

Omneya ElGohary

Regional Talent Management Manager

MY CONTACT INFORMATION:

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Address: Egypt, Cairo, New Cairo- 1st Settlement, Palms Compound

ABOUT ME:

Seasoned HR professional with 14 years of progressive experience across diverse functions including Recruitment, Performance Management, Employee Relations, Personnel, and Organizational Development. Proven track record of driving HR initiatives in varied industries such as Manufacturing, Scientific Research, E-Commerce, Online Food Delivery, Real Estate, Sports, Education, and Fashion Retail. Committed to contributing strategic value in a dynamic and sustainable work environment while continuously expanding expertise across all HR domains.

EDUCATION:

- HR Management Diploma | **2016** | American University in Cairo
- Bachelor's Degree of Mass Communication | **2012** | Cairo University Major: Radio & TV Overall degree: **Very Good with Honor.**
- High School Graduate | **2008** | Armenian Catholic Sisters School

Professional Certificates and Trainings;

Technical Trainings;

- Certified Accessors from FlowQ company for Psychometric tests and Case studies, January 2019
- Egyptian Labor Law, 2017
- Finance for Non Financials, 2022

- Advanced Excel, 2016
- Business Writing Etiquette “Rules of Email Writing” , December, 2020

Soft Skills Trainings;

- Situational Leadership accredited from Blanchard 2021
- Emotional Intelligence, 2017
- Embrace the Flow, 2017
- Time Management, November 2018
- SWOT Analysis Training, November 2018
- Effective Presentation Technique, March 2020
- Problem Solving with A3 Method, 2021

LANGUAGES:

- Arabic (Mother Tongue)
- English (Fluent Writing, Speaking and Listening)
- French (Fair Writing, Speaking and Listening)

COMPUTER SKILLS:

- Advanced User MS Office
- SAP: Intermediate
- HITS: HR System/ Advanced
- Final cut: Beginner

WORK EXPERIENCE:

Talent Acquisition Manager at STM(Investment Corporate “Real Estate, Sports, Education”)

➤ **From June 2025 till Present**

- Led company-wide talent acquisition strategy, overseeing multi-level hiring and policy updates.
- Consolidated inputs to forecast annual manpower plans across departments.
- Create Annual Manpower Budget.

- Directed sourcing, screening, and hiring for critical roles, ensuring pipeline quality.
- Approved employment offers and internal job postings in alignment with salary structures.
- Conducted senior-level promotion interviews and assessments.
- Supervised internal transfers and job announcements.
- Developed and coached TA team, driving performance and growth.

Regional Talent Management Manager at EGIC (Egyptian German Industrial Corporate) – Egypt and KSA

- **From November 2024 till June 2025**
 - Led regional TA & OD strategy, aligning workforce planning with business objective
 - Managed talent budgets and resource allocation across departments
 - Forecasted hiring needs and developed proactive acquisition plans
 - Oversaw recruitment processes, assessment centers, and candidate pipelines
 - Implemented performance management systems and succession planning frameworks
 - Promoted competency-based hiring and psychometric assessments
 - Directed employer branding initiatives and engagement survey programs
 - Supervised org chart updates, internal mobility, and recognition programs
 - Mentored and developed regional TA and OD teams for operational excellence

Regional Talent Acquisition Manager at EGIC (Egyptian German Industrial Corporate) – Egypt and KSA

- **From July 2024 till October 2024**

HR Manager at Purity Pet Food

- **From April 2024 till July 2024.**

International Recruitment Supervisor at LCWAIKIKI

- **From January 2020 till April 2024.**

Recruitment Specialist at LC WAIKIKI

- **From October 2018 till December 2019**

Senior People Acquisition Specialist at Otlob.Com (Delivery Hero)

- **From March 2018 till October 2018**

Talent Acquisition & Personnel Specialist at Hindawi Publishing Corporation

- **From March 2017 till March 2018**

Recruitment & Performance Management Specialist at Hindawi Publishing Corporation

- From December 2015 till March 2017

Performance Management Specialist & Employee Relations Specialist at Hindawi Publishing Corporation

- From August 2014 till December 2015

HR Admin and Receptionist at Hindawi Publishing Corporation

- From December 2013 till August 2014

Editorial Assistant at Hindawi Publishing Corporation

- From December 2012 till December 2013

CORE COMPETENCES:

- Verbal and Written Communication
- Problem Solving
- Time management & Prioritizing
- Decision Making
- Leadership Skills
- Analytical Thinking
- Performance Analysis
- Entrepreneurial Orientation
- Stress Management

Successfully recruited top talent across diverse departments and levels, including:

- Technology: Software Developers & Testers, Database Administrators, Business Analysts, UI/UX Designers, IT & Networking Specialists

- Human Resources: HR Supervisors, OD Specialists, Employee Relations, Payroll & Personnel Experts
- E-Commerce & Marketing: Digital Marketing Managers, Content Managers, Copywriters
- Finance: CFO, Chief Accountant, Accountants, Collections Officers
- Operations & Logistics: Call Center Directors, Warehouse & Delivery Managers
- Engineering & Construction: Manufacturing Engineers, Commercial Managers
- Retail & Fashion: Store Managers, Visual Merchandisers, Merchandisers, Purchasing Leads
- Support Roles: Office Admins, PR Specialists, Sales Agents, Driver
- Manufacturing; Engineering and Non Engineering
- Investment Sector Hirings; Development, Compliance, Marketing, Real Estate Sales, Sales Operations, Educations, Clubs hiring (Sports)

PERSONAL INFORMATION:

- Date of birth: **17th of January 1991.**
- Marital status: **Single.**
- Driving License; **Valid**
- City of Birth; **Jeddah, Kingdom Of Saudi Arabia**
- Nationality; **Egyptian**
- Gender; **Female**
- Extracurricular Activities; **SIFE/ENACTUS | 2010 - July 2013 (PR Vice Head)**