

Osama Mohsen Abd-Elmomen Emam

Nasr City, Cairo, Egypt

+2 010-68111828

osamamohsen87@gmail.com

LinkedIn: <https://www.linkedin.com/in/osama-mohsen-27b05927>

Professional Summary:

Strategic HR Leader with 15+ years of experience driving organizational transformation, talent strategy, and performance excellence across multi-country operations. Proven track record in building scalable HR frameworks, leading workforce transformation, and partnering with executive leadership to accelerate business growth. Experienced in leading end-to-end HR functions, including OD, talent management, and HRBP across manufacturing, banking, and multinational environments.

Core Expertise:

- Organizational Development & Transformation
- Talent Management & Succession Planning
- HR Strategy & Business Partnering
- Performance Management Systems
- Leadership Development
- Workforce Planning & Organizational Design
- HR Analytics & Decision Support
- Compensation & Rewards Strategy
- Change Management

Experience:

Delta Pharma & Pharaonia Pharma Group

- **Sr. Group HR Business Partner (Commercial Sector)** **Mar 2025 – Present**
 - **Scope:**
 - Lead HR strategy for the commercial function across a workforce of ~900 employees across multiple entities, partnering with senior leadership to drive organizational performance, talent outcomes, and business growth.
 - **Key Contributions & Achievements:**
 - Drive workforce planning, organizational design, and talent strategy aligned with business objectives across the group
 - Lead performance management and talent management cycles for commercial sector including driving and guiding performance improvement plan and relevant employee relations strategies
 - Spearheaded restructuring of commercial functions, aligning job roles, grading structures, and eliminating redundancies across two organizations
 - Played a key leadership role in SuccessFactors implementation (Performance Management & Succession Planning modules)
 - Built HR analytics dashboards enabling data-driven decision-making across business units

- Led large-scale talent acquisition for Line 7 expansion, successfully hiring and onboarding 40+ employees within 3 months
- Developed enterprise-wide competency framework across commercial and industrial sectors
- Established onboarding and technical induction programs for sales teams achieving high engagement and satisfaction

Appraid Tech LLC

- **HR Manager**

Nov 2023 – Mar 2025

- **Scope:**

- Led end-to-end HR function for 100 employee organization, establishing HR infrastructure, systems, and processes to support organizational growth and scalability.

- **Key Contributions & Achievements:**

- Built and led the full HR function including talent acquisition, performance management, compensation, employee engagement, and HR operations
- Designed and implemented company-wide competency framework covering core and leadership competencies and functional skill matrix
- Established a competency-based recruitment and selection model
- Developed and launched performance management system linking KPIs with compensation and incentives
- Designed and executed company-wide merit increase exercise using compa-ratio and performance data
- Established internal Assessment Center and integrated it into promotion and talent decisions
- Redesigned graduate program achieving 95% satisfaction rate
- Expanded L&D function delivering 1,600+ training hours in less than one year
- Launched recognition programs aligned with company values to enhance engagement.

El-Sewedy Electric – Electrical Products Sector

- **Sector Talent and OD Manager (Egypt – Indonesia – Pakistan – Zambia – Sudan)**

Apr 2021 – Oct 2023

- **Scope:**

- Led talent management and organizational development agenda for over 2000 employees across multiple countries (Egypt, Indonesia, Pakistan, Zambia, Sudan), supporting complex and diverse business units.

- **Key Contributions & Achievements:**

- Designed and implemented sector-wide performance management system using balanced scorecards across all business units
- Led the development of complete KPIs dashboards for managements establishing business units benchmarking and target setting mechanism
- Led talent management cycle including talent reviews, succession planning, and leadership pipeline development

- Standardized job structures, job descriptions, and job codes across multiple entities and supported ERP integration
- Developed sector-wide onboarding programs and HR policies

FLSmidth

- **Talent Management Section Head & Plant HR Advisor** **Oct 2017 – Apr 2021**
 - **Scope:**
 - Manage HR initiatives across three sites, including training and development, talent acquisition, performance and succession planning, leadership programs, job design, and HR advisory for Ramliya cement plant, managing employee relations and aligning all efforts with business needs and global frameworks of FLSmidth.
 - **Key Contributions & Achievements:**
 - Led HR initiatives across multiple plant sites including leadership development, talent acquisition, and performance management
 - Facilitated global Operational Leadership Program for operations and maintenance teams
 - Played a key role in managing workforce transition and employee separation for 700+ employees across three plants
 - Strengthened onboarding, talent development, and HR advisory processes in alignment with global standards
- **Organizational Development Sr. Specialist** **Aug 2016 – Oct 2017**
 - **Key Contributions & Achievements:**
 - Supported implementation of performance systems, job structures, and talent initiatives
 - Managed HR reporting and data to support decision-making

Azza Fahmy Jewellery

- **Organizational Development & Recruitment Sr. Specialist** **Apr 2015 – Jul 2016**
 - **Key Contributions & Achievements:**
 - Designed organizational structure and job descriptions
 - Developed performance management policies and processes

Banque Du Caire

- **Organizational Development Specialist** **Nov 2010-Apr 2015**
 - **Key Contributions & Achievements:**
 - Participated in job analysis for 400+ roles
 - Supported deployment of performance management system across the bank
- **Payroll Coordinator** **Sep 2009 – Nov 2010**

Education:

- **Bachelor of Commerce, Ain Shams University – Accounting Major 2007**

Courses & Certificates:

- **Certified balanced Scorecard System and KPIs – KPI Institute** **2022**
- **MBTI Step I and II – PSI** **2022**
- **SHL Assessor – SHL** **2020**
- **Associate CIPD, Level 5 Diploma Human Resources Management – ICS** **2020**
- **The Predictive Index Personality Assessment - Humanostics** **2017**
- **Competency Based Interview & Selection “CBI” - CPD** **2017**

Interests & Activities:

- Martial arts
- Media Production

Personal Data:

Date of Birth : 19-3-1987
Place of Birth : Cairo
Marital Status : Married
Military status : Exempted
Nationality : Egyptian