




Hussien Adel Abdelmohsen


People & Culture Manager


ABOUT ME


Innovative Human Capital Leader with 11 years of experience transforming HR into a strategic driver of business success. Renowned for designing forward-thinking talent solutions, cultivating high-performing teams, and delivering measurable impact. Adept at aligning people strategies with organizational goals to foster growth and resilience. Core expertise spans all Human Capital branches, including talent acquisition, organizational development, compensation and benefits, employee relations, learning and development, HR technology, and workforce planning.

CONTACT

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 Elmanial, Cairo, Egypt

PERSONAL INFORMATION

Date of birth: February 24, 1990

Marital Status: Single

Nationality: Egyptian

Military Status: completed

JOB EXPERIENCES

People & Culture Manager
Rekaz Development

2025 - Till
Now

- Partner with P&C and business leaders to identify areas for improvement and develop plans to address those areas.
- Lead the design and delivery of programs and initiatives that drive employee engagement, talent development, and leadership development.
- Develop and implement performance development Review that aligns with business goals and drives employee accountability and ownership.
- Develop and implement succession planning programs that ensure a pipeline of top talent for key positions.
- Analyze employee engagement and performance data to identify trends and opportunities for improvement.
- Partner with P&C and business leaders to develop and implement change management plans for major organizational changes.
- Design and execute talent acquisition strategies to attract and retain top talent. Identify and implement innovative talent acquisition strategies to ensure a strong pipeline of candidates. Develop and implement employee referral programs that enhance the recruitment of top talent.
- Analyze talent acquisition data to identify trends and opportunities for improvement.
- Provide guidance and support to managers and employees on employee relations issues, conflict resolution, and employee morale. Ensure Develop and implement onboarding and offboarding processes that ensure a smooth transition into and out of the organization.
- Assess current programs and processes to identify any gaps and/or areas for improvement.
- Develop and implement total rewards and recognition programs that drive a high-performance culture.
- Utilize data and analytics to assess the effectiveness of organizational development initiatives and make data-driven recommendations for continuous improvement.
- Collaborate with senior leadership and P&C teams to assess organizational structure and design solutions that support business objectives and promote efficiency and effectiveness. Design and implement talent development programs to enhance employee skills, capabilities, and career advancement opportunities.
- This includes training, coaching, mentoring, and succession planning initiatives. Create a comprehensive internal communication plan aligned with organizational goals and values.

EDUCATION

Cairo University
Bachelor of
Commerce
2013

LICENSES & CERTIFICATIONS

Arab Academy for Science University

Human Resource Diploma

2021-2021

Professional in Human Resources - International™ (PHRi™) from HRCI®. The PHRi is for practitioners based outside of the United States

Egy Cham - PHRI

Human Resource Diploma

2020-2021

Career Inovokers

Organization Design

2022

Career Inovokers Performance Management System

2021

Workshops PHC

Job Evaluation

2021

Certificates LinkedIn - SHRM-HRCI

Building a performance management systems

2020

Certificates LinkedIn - SHRM-HRCI

Performance - Based Hiring

2020

Certificates LinkedIn

adding value through Diversity

2019

Human Resource Diploma

Top talent - HR certificate institute

2019

Udemy

HR Data Analysis

2022

Udemy

HR Data Analysis (Microsoft Power BI)

2023

it sharks

React native

2023

JOBMASTER Human Capital Solutions

Competency Based Interviews Professional

2024

JOB EXPERIENCES

Human Capital Manager 2023 - 1-1-2025

MODAD Construction MODAD

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KEY SKILLS

HR Leadership:

Talent Strategy, Organizational Development, Employee Engagement, Succession Planning

Strategic Focus:

Workforce Planning, Change Management, Diversity & Inclusion, Rewards & Benefits Programs

HR Analytics:

Recruitment Metrics, HRIS Systems, Data Visualization, Compliance Reporting

Specialized Expertise:

Compensation & Benefits, Employee Relations, Learning & Development

Technology Proficiency:

SAP, Odoo, Python, Power BI

Soft Skills:

Communication, Leadership, Negotiation, Problem Solving, Management Skills, interpersonal

LANGUAGE

English
Arabic

ACHIEVEMENTS

Increased employee retention by 15% through engagement and development initiatives.

