

Ahmed Ibrahim El Iskandarany

HR Director | Organizational Development Consultant | Talent & Culture Leader

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Executive Profile

Strategic Human Resources and Organizational Development Leader with more than 20 years of diversified professional experience across construction, consulting, insurance, telecommunications, hospitality, and training sectors in Egypt and the UAE

Experienced in building and transforming HR functions, leading organizational development initiatives, talent acquisition strategies, learning & development programs, employer branding, and employee engagement frameworks aligned with business objectives

Co-Founder and Managing Partner of ISKLEAD HR Consulting, delivering HR consulting, executive search, organizational development, HSSE, and learning solutions for organizations across multiple industries

MBA holder, certified trainer, and experienced corporate facilitator with a strong background in strategic HR operations, leadership development, and culture transformation. Delivered professional training programs through prestigious institutions including The American University in Cairo (AUC), Canadian Chamber of Commerce (CCC), National Telecommunication Institute (NTI), and other leading organizations

Fluent in Arabic and English with professional command of French

Key Career Achievements:

- HR Director at Al Bahaa Construction Oct 2025-Present
 - Consulted LÓreal Dubai & PNB Paribas on Complexity Management and Competency Based Interviews Workshop October 2022
 - Founded ISKLEAD HR Consulting August 2021
 - Handled Bancassurance Mass Recruiting Project at MetLife Alico 2014
 - Created Standard Operational Manual (SOP) for Front Office Team Hilton 2008
 - Selected Twice in Final round at Hilton International GM Program 2005 and 2007
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Core Competencies

- Strategic Human Resources Management
 - Organizational Development
 - Talent Acquisition & Executive Search
 - Learning & Development
 - Performance Management
 - Employer Branding
 - Leadership Development
 - Succession Planning
 - HR Policies & Governance
 - AI-Assisted HR Productivity Tools
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Professional Experience

HR Director | Al Bahaa Construction

October 2025 – Present

Reporting directly to the Vice Chairman and leading the HR function during the company's transformational and regional expansion phase within the infrastructure sector.

Key Responsibilities & Achievements:

- Successfully led executive search and onboarding for 3 C-level positions across operations and business development
 - Leading strategic HR transformation initiatives aligned with organizational growth
 - Driving employer branding initiatives to position the company as an employer of choice within the infrastructure industry
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Co-Founder & Managing Partner | ISKLEAD HR Consulting

August 2021 – Present

Providing integrated HR consulting and organizational development solutions for clients across Egypt and the GCC region.

Key Achievements:

- Led 8 Headhunting projects across construction, engineering, and service sectors
 - Designed & delivered 20 customized training programs for management teams
 - Led organizational culture enhancement initiatives for 6 clients
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Human Resources Director | Petrofab Egypt

June 2020 – June 2021

Led the establishment and development of HR functions during a major construction project phase.

Key Achievements:

- Managed business development initiatives and workforce expansion plans
 - Led recruitment and employee relations activities for project operations
 - Developed HR policies and administrative procedures aligned with project requirements
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Learning & Development Director | Food Magic Group

December 2019 – March 2020

Led the establishment of the company's L&D Academy & supported organizational development initiatives. Project Concluded due to the impact of the COVID-19 pandemic

Freelance HR Consultant | Dubai, UAE

January 2019 – October 2019

Provided HR consulting services for organizations in recruitment, organizational development, and HR operations

Human Resources Instructor (Part-Time) | The American University in Cairo (AUC) – School of Continuing Education

August 2014 – 2020

Delivered professional HR training programs for diploma and certificate participants

Key Contributions:

- Created the “Human Resource Management Blended Learning Course” for the Business Administration Certificate Program
 - Delivered training in HR management, recruitment, performance management, compensations& Benefits and organizational behavior
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Human Resources Manager | HOI MEA Telecommunications & Engineering

April 2015 – April 2016

Key Achievements:

- Established the HR department from the ground up, including policies& procedures
 - Resolved 2 inherited disputes with labor relations and medical insurance service
 - Created new Performance Management System
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Acting HR Business Partner | MetLife Alico Egypt

April 2008 – December 2014

Progressed through multiple HR roles from HR Coordinator to acting Business Partner with responsibilities covering recruitment, learning & development and employee support functions

Key Achievements:

- Managed recruitment and training activities for multiple business functions
 - Led mass recruitment campaigns supporting bancassurance expansion project
 - Established an inhouse corporate training team delivering technical & soft skills programs
 - Delivered 2 Regional Programs on Team Work & Performance Management
 - Recognized among top 20 mentors in CSR initiative with INJAZ Foundation
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Front Office Supervisor / Acting Night Manager | Hilton Pyramids

August 2003 – February 2008

Progressed through multiple operational and supervisory hospitality roles

Key Achievements:

- Developed Standard Operating Procedures (SOPs) for Front Office operations
 - Selected twice for Hilton International Elevator Program Assessment Center
 - Recognized as Hilton Ambassador within the Quality Assurance Committee
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Selected Consulting Projects

ACT Advanced Computer Technologies (2017)

- Consulted on performance management processes and applications for sales team

Adda Business Intelligence (2017)

- Developed HR policies and job analysis frameworks for operational teams

Pegasus Dreamland Sporting Club (2016)

- Designed an integrated Human Resources Management System

Oil & Gas Skills – Ministry of Petroleum (2015)

- Provided HR consulting sessions and organizational behaviour guidance
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Education & Certifications

MBA – Master of Business Administration

ESLSCA University – Paris | 2014

Major: Global Management

Professional Certified Trainer (PCT)

The American University in Cairo | 2014

LOMA Certifications

- FFSI® – Fellow Financial Services Institute | 2014
 - FLMI® – Fellow Life Management Institute | 2011
 - ACS® – Associate Customer Service | 2009
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Train the Trainer Certificate

Hilton International | 2007

Bachelor of Computer Science & Information Systems

6th of October University | 2002

Major: Information Systems

Training & Speaking Experience

Delivered professional training sessions and workshops through:

- The American University in Cairo (AUC)
 - Canadian Chamber of Commerce (CCC)
 - Brilliance Business School (BBS)
 - National Telecommunication Institute (NTI)
 - Egypt's Women in Energy Network (EWiEN)
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Languages

- Arabic: Native
 - English: Fluent
 - French: Professional Working Proficiency
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Digital Skills

- Microsoft Office Suite
- LinkedIn Recruiter
- Learning Management Systems (LMS)
- AI-Assisted Productivity Tools
- E-Learning Content Development