

# PETER OSAMA LABIB

Senior People Partner (Deputy Manager) | HR Business Partner | Talent Management & OD  
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## PROFESSIONAL SUMMARY

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Results-driven HR Business Partner and Senior People Partner with nearly 9 years of progressive HR experience in Talent Acquisition, Business Partnership, Performance Management, and Organization Design. Proven track record managing multi-department employee populations (up to 465 employees) across construction and automotive industries. Proficient in SAP SuccessFactors (SF & EC), competency-based interviewing, Korn Ferry job evaluation, and HR data analytics. Combines strategic workforce planning with hands-on talent management to improve organizational performance and employee engagement.

## CORE COMPETENCIES

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**HR Business Partnership | Talent Acquisition (Entry to Senior) | Organization Design | Manpower Planning**  
Performance Management (Bell Curve / SAP PMS) | Succession Planning | Employee Relations & ER Case Management  
Job Analysis & JD Design (Korn Ferry) | HR Analytics & Reporting | Stakeholder Engagement & Communication  
TM Budget Management | TA Vendor Management | Turnover Analysis | Employer Branding | SAP SuccessFactors SF & EC

## PROFESSIONAL EXPERIENCE

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### Senior People Partner – Deputy Manager (Business Partnership, Talent Acquisition & OD)

Innovo Group (ASGC) | Cairo, Egypt

Jan 2026 – Present

- Promoted to Senior People Partner – Deputy Manager with expanded scope of 18 departments and projects and 400+ employees.
- Lead strategic HR business partnership, talent acquisition, OD, and performance management for all assigned units.
- Reconcile SAP open Position Requisitions with Job Positions on the Recruiting Module to maintain headcount and data integrity.
- Partner with senior leadership on workforce restructuring, succession planning, and strategic manpower alignment.
- Drive full-cycle recruitment for Senior to Manager and Senior Manager positions; manage TA pipeline to meet evolving business demands.
- Deliver HR analytics and workforce dashboards with actionable insights on headcount, attrition, and engagement trends.

### People Partner (Business Partnership, Talent Acquisition & OD) – SAP SF & EC

Innovo Group (ASGC) | Cairo, Egypt

Jan 2024 – Dec 2025

- Managed HR business partnership for 4 departments and 4 projects (250 employees); delivered full HRBP services including ER, PMS, and manpower planning.
- Executed mid- and end-of-year performance appraisals via SAP SuccessFactors PMS using bell curve calibration.
- Identified future hiring needs; attracted and selected candidates for mid-to-senior level roles.
- Drafted HR frameworks covering recruitment, performance, diversity, onboarding/offboarding, and talent retention.
- Conducted quarterly exit interviews and turnover analysis; proposed data-driven retention strategies.
- Delivered complex HR data analysis to identify workforce trends and inform business performance decisions.

### Talent Management Partner (Business Partnership, Talent Acquisition & OD) – SAP SF

Al-Mansour Automotive Company | Cairo, Egypt

Sept 2022 – Jan 2024

- Served as HRBP for 7 departments (465 employees); delivered comprehensive talent management, ER, and OD support.
- Evaluated 50 roles and created 91 JDs using Korn Ferry methodology in collaboration with hiring managers.
- Managed annual TM budget with focus on cost optimization and effective TA vendor performance analysis.
- Led performance calibration sessions and quarterly turnover analysis with actionable improvement recommendations.

### Senior Talent Acquisition Specialist

Al-Mansour Automotive Company | Cairo, Egypt

Jan 2021 – Sept 2022

- Led full-cycle recruitment for technical and commercial roles (entry to managerial); partnered with hiring managers on competency framework and selection strategy.
- Sourced candidates via LinkedIn, Wuzzuf, Bayt; managed offers, pre-employment assessments, and candidate experience.

### **Talent Acquisition Specialist**

Al-Mansour Automotive Company | Cairo, Egypt

Mar 2020 – Jan 2021

- Managed end-to-end recruitment lifecycle; maintained ATS (SAP SuccessFactors), conducted competency-based interviews, and promoted employer brand.

### **Technical Talent Acquisition Specialist**

We Data (Telecom Egypt) | Cairo, Egypt

May 2019 – Feb 2020

- Partnered with hiring managers on technical and commercial manpower needs; managed full recruitment cycle from sourcing through offer.
- Filled 65+ hiring requests within 2 months; appointed Technical Operations Account Manager within first month of probation.
- Delivered analytical recruitment reports and daily tracking updates to HR and hiring managers.

### **Acting Senior Talent Acquisition Specialist**

Majorel Outsourcing | Cairo, Egypt

Oct 2017 – May 2019

- Managed high-volume recruitment; coached and evaluated 3 junior recruiters; coordinated with hiring managers on staffing strategy.
- Awarded Top Performer (1st place) 8 times; represented company at 5 employer branding job fairs.

## **EDUCATION**

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### **Bachelor of Commerce (English Section) – Major: Accounting**

2011 – 2015

Ain Shams University, Cairo, Egypt | Overall Grade: Good

## **TECHNICAL SKILLS & TOOLS**

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**HRIS / ATS:** SAP SuccessFactors (Recruiting, PMS, Employee Central – SF & EC)

**Job Evaluation:** Korn Ferry Methodology

**Productivity:** Microsoft Office Suite (Word, Excel, PowerPoint, Outlook) – Advanced

**Languages:** Arabic (Native) | English (Fluent, B2+)

## **CERTIFICATIONS & TRAINING**

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- Business Process Outsourcing (BPO) & Soft Skills – EDU Egypt
- English Language Training – New Horizons / EDU Egypt (Level B2-1)
- Stock Market Simulation – MESE, Ain Shams University (Investor Role)
- CBI Workshop (Competency Based Interview) – Talents Mine | Dec 2019
- Communications Course – CTC Academy | Feb 2014