

HAYTHAM MOHAMED NAFADY

Group HR Manager | Human Capital Strategy & Organizational Development

Cairo, Egypt • +201006198845 • haythmnafady@gmail.com • linkedin.com/in/haytham-nafady-16552a61

82% Succession Rate | **10x** Revenue Growth | **\$2.04M** Annual Saving | **30+** OD Projects | **20+** Years

EXECUTIVE SUMMARY

Strategic HR Leader and Organizational Development specialist with 20+ years of progressive experience designing and executing human capital strategies across FMCG, aviation, manufacturing, healthcare, and consulting sectors in Egypt and MENA. Proven record building HR functions from zero across multi-entity groups — establishing grading structures, compensation frameworks, succession pipelines, and performance systems that directly improve Organizational capability and business performance. Achieved an 82% internal succession rate at AWA Group within 2 years. Generated \$2.04M in sustained annual savings through a workforce localization program at an international aviation JV. Delivered 30+ HR transformation projects across Egypt and KSA under EBRD and IMC-funded programs. Deep expertise in Egyptian Labor Law, C-Suite advisory, workforce planning, and ERP platforms (Oracle HCM / SAP / Odoo/AMOS).

CORE COMPETENCIES

- Human Capital Strategy & Workforce Planning
- Talent Management & Succession Planning
- Performance Management & KPI / BSC Frameworks
- Assessment Centre Design & Delivery
- HR Business Partner (HRBP) Advisory
- C-Suite Advisory & Stakeholder Engagement
- Learning & Development Strategy
- Organizational Development & Design
- Change Management & HR Transformation
- Total Rewards & Compensation Benchmarking
- Egypt Labor Law Compliance
- Employee Engagement & EVP Development
- Workforce Analytics & People Reporting
- ERP: Oracle HCM | SAP | Odoo | AMOS

PROFESSIONAL EXPERIENCE

AWA GROUP • 4-Entity FMCG Food Conglomerate • Cairo, Egypt • 300+ Employees

Group HR Director | January 2021 – Present

Appointed as founding Group HR Director to build and lead the entire HR and OD function across 3 entities from zero — serving as primary C-Suite advisor on people strategy, Organizational design, and workforce performance across manufacturing, trading, and commercial operations.

- Succession Planning: Designed and executed a zero-to-one succession program achieving 82% internal promotion rate across all management roles within 2 years — highest in Group history. Built competency gap maps, IDPs, and executive coaching pipelines. The current Manufacturing Director was a Production Line Manager at program launch.
- HR Strategy: Designed and implemented the Group's first unified HR framework — grading structure, job architecture, compensation bands, and full performance management cycle — reducing payroll processing anomalies by approximately 20%.
- Performance Management: Deployed Group-wide Balanced Scorecard (BSC) and KPI framework across all functions; facilitated management workshops embedding ownership and accountability at every Organizational level.
- Workforce Planning: Directed post-restructuring workforce realignment; achieved 15% headcount optimization while sustaining full operational output across all Group entities.
- Employee Engagement: Instituted Group-wide Employee Engagement Survey; implemented action plans within 12 months, directly reducing voluntary attrition.
- C-Suite Advisory: Provided board-level advisory on total rewards, training strategy, Labor Law compliance, and HR risk management across all 3 entities.
- People Analytics: Developed workforce intelligence dashboard tracking turnover, time-to-fill, and succession coverage — providing Group ownership with data-driven decision support.

HR Manager — AWA Food Additives | February 2020 – December 2020

- Built the complete HR function from zero for a rapidly scaling food additives entity: org structure, compensation framework, performance management system, and HR policies fully aligned with Egyptian Labor Law.
- Led talent acquisition for 40+ roles in 10 months maintaining 90-day time-to-fill; partnered with CEO on workforce planning and pipeline reporting.

MH&P MANAGEMENT & FINANCIAL CONSULTANTS • HR & Business Consultant • Egypt & KSA • EBRD / IMC Programs

HR and Business Consultant | August 2015 – November 2019

Delivered strategic HR transformation to 30 organizations (26 Egypt, 4 KSA) under EBRD and IMC-funded programs across 10+ industries. Developed proprietary transformation methodology enabling rapid Organizational diagnosis, prioritized intervention, and sustainable implementation.

- Organizational Design: Redesigned org structures, built job architectures (50–200 JDs per client), and developed transformation plans for 30 organizations across healthcare, FMCG, manufacturing, chemicals, and construction.
- Workforce Strategy: Directed workforce analysis and manpower planning at NagehTex — delivering a controlled 15% headcount reduction with a simultaneous 25% productivity increase in the Fabric Dyeing line.
- Labor Relations: Resolved a 3,000-employee strike at NagehTex through structured negotiation and a 3-phase salary correction plan protecting company cash flow. Zero disputes in the following 12 months.
- HR Governance: Developed 37 HR Policies for Cleopatra Hospitals Group achieving full London Stock Market IPO regulatory compliance.

- KSA Market: Delivered 4 strategic HR engagements in Saudi Arabia (Al-REEF Sugar Refinery, Jeddah; Abdullah Al-Sayed Constructions, Riyadh) — building KSA Labor Law-compliant infrastructure and management capability.

EGYPTAIR MAINTENANCE & ENGINEERING • EGYPTAIR Holding • Cairo, Egypt • 5,000 Employees

OD Manager | *May 2013 – July 2015*

- HR Transformation: Restructured HR Department and built OD Department from zero — transforming a 5,000-employee aviation MRO organization from personnel administration to strategic, data-driven HR.
- Workforce Planning: Designed a Workforce Analysis System generating 2-year manpower plans — directly countering GCC headhunting of specialist aviation engineers and protecting critical capabilities.
- Succession: Led EGYPTAIR Holding Talent Identification Project — Group-wide succession planning for 25 Director/Manager-level roles across all subsidiaries.
- Competency Framework: Designed Behavioral Competency Framework across 14 departments for 5,000 staff; delivered all L&D initiatives 8% under budget.

EAMS — ENGINE OVERHAUL FACILITY • JV: Rolls Royce | Lufthansa Technics | Egyptian Aviation Ministry

HR Section Head / HR Specialist | *December 2007 – April 2013*

- Assessment Centre & Localization: Designed and led a full Assessment Centre replacing all expatriate middle management with locally developed Egyptian successors — generating \$2,040,000 in sustained annual savings (\$50K/month accommodation + \$120K/month salary differentials eliminated).
- Stakeholder Management: Coordinated HR across three international partners (Rolls Royce, Lufthansa, Egyptian Aviation Ministry); managed EGP 1.2M+ training budget for 400+ specialist staff.

AL RAHMAN MEDICAL TRADING • Personnel Administration Specialist • Oct 2003 – Nov 2007

Built foundational HR expertise in Labor Law compliance, recruitment operations, and personnel administration.

EDUCATION

Post Graduate Diploma — Global Business Administration • ESLSCA Business School, Cairo • 2012–2013

Post Graduate Diploma — Human Resources Management • American University in Cairo (AUC) • 2010–2012

BA — English Language & Literature • Ain Shams University • 1999–2003

CERTIFICATIONS

- Certified Professional Trainer (CPT)
- Training of Trainers (TOT)
- HRBP — Lufthansa Training Program
- Competency Modeling — Lufthansa Training Program
- Oracle HCM • SAP HR Module • Odoo ERP • ISO Awareness
- Egyptian Labor Law Advanced Compliance

LANGUAGES & TECHNOLOGY

Arabic: Native **English:** Professional Working Proficiency **ERP:** Oracle HCM | SAP | Odoo | AMOS