

# SAHAR MOSTAFA

HR Project Manager | HR Transformation Consultant | SAP HCM Functional Consultant

Cairo, Egypt

Open to Opportunities across GCC & International HR Transformation Projects

Phone: +201069115052 / +201004882545

Email: [saharmoustafa89@hotmail.com](mailto:saharmoustafa89@hotmail.com)

LinkedIn: <https://www.linkedin.com/in/sahar-m-a27999182/>

## EXECUTIVE PROFILE

Strategic Human Resources leader with more than 10 years of progressive experience managing HR transformation initiatives across engineering consultancy, technology, and industrial sectors.

Experienced in leading complex HR projects including organizational development, workforce planning, talent management frameworks, international recruitment strategies, performance management systems, and HR governance implementation.

Demonstrated expertise in building international talent pipelines supporting engineering consultancy and technology organizations across multiple regions including GCC, Europe, and Asia.

Proven ability to support large-scale engineering consultancy operations associated with national infrastructure projects in Qatar while managing complex recruitment programs and building global engineering talent pipelines.

Specialized in HR digital transformation initiatives, SAP HCM implementations, HR governance frameworks, and the development of HR policies aligned with GCC labor regulations and international standards.

## CORE AREAS OF EXPERTISE

### HR Project Management:

- Expert in managing project scope, risk assessment, stakeholder alignment, and ensuring operational accountability through RACI matrices and SLAs.

### HR Digital Transformation & SAP HCM:

- Specialized in the implementation and configuration of SAP HCM modules (OM, PA, Time Management), and automating HR workflows to enhance data integrity.

### Organizational Development (OD) & Design:

- Skilled in Job Architecture, Job Grading systems, and Salary Scale design to ensure internal equity and market competitiveness.

### International Talent Acquisition:

- Strategic leader in high-volume and niche executive search, building global talent pipelines for specialized engineering and technology roles.

### Governance & Compliance:

- Expert in designing HR Policy Manuals, Standard Operating Procedures (SOPs), and ensuring alignment with GCC Labor Laws and ISO auditing standards.

### Performance & Talent Strategy:

- Advanced experience in implementing OKR/KPI methodologies, Talent Calibration models (Bell Curve), and Succession Planning for high-potential (HiPo) employees.

## PROFESSIONAL EXPERIENCE

### Regional HR Manager

EGEC Qatar for Engineering Consultations W.L.L.

Doha, Qatar

2025 – Present

#### Key Mandate

Lead HR strategy, workforce planning, international recruitment operations, and HR governance frameworks supporting engineering consultancy projects associated with national infrastructure programs in Qatar including projects linked to the Public Works Authority (**Ashghal/PWA**).

Responsible for aligning HR strategy with business expansion plans while supporting engineering project teams and design departments through strategic talent acquisition and workforce planning initiatives.

#### HR Governance & Policy Development

- Led the complete overhaul of HR policies to ensure **100%** alignment with Qatari Labor Law and international governance standards, developed over **30 SOPs** to strengthen operational accountability.

#### Workforce Planning & Organizational Structure

- Designed organizational structures and reporting frameworks supporting engineering consultancy operations and project delivery teams.
- Implemented strategic workforce planning models enabling the organization to maintain a stable pipeline of specialized engineering professionals required for infrastructure projects.
- Developed manpower planning strategies supporting both project-based hiring and long-term organizational growth.

#### Talent Management & Performance Systems

- Implemented Bell Curve performance calibration model supporting structured performance evaluation processes.
- Developed talent management frameworks supporting leadership development and succession planning initiatives.

#### Compensation & Market Benchmarking

- Directed Hay-based salary benchmarking and market analysis to calibrate compensation models for the Qatar/GCC engineering market.
- Developed structured salary scales that balanced internal equity with external market competitiveness.

#### International Talent Acquisition Strategy

- Led international recruitment programs sourcing specialized engineering talent globally.
- Built global engineering talent pipelines sourcing professionals from **India, Ukraine, Romania, Albania, Italy, Nigeria, Philippines, and Japan**.

