

# Mohammed Saad Mohammed Zeyada

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## Executive Profile

Senior HR Executive with 15+ years of leadership experience across construction, real estate, FMCG, and industrial sectors. Expert in HR strategy, organizational design, talent management, compensation & benefits, and performance management systems. Trusted HR Business Partner to executive leadership with proven capability in multi-site and joint venture environments. MBA-qualified with strong business and people leadership acumen.

## Core HR Leadership Competencies

HR Strategy & Transformation | Organizational Design & Workforce Planning | Talent Acquisition & Succession Planning.

Compensation, Benefits & Payroll | Performance Management & KPIs | HR Budgeting & Cost Optimization.

Labor Law Compliance & Employee Relations | HR Analytics & Executive Reporting | Multi-site & JV Operations.

## Professional Experience

### Group HR Manager – Islamic Group for Poultry Wealth | Feb 2024 – Present

- Lead group-wide HR strategy aligned with business growth objectives
- Act as strategic HR advisor to executive and senior management
- Oversee talent acquisition, succession planning, and retention initiatives
- Direct compensation, benefits, payroll, and HR budgeting activities
- Designed and implemented performance management systems and KPIs
- Deliver executive HR reports and workforce analytics

### HR & Administration Manager – KAYAN Real Estate Developments | Oct 2019 – Jan 2024

- Managed end-to-end HR and administrative operations
- Oversaw recruitment, performance management, payroll, and benefits
- Implemented HR policies, organizational structures, and KPIs
- Coordinated labor law compliance and legal matters
- Directed facility management, labor accommodation, and corporate travel

**HR & Administration Manager – Egyptian Bureau for Engineering (EBE) | Nov 2018 – Sep 2019**

- Managed end-to-end HR and administrative operations
- Led recruitment, payroll, benefits, and employee records

**HR & Administration Manager – ARCON Group for Construction | Jul 2015 – Sep 2018**

- Headed HR & Admin operations across construction projects
- Managed workforce planning, payroll, benefits, and compliance

**HR Manager – AL Mostafa for T&A (Danone Agent) | Feb 2014 – Jun 2015**

**HR Section Head – HG Egypt | Jan 2011 – Dec 2013**

**Education**

MBA – Business Administration | RB College, United Kingdom (2024–2025)

Mini MBA – Human Resources Management | Knowledge Academy

B.Com – Accounting | Tanta University

**Languages**

Arabic: Native | English: Professional Working Proficiency

**Training and Courses**

- Strategic management
- communication skills
- Office management
- Accounting principles
- MS Office
- English courses

**Personal Details**

- Date of Birth: 10/7/1982
- Nationality: Egyptian
- Marital status: Married
- Military status: exempted