

Amr Adel Al-Ghandour

Group Human Resources Manager | Strategic HR Leader
HR Transformation • SAP SuccessFactors • C&B • Organizational Development.

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Summary

Strategic HR Leader with 14+ years of progressive experience driving organizational transformation, workforce planning, compensation strategy, HR governance, and large-scale payroll operations across Egypt, Qatar and Saudi Arabia. Expert in building HR departments, restructuring organizations, implementing HRIS/ERP systems, and managing multicultural teams in group-level environments. Known for aligning HR strategies with business goals, ensuring legal compliance, enhancing employee experience, and delivering measurable improvements in retention, efficiency, and cost optimization.

Experience

Beam Group – Egypt

Human Resources Manager | Aug 2025 – Present

- Lead HR Operations across multiple Companies, overseeing Group-level HR strategy, HR governance, payroll, and HR digitization.
- Own the HR operations roadmap, ensuring alignment with business goals and expansion plans.
- Manage SAP SuccessFactors payroll and ensure zero-error payroll delivery across all entities.
- Implement a unified Total Rewards Framework, including job grading, salary structure, and incentive schemes.
- Oversee HR compliance across the Group, establishing governance systems and internal controls.
- Lead cross-border HR transformation programs, automation initiatives, and policy standardization.
- Drive workforce planning, strategic manpower budgeting, and org design projects.

Green Concrete Company

Concrete Ready-Mix Company - KSA, Egypt • 12/2024 – 08/2025

Regional Group Payroll Leader (Group Level)

Responsible for overseeing payroll management for over 4000 employees across Saudi Arabia and Egypt. Duties include:

- Managed payroll for **4000+ employees** across countries (KSA, Egypt).
- Standardized multi-country payroll processes, improving efficiency by **40%**.
- Ensured full compliance with **GOSI, WPS, Egypt Tax**, and statutory reporting.
- Led payroll audits, reconciliations, and variance analysis with **100%** accuracy.
- Drove payroll system integrations with ERP, reducing manual work by **80%**.
- Provided expert advisory on **expatriate payroll, mobility policies, EOSB, tax structures, and benefits**.

Al-Falah Ready-Mix Company • Concrete Ready Mix • Doha, Qatar • 01/2017 – 08/2024

Concrete Ready-Mix Company Based in (3 years in Qatar | 4 Years in Egypt Branch)

Head of Human Resources and Administration

- Built and led HR & Admin operations across multiple branches.

- Implemented an ERP-integrated **biometric payroll system**, reducing processing time by **25%** and eliminating manual errors.
- Introduced a fully automated digital records system, improving data accuracy and compliance by **70%**.
- Designed HR policies, org structures, and operational HR frameworks aligned with business needs.
- Reduced transportation and accommodation expenses by **20%** through optimized logistics.
- Launched employee engagement initiatives, decreasing turnover by **18%**.
- Built succession plans, workforce forecasting models, and performance management frameworks.
- Implemented end-to-end onboarding automation, reducing employee onboarding time by **40%**.
- Managed full-spectrum HR operations: recruitment, administration, payroll, training, and compliance.

UTILIFIELD Engineering & Contracting

Construction Company • Doha, Qatar • 03/2013 - 12/2016.

HR & Admin Manager

- Managed Payroll Preparation for Employees utilizing advanced Excel formulas to assure accuracy and efficiency.
- Supervised and monitored the work process for subcontractors, manpower suppliers for 500+ labors.
- Responsible for managing the payment cycle for materials and services subcontractors, ensuring timely payments, and verifying compliance with all company requirements and standards.
- Assisted in timely collection of company dues and payments from contractors, ensuring adherence to payment schedules and improving cash flow management.
- Design Company Policies and Procedures, Review and update employment contracts, agreements, and ensuring compliance with labor legislation.
- Oversaw the planning, preparation, and management of comprehensive budgets for HR and Administration departments, ensuring resource optimization and cost-effectiveness.
- Designed a merit increase and salary review system, ensure fair and equitable salary reviews.
- Conducted regular employee train on induction, quality, recruitment, and performance management.
- Implemented ISO standards (9001, 18001, and 14001).
- Led the development and execution of HR policies, ensure legal compliance.

Earth Smart Human Resource

Recruitment Agency • Doha, Qatar • 05/2012 - 03/2013

Human Resource Executive & Legal Consultant

- Strategic Plan and Business Alignment: Aligned HR practices with the strategic plan of the company, ensure the right people with the necessary skills are in the correct roles.
- Established a streamlined compliance reporting system, reducing administrative task time, and ensuring all legal responsibilities were met promptly.
- Talent Management: Focused on employee experience, engagement, and performance to retain top talent.
- Ensured company compliance with legislation and advised on industrial relations issues.

Group of Companies • Doha, Qatar • 11/2011 – 05/2012

(Efficient - KDM Global Logistics - Libatel -Earth smart – Utilifield)

Legal Consultant

- Offer guidance on various legal matters, included corporate law, labor law, intellectual property, and compliance issues.
- Dispute Resolution: Represented the Group of Companies in negotiations, mediations, and dispute resolutions to reach favorable outcomes without resort to litigation.
- Compliance and Regulatory Affairs: Ensure that the company adheres to all relevant laws and regulations to prevent legal actions against the organization.

Education

- Bachelor of Law | 2011 | Egypt, Zagazig University
- International Arbitration Counselor | 2013 | Egypt

Certifications

- SHRM – Building a Performance Management System
- SHRM/HRCI – Strategic Human Resources, HR as a Strategic Business Partner
- SHRM/NASBA – Organizational Learning & Development
- NASBA – Strategic Negotiation - PHR Certification Preparation - Core Competencies.
- SHRM – Compensation & Benefits

HR Leadership & Governance

- HR Strategic Planning, Group HR Governance
- Policy Development & SOPs, Succession Planning
- Workforce Planning & Budgeting, Organizational Design & Restructuring

HR Operations & HRIS

- SAP SuccessFactors, Oracle HCM / ERP
- HRIS Administration, HR Analytics & Dashboards
- Process Automation, Employee Lifecycle Management

Compensation & Benefits

- Job Grading (Hay, Mercer), Salary Benchmarking, Total Rewards Management
- Incentive & Bonus Programs, C&B Structuring (Multi-country)

Payroll Management (Multi-Country)

- End-to-End Payroll Processing, GOSI / WPS
- Egypt Payroll Taxation, Payroll Audit & Compliance
- Expatriate Payroll & EOSB, Payroll Integrations (ERP/HRIS)

Talent & Organizational Development

- Performance Management (KPIs, OKRs)
- Learning & Development Programs, Talent Acquisition & Manpower Planning
- Employee Engagement Strategies, Competency Frameworks

Legal & Compliance

- GCC Labor Law, Egypt Labor Law
- Immigration & Residency Procedures
- Risk Management & Internal Controls, ISO 9001/18001/14001

Skills & Expertise

- HR Strategy • Talent Management • Workforce Planning • Compensation & Benefits • OD • HR Policy Development • Succession Planning • SAP SuccessFactors • ERP Payroll Systems • HRIS • Advanced Excel • Labor Law • Risk Management • Communication • Leadership. • Digital Document Control Systems. Advanced Excel. • HR System Configuration. • Data Analysis & Reporting.

Languages

Arabic: Native | **English:** Fluent