

RAGHDA EL-SAWABY

Talent Development & HR Leader | 13+ Years Across Multi-Industry Sectors

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PROFILE SUMMARY:

Strategic and results-driven HR professional with 13+ years of experience spanning Talent Acquisition, Performance Management, Organizational Development, and Employer Branding. Proven track record in leading large-scale recruitment strategies, building high-performing teams, and driving culture transformation across FMCG, Pharmaceuticals, Renewable Energy, Construction, and Real Estate sectors. Recognized for developing streamlined TA systems, improving hiring metrics, and enhancing candidate experience.

PROFESSIONAL EXPERIENCE:

ATRIUM Quality Contractors - TMG – Cairo, Egypt

Talent Acquisition Section Head | JULY – 2025 Till Date

- Develop and implement a **comprehensive talent acquisition strategy** aligned with ATRIUM's business and project needs.
- Forecast Manpower requirements - Release plan in coordination with **Project Directors, Construction Managers, and Functional Heads**.
- Ensure recruitment plans support large-scale construction projects and rapid mobilization needs.

Recruitment Operations Management

- Oversee end-to-end recruitment for:
 - Engineering (Civil, MEP, Planning, QA/QC, HSE)
 - Project Management
 - Site & Technical roles
 - Corporate and support functions
- Ensure timely hiring while maintaining quality and cost efficiency.
- Manage recruitment KPIs such as **time-to-fill, cost-per-hire, and quality-of-hire**.
- Act as a strategic partner to senior management and business leaders.
- Advise hiring managers on market trends, talent availability, and hiring strategies.
- Ensure alignment between HR and project execution requirements.

Employer Branding & Talent Pipelines

- Strengthen ATRIUM's employer brand in the Construction market.
- Build and maintain talent pipelines for critical and hard-to-fill roles.
- Manage relationships with universities, recruitment agencies, and professional networks.

Team Leadership & Development

- Lead, mentor, and develop the Talent Acquisition team.
- Allocate workload, set objectives, and conduct performance evaluations.
- Promote best practices and continuous improvement within the recruitment function.

Recruitment Governance & Compliance

- Ensure recruitment processes comply with ATRIUM policies, labor laws, and internal governance standards.
- Maintain accurate recruitment data, reports, and documentation.
- Optimize recruitment tools, systems, and vendor performance.
- Manage recruitment budget and agency costs.
- Negotiate contracts and SLAs with recruitment agencies and headhunters.
- Monitor vendor performance and ROI.

EL Soadaa Group – Cairo, Egypt

Talent Development Manager | December 2024 – June 2025

- Led the organizational and talent development strategy in alignment with business objectives and growth plans.
- Designed and implemented performance management and learning initiatives to enhance leadership capability and workforce effectiveness.
- Oversaw leadership development, succession planning, and employee engagement programs across the organization.
- Partnered with senior business leaders to identify future talent requirements, assess skill gaps, and build targeted development solutions.

Learning & Development Focus:

- Conducted comprehensive organizational training needs assessments (TNA) aligned with strategic priorities.
- Designed, implemented, and evaluated learning programs covering technical, behavioral, managerial, and leadership development.
- Collaborated with department heads to create role-based learning roadmaps aligned with competency frameworks.
- Led onboarding and continuous learning frameworks to accelerate time-to-productivity and performance.
- Developed and managed the annual learning calendar, coordinating internal facilitators and external training vendors.
- Introduced mentorship and coaching programs to support career progression, internal mobility, and leadership readiness.
- Facilitated soft-skills and managerial training workshops to promote a high-performance and learning-driven culture.
- Executed end-to-end training programs for Summer and Winter training rounds across all disciplines, including planning, delivery, evaluation, and stakeholder coordination.

EL Soadaa Group – Cairo, Egypt

Talent Acquisition Section Head | People & Culture | August 2023 – 2024

- Spearheaded end-to-end talent acquisition strategies across the organization.
- Managed and coached the recruitment team, improving hiring turnaround and pipeline quality.
- Developed, led, and optimized the end-to-end recruitment lifecycle for diverse business Industries
- Managed and mentored the recruitment team to enhance talent sourcing effectiveness and pipeline quality.
- Created and tracked KPIs including time-to-fill, cost-per-hire, and quality-of-hire to ensure data-driven decision-making.
- Strengthened the company's employer brand through consistent representation at job fairs, universities, and industry events.
- Designed and implemented scalable onboarding processes to ensure smooth integration for new hires.
- Supported workforce planning by aligning hiring forecasts with strategic business goals.
- Championed candidate experience by integrating industry tools and applying human-centered hiring approaches.
- Collaborated with senior leadership to drive internal mobility, succession planning, and talent forecasting.
- Led the implementation of competency-based interviewing (CBI) and assessment models.
- Implemented KPI-based recruitment reporting, optimizing sourcing channels and time-to-hire.
- Led performance management processes, training programs, and onboarding systems.
- Represented the company in job fairs and employer branding initiatives.

