

Walaa Aly Hamouda

Maadi, Cairo, Egypt

walaahamouda@hotmail.com / walaalyhamouda@gmail.com

+20 1000016186 / +20 1223525353

Senior Management: Human Resources & Administration

Qualified HR professional with over 25 years of experience in efficient HR, Related Legal, Benefits, Services & Administration Management, consistently accomplishing organizational business objectives from HR perspective.

Expertise In

- Human Resource Management
- Organizational Development
- Change Management
- Industrial Relations
- HRMS
- Resource Planning & Management
- Team / People Leadership
- Dispute Settlement
- Contracts & Agreements Negotiation
- Management Consultancy
- Compensation & Benefits Management
- Performance Evaluation
- Budgeting & Cost Control
- Statutory Interpretation

Personality Traits

- Self- Motivated
- Out-of-the-box Thinker
- Analytical & Problem-Solving Skills
- Decision Making Ability
- Relationship Building
- Communication & Interpersonal Skills
- Teamwork & Team Building Ability

Leadership Strengths & Highlights

- ❑ Proven ability in managing human resource management systems/ business issues, aligning business strategies with HR.
- ❑ Skilled in aligning policies/ procedures to people strategies and mapped requirements; defining SOPs to HR related activities and transforming organizations aimed at employee welfare, retention, and improving human capital potential.
- ❑ Adept at dealing with Unions on labor related issues. Negotiate with the Union Representatives, manage legal issues and out-of-court settlements.
- ❑ Proficient in implementing systems for identifying potential leaders to take up future leadership roles in the organization.
- ❑ Adept at rendering HR related inputs to the senior leadership team in implementing an employee friendly environment with career development opportunities.
- ❑ Led various HRMS implementations, unification and streamlining of processes across Egypt, Morocco and Levant (SAP "Twice", Oracle as well as local payroll systems and establishing the relevant interfaces).
- ❑ Well versed in ensuring compliance with statutory regulations, evaluating disciplinary/ legal issues, implementing rewards & recognition/ incentive systems to motivate employees
- ❑ Proven ability in organizing sessions with employees to identify skill gaps for implementing learning and development initiatives.
- ❑ Exposure in working on strategic management, organizational development, conducting organizational assessments, performance management and process engineering/re-engineering.
- ❑ Skilled in analysis & interpretation of data, generation & consolidation of various reports, maintenance of status updates

Professional Experience

Americana Foods - Egypt, Cairo - Egypt HR Operations Director / HR Shared Services Director	Oct 2021 to date
GulfCryo Egypt for Investments and Industries, Cairo - Egypt HR & Admin Director – Egypt	Jan 2014 to Oct. 2021
Mondelēz International, Cairo – Egypt Employee Relations, Admin & personnel Manager (Kraft Foods Egypt) Employee Relations, Admin & Personnel Manager, (Cadbury Egypt Group)	Jul 2008 – Dec 2013 ~ Jun 2010 – Dec 2013 ~ Jul 2008 – Jun 2010
Air Liquide Egypt (Messer Griesheim GmbH Multiple Roles)	May 2000 – Jul 2007
National Bank of Egypt, Alexandria Banker	Mar 1996 – May 2000

Academics

Education

- B Sc. of Commerce (Accounting), Alexandria University 1995

Professional Development

- Team Building for Top Performance - AUC
- Effective Meetings – AUC
- Effective Time Management – AUC
- Effective Negotiation Skills – AUC
- Clear & Effective Communication Skills – AUC
- OHSAS 18001:99 internal auditor training – BVQI
- Fire Extinguishers – Bavaria
- First Aid – AUC
- Positive Leadership – AUC
- Crisis Management Workshop – Enppi
- OHSAS 18001 Internal Auditor Training Course - Bureau Veritas
- Modern risk and crisis management handling techniques - Egyptian Safety Committee
- Crisis Management workshop - Enppi Egypt
- Coral Banks workshop - LTC Egypt
- Attitude and Behaviors Culture Program - ProMark
- Workshops and Trainings on Performance Management, Appraisal, Objective Settings, Communication, Project

Personal Details

- **Date of Birth** : 15th December 1973
- **Languages known** : English, Arabic and French
- **Nationality** : Egyptian
- **Gender** : Male

~ References Available Upon Request ~