

ABANOB KASDI SHEHATA

Regional HR Leader | HR Transformation | Organizational Development | Egypt & KSA

Email: abanob.hr@hotmail.com | Phone: +20 127 799 5200

LinkedIn: [linkedin.com/in/abanobkasdi](https://www.linkedin.com/in/abanobkasdi)

Location: Egypt | Open to GCC & International Opportunities

EXECUTIVE PROFILE

Strategic and results-driven HR Executive with 15+ years of progressive leadership experience across Manufacturing, Construction, Pharmaceutical, Healthcare, and Commercial sectors. Proven expertise in HR transformation, organizational restructuring, digital HR implementation, and multinational workforce management across Egypt and Saudi Arabia. Strong business partner to C-level leadership, aligning people strategy with operational and financial objectives.

LEADERSHIP HIGHLIGHTS

- Established and scaled full HR operations for Saudi Arabia entity from ground up.
- Led HR digital transformation including Oracle HRIS & Microsoft 365 self-service platforms.
- Designed performance management and KPI frameworks aligned with corporate strategy.
- Developed compensation structures and salary calibration models based on market benchmarking.
- Directed workforce planning, talent acquisition, and succession planning initiatives.
- Ensured full compliance with Egyptian & Saudi labor laws including Saudization (Nitaqat).

CORE COMPETENCIES

- Strategic HR Management
- Organizational Development & Change Management
- Talent Acquisition & Executive Search
- Performance & KPI Systems
- Compensation & Benefits Strategy
- HR Governance & Compliance
- Digital HR Transformation
- ERP & HRIS Implementation
- Workforce Planning & Succession Planning
- Administrative & Operational Leadership

PROFESSIONAL EXPERIENCE

Regional HR & Administration Manager | Delta Lighting – Egypt & KSA

Jan 2022 – Present

- Lead end-to-end HR and administrative strategy across Egypt and Saudi Arabia operations.
- Managed company formation process in KSA including regulatory approvals and compliance setup.
- Implemented structured performance management system across multi-site operations.
- Developed HR policies aligned with international governance standards.
- Oversaw recruitment strategy and workforce optimization initiatives.

HR Manager & Digital Transformation Lead | New Hover for Manufacturing (Member of Linhardt Germany)

Jan 2015 – Dec 2021

- Built HR department infrastructure and governance model from inception.
- Led implementation of Oracle HRIS and digital employee self-service system.
- Designed organization-wide salary grading and compensation framework.
- Partnered with executive committee on strategic workforce planning.
- Managed full HR lifecycle including recruitment, training, engagement, and compliance.

Senior HR & Administration | Kayan Construction – Universal Group

Jan 2013 – Dec 2014

- Supported HR strategic initiatives and talent management execution.
- Led employee engagement, onboarding, and performance review cycles.

HR Specialist & HRIS Coordinator | Luna Group

May 2009 – Dec 2012

- Managed HRIS system updates and ISO 9001 HR documentation process.
- Handled recruitment coordination and personnel records management.

EDUCATION

- Master's Degree in Human Resources Management – The American University in Cairo (AUC)
- Bachelor of Arts – Cairo University

PROFESSIONAL DEVELOPMENT

- Lean Green Belt – IMC

- Mini MBA – Ain Shams University
- HR Management Program – AUC

TECHNICAL EXPERTISE

- Oracle ERP
- Microsoft 365
- HRIS Platforms
- Payroll & Workforce Systems
- Advanced Microsoft Office

LANGUAGES

- Arabic – Native
- English – Professional Proficiency