#### Key Achievements

- Supported recruitment operations across **7 engineering consultancy projects** associated with national infrastructure programs in Qatar.
- Achieved hiring fulfillment rates between **85–90%** for specialized engineering positions.
- Built international engineering talent pipelines supporting both remote engineering design teams and onsite infrastructure project teams.

#### Specialized Engineering Roles Delivered

Water Efficiency Engineer, Senior Energy Auditor, Irrigation Designer, Sustainability Engineer, Mechanical Design Engineer, Electrical Design Engineer, Plumbing & Firefighting Engineer, BIM Engineer, BIM Coordinator, QS Civil, QS MEP, Planning Engineer, Cost Control Engineer.

## Regional Talent Development & Talent Acquisition Partner

### Megamind IT Solutions – HSB Holding

Saudi Arabia | United Arab Emirates | Egypt | India

2023 – 2025

#### Key Mandate

Lead learning and development initiatives and international recruitment strategies supporting technology teams across APAC, EMEA, Egypt, Saudi Arabia, United Arab Emirates, and GCC markets.

Responsible for strengthening talent development frameworks while building international recruitment pipelines supporting global technology delivery teams.

#### Learning & Development Strategy

- Designed structured learning and development programs supporting leadership development and technical team capabilities.
- Conducted comprehensive Training Needs Analysis improving employee onboarding and reducing onboarding time by **30%**.
- Developed structured learning frameworks supporting both technical and administrative teams.

#### Talent Development & Career Frameworks

- Developed competency frameworks supporting employee development and career progression.
- Designed career path frameworks enabling employees to identify long-term growth opportunities within the organization.
- Implemented talent review programs supporting succession planning initiatives.

#### International Recruitment Strategy

- Managed recruitment operations supporting technology teams across multiple global regions including **India, Egypt, Saudi Arabia, United Arab Emirates, and Philippines**.
- Built global technology talent pipelines supporting business expansion across multiple regions.

#### Key Achievements

- Improved alignment between employee performance and business objectives by **40%**.
- Built international recruitment pipelines supporting rapid expansion of global technology teams.

#### Technology Roles Delivered

Cloud Engineer, DevOps Engineer, Cybersecurity Engineer, Cloud Solution Architect, DX Solutions Engineer, Applications Engineer, Presales Engineer, SAP MM Consultant, SAP HCM Consultant, SAP FI Consultant, Full Stack Developer, Infrastructure Engineer, Network Engineer.

## Group Organizational Development & Talent Acquisition Manager

### Mobica Group

Egypt & Saudi Arabia

2021 – 2023

#### Key Mandate

Lead organizational development initiatives and recruitment strategy supporting business expansion across engineering, manufacturing, and technology sectors across Egypt and Saudi Arabia.

Responsible for strengthening HR structures, improving workforce capability, and building scalable HR frameworks supporting operational growth.

#### Organizational Development & HR Structure

- Designed organizational structures supporting company expansion across multiple business units.
- Developed job architecture frameworks including job descriptions, competency frameworks, and grading systems.

### **Performance Management Systems**

- Implemented KPI-based performance management frameworks aligning employee performance with organizational objectives.
- Designed structured performance evaluation processes enabling leadership teams to track employee productivity and business contribution.

### **Talent Acquisition Strategy**

- Led recruitment operations supporting engineering, manufacturing, and technical departments across Egypt and Saudi Arabia.
- Developed structured recruitment pipelines ensuring availability of technical talent supporting business operations.

### **Key Achievements**

- Reduced recruitment cycle duration by **30%** through recruitment process optimization.
- Reduced employee turnover by **25%** through improved engagement initiatives and talent retention strategies.

### **Engineering & Technical Roles Delivered**

Mechanical Engineer, Electrical Engineer, MEP Engineer, Structural Engineer, BIM Engineer, QS Engineer, Construction Manager, Project Manager, HSE Engineer, Technical Office Engineer, Procurement Engineer.

