

AHMED MOSTAFA IBRAHIM MOHAMED

Cairo, Egypt / Ahmed.Qaouud@gmail.com / 01009871750 / [linkedin.com/in/ahmed-qaoud-051a9868](https://www.linkedin.com/in/ahmed-qaoud-051a9868)

SUMMARY

Strategic, result-oriented HR Leader with 15+ years of experience across Talent Acquisition, Organizational Development, Performance Management, and Employee Engagement. Proven capability in designing HR frameworks, optimizing workforce planning, developing KPI systems, and driving organizational growth. Adept at partnering with top management to build scalable HR systems, enhance employee experience, and support long-term organizational strategy. Seeking a senior HR leadership role where I can continue to build high-performance cultures and deliver measurable business impact.

EXPERIENCE

Talent Acquisition & Organizational Development Head

Industrial Modernization Centre (IMC)

Dec 2023 – Present

- Lead the development and continuous improvement of organization charts, job analyses, and manpower structures.
- Manage full performance management cycles and KPI implementation across departments.
- Oversee recruitment, onboarding, employee development, and succession planning.
- Ensure full alignment between manpower planning and organizational design.
- Enhance onboarding experience and streamline employee transition cycles.
- Provide advisory on HR policies, conflict resolution, and employee grievances.
- Maintain People Dashboard metrics for strategic reporting and decisions.
- Conduct HR interviews, exit interviews, and deliver actionable insights.
- Drive training needs assessment and employee development pathways.

HR Section Head — Tecnogas

Jul 2019 – Dec 2023

- Developed salary structures and grading systems aligned with market benchmarks.
- Created KPI-based performance evaluation models for all departments.
- Strengthened work culture through employee engagement initiatives.
- Led training department planning and execution.

Senior HR Specialist — System Technique for Water Management

Nov 2015 – Jul 2019

- Built HR frameworks including org charts, job descriptions, salary scales, and grading systems.
- Designed KPI-driven objective management systems.
- Enhanced HR operations covering payroll, recruitment, and employee relations.
- Managed vendor contracts for employee benefits and pensions.
- Conducted training needs assessments and supported development plans.
- Provided strategic HR consultations for senior management.

HR Generalist — Hama Holding Company

Jan 2010 – Dec 2015

- Supported recruitment cycles, CV screening, and talent database development.
- Coordinated orientation programs and onboarding processes.
- Assisted in training management and provider evaluation.
- Supported payroll, salary issues, vacations, and overtime calculations.
- Created organizational charts and supported personnel operations.
- Facilitated quality assurance activities with IMC.

Business Sales Account Manager — Vodafone Egypt

Aug 2008 – Jan 2010

- Managed enterprise client portfolios and revenue targets.
- Tailored telecom solutions based on customer needs and competitive analysis.
- Strengthened long-term client relationships and ensured service excellence.
- Collaborated with marketing to develop tailored pricing and solutions.
- Provided leadership in delivering new propositions to assigned accounts.

EDUCATION

- MBA – Master of Business Administration, Arab Academy for Management, Banking & Financial Sciences — Aug 2025
- Bachelor of Information Systems, New Cairo Academy — 2008

COURSES & CERTIFICATIONS

- HR Planning – Knowledge Academy
- Business Course – Oxford College
- Job Hunting & Career Preparation – Oxford College
- Small Project Planning – Oxford College
- Project Management – Oxford College
- Networking – MCIT
- Customer Service – RCC

SKILLS

- ERP Systems: Oracle, SAP, Odoo, Visio
- Microsoft Office: Advanced Excel, PowerPoint, Word
- AI & Digital Tools: Strong user
- IT Skills: Network support, LAN, Windows, Internet research

LANGUAGES

- Arabic: Native
- English: Fluent