

Ahmed Abdelhamid

HR Director | Talent Strategy & Organizational Development

Cairo, Egypt

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Professional Summary

Strategic HR Director with 15+ years' experience leading HR functions across Egypt, Saudi Arabia and Qatar. I am skilled in HR strategy, talent acquisition, organizational design, HR transformation, KPI-driven performance management, and workforce optimization. Proven track record in building high-performing teams, implementing people-centric solutions, and aligning HR initiatives with business objectives to enhance productivity, retention, and organizational culture. Experienced in real estate, construction, manufacturing, and professional services.

Core Competencies

- HR Strategy & Transformation
- Talent Acquisition & Retention
- Organizational Development & Workforce Planning
- Performance Management (KPI, BSC, MBO)
- Compensation & Benefits Management
- Learning & Development Programs
- HR Digitization & HRIS Implementation
- Employee Relations & Engagement
- Compliance with Labor Law & Regulatory Standards

Professional Experience

Confidential | Cairo, Egypt

Food & Beverage

Senior Human Resources Consultant | Jan 2024 – Present

- Advise organizations across MENA on HR strategy, transformation, and workforce optimization.
- Develop KPI-driven performance frameworks and agile HR structures aligned with business objectives.
- Implement talent management, succession planning, and leadership development programs.
- Design policies and processes that enhance operational efficiency and labor law compliance.
- Support start-ups and established companies with HR modernization and change management.
- Leverage HR analytics to monitor workforce performance and guide strategic decisions.

Tiger Aviation Services | Egypt

Ground Handling and Airlines' Services

Group Human Resources Consultant | Mar 2022 – Dec 2023

- Conducted strategic workforce planning, manpower analysis, and talent gap assessments.
- Implemented KPI-based performance management, succession planning, and career progression programs.
- Led full-cycle recruitment, employer branding, and talent pipeline development.
- Managed compensation, benefits, payroll operations, and labor law compliance.
- Delivered targeted learning & development programs to enhance organizational capability.
- Applied HR analytics to optimize engagement, retention, and productivity.

Detak Contracting | Cairo, Egypt

Construction, roads infrastructure

Group Human Resources Manager | Jun 2020 – Jan 2022

- Aligned HR strategy with business goals, conducting organizational design and manpower planning.
- Defined departmental objectives and KPIs to optimize performance across teams.
- Recruited managers, specialists, and technical staff using modern HR techniques.
- Oversaw employee relations, benefits management, and regulatory compliance.
- Introduced digital HR solutions, process improvements, and people-centered initiatives.
- Utilized workforce analytics to support strategic decision-making.

SMART Group | Cairo, Egypt

Construction, Real-Estate Developer

Human Resources Manager | Feb 2016 – Jun 2020

- Developed and implemented HR strategies for workforce planning and performance management.
- Recruited and developed technical, managerial, and executive talent across projects.
- Standardized HR policies, onboarding, and operational procedures across multiple sites.
- Optimized compensation & benefits programs to improve retention and engagement.
- Launched succession planning and leadership development programs.
- Monitored KPIs and workforce metrics to improve operational efficiency.

Qassim Cement Company | Qassim, Saudi Arabia

Manufacturing, Cement & Queries

Talent Acquisition & OD Section Head | Jan 2015 – Jul 2016

- Led talent acquisition, organizational development, and workforce optimization.
- Recruited senior and mid-level leaders to drive business expansion.
- Implemented KPI-driven performance management and succession planning frameworks.
- Optimized workforce distribution and efficiency across departments.
- Managed change initiatives to enhance engagement and align HR with business goals.

Al Jaber Watches | Doha, Qatar

Fashion, Apparel, F&B, Shipping, Retail & Healthcare

Acting HR Manager | Jul 2009 – Jul 2014

- Maintained HR records, payroll, and compliance with local labor laws.
- Managed full-cycle recruitment and onboarding for all employee levels.
- Conducted employee relations investigations and facilitated corrective actions.
- Designed orientation, training, and professional development programs.
- Monitored retention and engagement metrics and implemented improvement strategies.
- Supported HR reporting, audits, and government filings.

Bayan Holding | Riyadh, Saudi Arabia**HR Specialist | Jun 2004 – May 2009**

- Administered contracts, visas, payroll, and social insurance.
- Maintained HR records, manpower reports, and training data.
- Assisted with recruitment, onboarding, and employee orientation programs.
- Supported HR operations, performance tracking, and compliance with regulations.
- Provided HR administrative support and contributed to workforce planning.

Education

- **MBA, Human Resources Development** – Arab Academy for Science, Technology & Maritime Transport, Egypt, 2023
- **Human Resources Diploma** – American University in Cairo, Egypt, 2005
- **Masters in English Language & Literature** – Ain Shams University, Egypt, 2003
- **BA, English Language & Literature** – Minufiya University, Egypt, 2000

Certifications

- Senior Professional in Human Resources – International (SPHRi)
- Practical HR Diploma (HRCI Accredited)
- Advanced Excel for HR Professionals

Technical Skills

- MS Office Suite, SharePoint, Power BI, Power Pivot
- ERP/HRIS: Oracle JD 12.0, SAP, Odoo, Al-Mohtaref
- HR Analytics & KPI Reporting

Languages

- Arabic – Native / Bilingual
- English – Full Professional Proficiency