

Doaa Mahmoud

Cairo, Egypt

010-0528-3212

Email: dmahmoudh@gmail.com

LinkedIn: doaa-mahmoud-151423100

Personal Details:

Date of Birth:10/4/1976, City: Cairo, Nationality: Egyptian

Summary

A transformation-focused HR executive with a proven record of architecting future-ready operating models and digital people strategies that align governance, capability, and culture with business growth and enterprise value. Expert in integrating people architecture with organizational strategy to drive scalability, operational resilience, and sustainable performance across enterprise operations.

Areas of Expertise

HR Transformation | Workforce Architecture | Digital HR Systems | Governance & Compliance | Strategic Workforce Planning | Leadership Capability | Performance & Career Management | Talent & Culture Development | Employee Engagement | Change Leadership | HR Analytics | Cost & Productivity Optimization

Executive Career Experience

HR & Admin Manager — GCP for Ductile Iron Pipe Production | Cairo, Egypt (2024 – Present)

Transformed HR into a strategic enabler of industrial performance by aligning workforce architecture, cost governance, and operational continuity with production demands.

Strategic Impact:

- Repositioned HR as a business partner to Operations, embedding governance and workforce visibility across the plant.
- Increased workforce capacity by 15% while stabilizing production continuity and shop floor readiness.
- Achieved 90% reduction in paid overtime through work force optimization without compromising throughput.
- Digitalized core HR processes (attendance, approvals, workforce data, payroll), enabling real-time operational insights.
- Introduced data-driven HR decision-making via dashboards that linked labor, cost, and productivity to executive reporting.

HR Director — City Glass | Cairo, Egypt (2023)

Shifted HR from a transactional support function into a strategic driver of industrial performance and organizational readiness.

Strategic Impact:

- Designed HR structure and workforce planning model aligned with business expansion and factory operating rhythms.
- Initiated HR digitalization roadmap starting with payroll automation to improve speed, transparency, and auditability.
- Strengthened HR–Operations integration by aligning capability, staffing, and workforce deployment with production needs.
- Upgraded HR governance discipline, laying the foundation for a scalable and insight-driven HR function.

HR Audit Manager — Ibsina Pharma | Cairo, Egypt

(2021 – 2023)

Built HR governance maturity and institutionalized capability frameworks to prepare the organization for future growth and enterprise transformation.

Strategic Impact:

- Designed and deployed the HR Audit Framework covering all HR functions, creating visibility on policy gaps, control risks, and maturity levels.
- Strengthened governance discipline by standardizing policies, procedures, and audit standards across the HR operating model.
- Developed and implemented competency architecture, enabling structured capability mapping for >500 jobs.
- Provided the governance and capability foundation later used for digitalization, performance alignment, and talent systems modernization.

Learning & Talent Acquisition Manager — Ibsina Pharma | Cairo, Egypt

(2018 – 2021)

Built a scalable internal talent engine and strengthened workforce supply continuity to support rapid business expansion.

Strategic Impact:

- Restructured the Talent Acquisition model to shift from vacancy filling to capability-based workforce supply planning.
- Enabled 16% headcount growth while improving hiring quality and cycle time (avg. 40 days) to match business expansion phases.
- Launched enterprise L&D architecture delivering >42,000 training hours with 97% satisfaction, institutionalizing capability uplift.
- Built internal talent pipelines and career-ladder mobility, reducing dependency on external hiring for critical roles.
- Deployed e-learning and digital talent development, creating scalability and consistency in learning delivery.

Learning & Development Manager — Ibsina Pharma | Cairo, Egypt

(2015 – 2018)

Built and scaled enterprise-learning infrastructure to create organizational readiness for future capability growth.

Strategic Impact:

- Established the foundational L&D framework and standardized development architecture across job families and functions.
- Scaled enterprise learning delivery to >88,000 training hours with consistently high satisfaction (94%), reinforcing internal capability depth.
- Institutionalized competency-based performance management for 367 roles, linking development to measurable contribution.
- Laid the groundwork for future HR transformation by embedding governance, systems discipline, and capability mapping.

Career Note

Training and Development Supervisor, Ibsina Pharma, Cairo, Egypt (2013 – 2015)

HR Supervisor, Ibsina Pharma, Cairo, Egypt (2007 – 2012)

Payroll Specialist, Ibsina Pharma, Cairo, Egypt (2003 – 2007)

Marketing Specialist, Roots Management Consultants, Cairo, Egypt (2001-2003)

Education & Credentials

Master's in Digital Transformation (Currently Studying)

ESLSCA Business School Paris, Paris, France

CIPD Level 7 – Advanced Diploma in Strategic HR Management (Currently Studying)

Chartered Institute of Personnel and Development, UK

Bachelor of Commerce and Business Administration – English Section – (1998)

Major: Business Administration

Helwan University, Cairo, Egypt

Professional Development

Total Business Mastery and Crisis Management – Brian Tracy | Crisis Management – Simon Langdon | HR Balanced Scorecard – Knowledge Consulting, Egypt | The VUCA Leader - EDGE Consultants, Egypt | Learner's Psychology – IARS, London | Principles and Practices of Management, Level 3 – IARS, London | Coaching by Style – IARS, London | IBDL for Instructors – Merl, Egypt | Job Evaluation – Hay Group | Performance Management Systems - Job Master, Egypt | Instructional Design , Egypt

Certifications

Certified HR Manager – Missouri State University, USA | Certified International Professional Trainer– Missouri State University, USA |