

# MOHAMED SALAH

People & Governance Consultant | Fractional Head of People

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## PROFESSIONAL PROFILE

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People & Governance Consultant with 17+ years of experience building HR systems, governance frameworks, and people strategies across Egypt and the Gulf. I specialize in HR Governance, Organizational Design, Performance Management, Compensation & Benefits, Talent Acquisition, and Labor Law Compliance. Track record of embedding inside businesses as a Fractional Head of People, taking full ownership of the People function and delivering results. Clients across HealthTech, Fintech, Software, Retail, Real Estate, Manufacturing, and FMCG.

## KEY ACHIEVEMENTS

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- Reduced time-to-hire by 30% through structured recruitment process at Informatique Group
- Built HR Governance Framework from scratch for a multi-entity technology group covering policies, authority matrix, and full compliance structure
- Designed and deployed Group-wide Performance Management System with KPIs cascaded to all departments and business lines
- Lead Organizational Design engagements for companies ranging from 50 to 500+ employees across multiple industries
- Delivered HR Audit and full compliance framework for multiple clients in Egypt and Saudi Arabia
- Designed Compensation structures benchmarked against market for companies across 5+ industries

## PROFESSIONAL CERTIFICATIONS

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- SHRM Senior Certified Professional (SHRM-SCP)
- ISO 9001 Lead Auditor, Avanta Global Pte Ltd.
- Lean Six Sigma Master Black Belt, IASSC
- PHRi / SPHRi, HR Certification Institute
- CIPD Level 5, People Management
- Thomas PPA, Psychometric Assessment Practitioner
- Corporate Governance Transformation Diploma, ESLSCA Business School
- Performance Management Professional, The KPI Institute
- Balanced Scorecard Management System, The KPI Institute
- HR Audit Certification, HPA
- HR Consultancy Diploma, EGYCham
- Talent Performance & Development Program, HRCI

## CORE EXPERTISE

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HR Governance and Frameworks | Corporate Governance | Organizational Design and Restructuring | People Strategy | Performance Management | KPI and Balanced Scorecard | Compensation and Benefits | Talent Acquisition | Succession Planning | Change Management | Labor Law Compliance | HR Audit and Review | ISO 9001 Implementation | Training and Development | Employee Relations | Personnel and Administration

## PROFESSIONAL EXPERIENCE

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### People & Governance Consultant

**Self-Employed** | 2017 – Present | Egypt & Gulf

- Build HR Governance Frameworks including Authority Matrices, Delegation of Authority, and HR Policies Manuals for companies across Egypt and the Gulf
- Design and implement Performance Management Systems including KPI frameworks, Balanced Scorecards, and appraisal cycles tied to business outcomes
- Lead Organizational Design engagements including restructuring, job architecture, and competency frameworks for companies from 50 to 500 employees
- Design Compensation structures include market benchmarking, salary bands, and incentive schemes across multiple industries
- Deliver Change Management programs transforming long-tenured teams through structured transition plans
- Clients across HealthTech, Fintech, Software, FMCG, Manufacturing, Interior Design, Real Estate, and Engineering

### Group HR Manager

**Informatique For Information Technology** | Jun 2023 – Present | Cairo

- Lead all HR functions for a multi-entity technology group covering strategy, operations, and governance
- Built and implemented a full HR Governance Framework including policies, authority matrix, and compliance structure
- Designed and deployed Group-wide Performance Management System with KPIs cascaded to all departments
- Managed end-to-end Talent Acquisition and reduced time-to-hire by 30% through structured recruitment process
- Lead Organizational Development initiatives including restructuring departments and redefining roles across the group
- Implemented HR Analytics dashboard with monthly workforce reporting to senior leadership

### HR Consultant

**Gulf Cooperation Council** | May 2017 – Nov 2017 | Riyadh, Saudi Arabia

- Conducted full HR Audits for multiple clients assessing processes, policies, and compliance gaps
- Developed HR Strategies aligned to each client's business objectives and growth stage
- Advised on Compensation and Benefits design and organizational restructuring
- Supported clients in developing Employee Handbooks, HR Policies, and Procedures

### Group HR Supervisor

**Misr El Hejaz Group** | Aug 2015 – Apr 2017 | Cairo

- Developed and maintained HR Policies, SOPs, and organizational structure for a multi-company group
- Managed full Recruitment cycle including sourcing, selection, onboarding, and 90-day evaluation
- Lead Succession Planning and High Potential programs across the group
- Managed Training and Development cycle including TNA, training plan, and program delivery

### HR Advisor

**Top Talent Management Consultants** | Nov 2010 – Jul 2015 | Cairo

- Advised on Organizational Design including structure, job architecture, and competency frameworks
- Designed and implemented Succession Planning programs and Career Development frameworks
- Lead development of complete HR Policies Manual, Code of Conduct, and Employee Handbook
- Managed Performance Management implementation including design, rollout, and continuous improvement
- Conducted Training Needs Analysis and designed internal training academies and functional tracks

### **Recruitment Team Leader & Headhunter**

**KPMG Hazem Hassan** | Jan 2010 – Oct 2010 | Cairo

- Lead senior recruitment and headhunting for KPMG Egypt defining market needs and targeting top talent
- Managed talent pool and coordinated temporary staffing across the firm

### **HR Specialist**

**Ideal Zanussi** | Mar 2009 – Dec 2009 | 10th of Ramadan

- Prepared Job Descriptions and Training Plans
- Assisted in Recruitment and Selection process and prepared monthly payroll reports

### **Customer Services Representative**

**Vodafone Egypt** | Jul 2008 – Oct 2008 | Cairo

- Handled customer queries and resolved issues

### **EDUCATION**

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**Master of Business Administration (MBA)** Cairo University, 2022

**B.Sc. Commerce, Accounting** — Zagazig University, 2008

### **LANGUAGES**

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Arabic — Native | English — Professional Proficiency