

Nabil El-Banna

OD | Talent Acquisition | HR Operations | Total Rewards

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◇ Professional Summary

Results-driven HR Manager with over 10 years of progressive experience in Talent Acquisition, Talent Management, and HR Operations across government, public, and private sectors. Proven expertise in aligning HR strategies with organizational goals, enhancing talent pipelines, optimizing HR processes, and building HR departments from the ground up. Adept in HR systems (SAP, Oracle HCM, Odoo), workforce planning, and implementing measurable KPIs for high-performance teams.

◇ Core Experience:

- Talent Acquisition & Workforce Planning
- HR Operations & Policy Design
- Performance Management Systems (PMS)
- HRIS: SAP, Oracle HCM, Odoo, ICIMS
- Succession Planning Talent Development
- CBI C Behavioral Interviewing Techniques
- Strategic HR Business Partnership
- Labor Law & Social Insurance Compliance
- Organizational Design & Job Analysis
- Employer Branding & Recruitment Marketing

◇ Professional Experience

HR Manager

Aljar Developments | Sep 2025 - Present

Function Focus: HR Operations (30%) | Talent Acquisition & OD (30%) | Compensation & Benefits (30%) | Learning & Development (10%)

Regional Talent Acquisition Section Head

SYSTRA - Egypt & North Africa | Sep 2024 - Aug 2025

Function Focus: Talent Acquisition (90%) | Compensation & Benefits (10%)

Regional Talent Management Team Leader

Sabbour Consulting - Egypt, Uganda, Tanzania, KSA | Aug 2023 - Aug 2024

Function Focus: Talent Acquisition & OD (50%) | HR Operations (20%) | Learning & Development (10%) | Compensation & Benefits (20%)

Group Talent Acquisition Team Leader

Al-Shorouk Construction | Nov 2021 - July 2023

Function Focus: Talent Acquisition (80%) | HR Operations (10%) | Compensation & Benefits (10%)

HR Business Partner (Head of HR)

CEB Consulting | Oct 2020 - Oct 2021

Function Focus: HR Operations (30%) | Talent Acquisition & OD (30%) | Compensation & Benefits (30%) | Learning & Development (10%)

Senior HR Generalist

EGEC | Jan 2015 - Mar 2020

Function Focus: HR Operations (30%) | Talent Acquisition & OD (30%) | Compensation & Benefits (30%) | Learning & Development (10%)

HR Specialist

El-Fath Investments & Projects Construction | May 2017 - Dec 2018

Function Focus: HR Operations (20%) | Talent Acquisition (80%)

HR Specialist

Ministry of Interior | Nov 2014 - Mar 2017

Function Focus: HR Operations (80%) | Learning & Development (20%)

HR Coordinator

El-Fath for IT | Jul 2012 - Nov 2014

Function Focus: HR Operations (60%) | Talent Acquisition & OD (40%)

◇ Education

BSc of Commerce - Major: Accounting - Grade: Good

Advanced Academy, Cairo | 2007 - 2011

◇ Certifications

- HR Management Diploma | IBS Academy, 2017
- HRM Certificate | AIPS, 2017
- Egyptian Labor Law C Social Insurance | IBS Academy, 2017
- New Social Insurance Law 148/2019 | Social Insurance Institute, 2019
- Human Relationships Course | Ministry of Interior, 2016

◇ Technical Skills

- **HR Systems:** SAP, Oracle Fusion HCM, Odoo, ICIMS, Taleo, IBM, OMS ERP
- **Tools:** MS Office (Excel, Word, PowerPoint), Visio

◇ Languages

- Arabic: Native (C2)
- English: Upper-Intermediate (B2)
- German: Intermediate (B1)

Personal Details

- Nationality: Egyptian
- Military Status: Exempted
- References: Available upon request