Cut recruitment cycle times by 25% with data-driven systems and optimized workflows.

Implemented a company-wide performance management system, enhancing organizational alignment.

Designed a succession planning model that achieved 90% internal leadership promotions.

REFERENCES

Available upon request.

JOB EXPERIENCES

Human Capital section Head MODAD Group Holding

2021 - 2023
MODAD

- Organization Development: Follow up on the execution and updating of the company's policies and standard procedures.
- Aligning talent with the training or development programs needed to ensure organizational goals are met Monitors and evaluates onboarding processes by implementing a proficiency assessment process that is consistent with company, developmental, and feedback standards.
- Perform and follow up on additional tasks and responsibilities relevant to the role as required.
- Performance Management: Coordinate the process of performance management systems and conduct orientation sessions about performance management cycle procedures, follow-up evaluations, and enforce feedback. Collect, analyze, and coordinate the probation period evaluation feedback in a timely manner to ensure the completion of the employment period.
- Execute approved succession plans and career development actions to improve professional career development.
- Employee Engagement: Supports design and administration components for employee engagement surveys, analyzes information, and identifies workplace improvement needs.
- Develop an annual event agenda targeting high employee engagement.
- Support and maintain employee engagement programs and initiatives that support organizational goals and culture. Research and work with vendors and other departments to build employee engagement initiatives. In collaboration with the Marketing Department, we design regular employee engagement communication messages.
- Coordinate with the employer branding team to execute internal employer branding initiatives.
- Perform other related duties as required and assigned by the People Partner.
- Internal Communication Write clear, concise, and engaging content for various internal communication channels, including emails Coordinate Communication Campaigns: Plan and execute communication campaigns to promote company initiatives, events, and achievements internally.
- Training Needs Analysis: Conduct training needs assessments to identify skill gaps and learning needs within the organization. Collaborate with department heads and HR partners to understand business goals and objectives.
- Design and implement talent development programs to enhance employee skills, capabilities, and career advancement opportunities. This includes training, coaching, mentoring, and succession planning initiatives.
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Organizational Development Sr. Specialist 2020 - 2022

MH-G For construction

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OD & Recruitment Sr. Specialist 2018 - 2020

ECD (construction & MEP)

- Managing the chain headcount and shortage and updating recruitment reports on a weekly basis
- Collaborating with hiring managers to set qualification criteria of needed employees.
- Responsible for the full recruitment life cycle for the department screening, interviewing, and checking references.
- Maintaining a database of potential candidates for future job openings.
- Preparing or updating employment records related to hiring, transferring, promoting, and terminating
- Track hiring metrics, including time-to-hire, time-to-fill, and sour of hire.
- Explaining human resources policies, procedures, laws, and standards to new and existing employees; ensuring new hire



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- Preparing or updating employment records related to hiring, transferring, promoting, and terminating Track hiring metrics, including time-to-hire, time-to-fill, and source of hire.
- Explaining human resources policies, procedures, laws, and standards to new and existing employees; ensuring new hire paperwork is completed and processed; informing job applicants of job duties, responsibilities, benefits, schedules, working conditions, promotion opportunities, etc.

HR generalist 2015 - 2018

Elswedey Electrical Towers

- Assists in developing and executing personnel procedures and policies, providing guidance and interpretation for business operations.
- Participates in the development of HR objectives and systems, including metrics, queries, and standard reports for ongoing company requirements.
- Prepares employment contracts, ensuring that all necessary details and legal requirements are included, and ensures that contracts are reviewed and signed by the appropriate parties. Collects hiring requests from the company's different departments to fill vacancies in a timely manner.
- Writes job descriptions and job requirements for the needed vacancies.
- Conducts prescreen interviews to analyze candidate experience and fit, coordinate preemployment tests as needed, and develop a short list of potential candidates. Calculates and processes salaries on time, ensuring Maintains payroll records and generates relevant reports for management. Assists with the development and delivery of training programs for staff as per company policies and procedures. Introduces new procedures and policies to continually improve the efficiency of the HR department and the organization as a whole and to improve the employee experience compliance with tax laws and social insurance regulations.