Coldwell Banker Egypt – Cairo, Egypt

Head of Talent Acquisition | 2022 – 2023

- Designed and implemented a scalable talent acquisition strategy supporting **60+ franchises nationwide**.
- Led and trained hiring managers on **competency-based interviewing**, selection techniques, and recruitment best practices.
- Drove employer branding initiatives to strengthen market presence and attract top talent.
- Partnered with leadership on **retention-focused initiatives**, improving hiring quality and long-term workforce stability.
- Standardized recruitment processes to ensure consistency, efficiency, and compliance across franchises.

The Address Investments – Cairo, Egypt

Talent Acquisition Assistant Manager | 2022

- Managed **mass hiring campaigns** across multiple functions, ensuring timely fulfillment of workforce requirements.
- Built and maintained strong talent pipelines aligned with short- and long-term workforce planning.
- Developed alignment frameworks across franchise HR teams to streamline recruitment operations.
- Analyzed recruitment KPIs and metrics to drive data-based decisions and continuous improvement.

McDonald's Egypt – Cairo, Egypt

Recruitment Supervisor | 2019 – 2022

- **Pioneered and established the Recruitment Supervisor role in McDonald's Egypt**, becoming the first professional hired to build a structured recruitment function across HQ and nationwide operations.
- Led end-to-end recruitment for **both corporate and high-volume operational roles**, supporting rapid expansion and workforce scaling.
- Designed and implemented a **standardized hiring-to-onboarding workflow**, significantly improving hiring speed, candidate experience, and compliance.
- Developed and standardized **job descriptions and role frameworks** for HQ and restaurant operations.
- Introduced and enhanced **talent tracking and reporting systems**, enabling data-driven recruitment decisions and workforce planning.
- Strengthened McDonald's Egypt's **employer branding and digital presence**, launching and optimizing recruitment channels across LinkedIn and the corporate careers portal.
- Acted as a key recruitment advisor to senior management and operations leaders on workforce needs, hiring plans, and market availability.
- Established recruitment policies, SLAs, and best practices aligned with global McDonald's standards while adapting to local market needs.
- Played a critical role in improving **talent pipeline readiness** and reducing time-to-fill for high-demand operational roles.

InterMark Network – Cairo, Egypt

Pharmaceutical Industry

Regional Senior HR Specialist | OD Consultant | 2017 – 2019

- Developed strategic HR partnerships across regional operations, aligning people strategies with business objectives.
- Designed and implemented talent acquisition frameworks to support organizational growth and workforce effectiveness.
- Led change management initiatives, supporting organizational restructuring and culture transformation.
- Introduced and optimized HR technology systems to enhance efficiency, reporting, and employee experience.
- Delivered organizational development interventions, including job architecture, competency frameworks, and performance improvement initiatives.
- Reviewed, updated, and standardized HR policies and procedures to ensure compliance and operational consistency.

EDUCATION:

Master of Business Administration (MBA) – Global Management

ESLSCA Business School | *Expected 2026*

Bachelor of Business Administration (B.B.A.) – Marketing & Management

University of Wales | 2011

GPA: 3.2

CERTIFICATIONS

Project Management Professional (PMP®)

Project Management Institute (PMI) – 5th Edition

TECHNICAL SKILLS & TOOLS

- LinkedIn Recruiter
 - Microsoft Office Suite (Word, Excel, PowerPoint, Outlook)
 - HRIS Systems
 - Applicant Tracking Systems (ATS)
 - Social Media & Digital Sourcing Tools
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CORE COMPETENCIES

- Strategic Thinking & Problem Solving
- Detail-Oriented Execution
- Team Building & Cross-Functional Collaboration
- Excellent Verbal & Written Communication
- Results-Oriented Mindset
- Adaptability in Fast-Paced Environments
- Coaching & Mentorship

FUNCTIONAL COMPETENCIES

- Talent Acquisition Strategy & Delivery
 - Recruitment Process Optimization
 - Employer Branding & Candidate Experience
 - Organizational Development & Change Management
 - Training & Development Initiatives
 - Leadership Coaching & Stakeholder Management
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LANGUAGES

- Arabic: Native
- English: Fluent