diploma – RITI (2009)
- Competency Certification Program – IHRM Canada (2009)
- Human Resources Integration – Wisconsin, USA