**HR Business Partner**  
**IN.venture International**  
Egypt – UAE – Lebanon  
2017 – 2020

### **Key Mandate**

Establish and lead the HR function supporting regional business operations and organizational expansion across multiple countries.

Responsible for designing HR policies, recruitment strategies, workforce planning frameworks, and compensation structures.

### **HR Governance & Policies**

- Established HR policies and internal governance frameworks aligned with labor regulations.
- Developed HR operational procedures improving administrative efficiency.

### **Organizational Development**

- Designed job descriptions, grading structures, and compensation frameworks supporting business growth.
- Implemented HR documentation frameworks supporting HR operational consistency.

### **Recruitment & Workforce Planning**

- Managed recruitment operations supporting company expansion across Egypt, UAE, and Lebanon.
- Developed structured recruitment strategies supporting business growth and operational scalability.

### **Key Achievements**

- Established the HR department from the ground up.
- Reduced recruitment costs by **35%** through improved recruitment strategies.
- Improved administrative efficiency reducing HR operational processing time by **40%**.

## STRATEGIC HR CONSULTING & TRANSFORMATION PROJECTS

Project	Client	Role	Project Type	Key Impact
Global Technology Talent Pipeline	Outsource Zakat – KSA & Qatar	HR Project Manager	Recruitment Campaign	Achieved 85% hiring fulfillment for specialized technology roles including Cloud, DevOps, and Cybersecurity positions.
SAP HCM S/4HANA Implementation Project – Palmera Harvest Co.   Bahrain	Enterprise Implementation Program	SAP HCM Functional Consultant	HR Digital Transformation	Implemented SAP HCM modules including OM, PA and Time Management improving HR automation and data governance.
Organizational Structure Design	Murano Stone Factory	Organizational Development Consultant	Organizational Development	Designed organizational structure, job architecture framework, and job grading systems supporting operational scalability.
Healthcare Technology Recruitment Campaign	Sofico Pharm HealthTech	Talent Acquisition Consultant	Recruitment Campaign	Delivered recruitment campaign supporting healthcare technology teams and digital health specialists.
International Technology Recruitment	BR Softech – Germany	Talent Acquisition Consultant	Recruitment Campaign	Delivered international recruitment campaign sourcing software engineers and IT professionals.
Technology Talent Acquisition Program	E-Care – India	Talent Acquisition Consultant	Recruitment Campaign	Built international technology talent pipelines supporting software development teams.
Technology Consulting Recruitment	Beetleware – ATOS Egypt	Recruitment Consultant	Recruitment Campaign	Supported recruitment for digital transformation consulting teams.

## ACADEMIC QUALIFICATIONS

- **Master of Business Administration (MBA) – In Progress**  
Arab Academy for Science, Technology & Maritime Transport, Egypt
- **Bachelor of Business Administration (BBA)**  
Cairo University, Egypt

## PROFESSIONAL CERTIFICATIONS & TRAINING

- SAP HCM Functional Consultant – Configuration & Implementation – SES Academy
- PHRi – Professional in Human Resources.
- HR Certified Professional Diploma (HRCI) – Winners Academy
- HR Analytics & Data Management Certification – HR Tactics
- KPIs & Performance Management Certification
- CBI Certification.
- Office Skills & Management Diploma – American Academy
- Body Language Analysis & Neuro-Linguistic Programming (NLP) – Mobica
- People Management & Organizational Psychology
- Advanced Business Results Training – Tony Robbins

## HR SYSTEMS & TECHNOLOGIES

- **HR Systems & ATS:** SAP HCM, Zoho Recruit, BambooHR, SmartRecruiters, MenalTech
- **Business & Productivity Tools:** Microsoft Office Suite (Excel, Word, PowerPoint)
- **Design & Presentation Tools:** Canva, Prezi
- **Technical Tools:** AutoCAD

REFERENCES AVAILABLE UPON REQUEST