



Ahmed Abdallah Al Monzer

CEO | CHRO | COO | GM

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EXECUTIVE SUMMARY

Visionary Global Entrepreneur and LinkedIn Top Voice with 15+ years of success across GCC and MENA in healthcare, metals and recycling, E-commerce, HR transformation, and more. Recognized as “Healthcare CEO of the Year (2024)” and an award-winning commercial strategist, adept at building mission-driven cultures, accelerating cross-functional growth, and forging strategic partnerships.

- Pioneered multiple ventures, including a healthcare service startup (ALG) and sustainability-focused metals enterprise, increasing market share and achieving double-digit revenue growth.
- Global Industry Analyst & Harvard Business Review Advisory Member trusted to shape emerging trends, lead expansions, and transform organizations via agile leadership and continuous innovation.
- MBA-holder with a passion for people-centric leadership, fostering high-performance teams, and driving circular economy initiatives for sustainable long-term impact.

CORE COMPETENCIES & EXPERTISE

- Visionary Leadership & Culture Building
- Growth Strategy - Market Expansion
- Human Capital Transformation Strategy
- Circular Economy & Sustainability Initiatives
- Strategic Planning & Execution
- Organizational Re-Structuring
- Go-to-Market Strategy - Commercial Growth
- Operational Excellence Process Optimization
- Partnerships, Alliances & M&A
- Global Industry Analysis

PROFESSIONAL EXPERIENCE

Co-Founder & CEO

08/2024 – Present

ALG – (Startup)

Egypt

- Launched a mission-driven healthcare services startup (Alrehab Lab Group) in Dec 2023, achieving rapid market penetration by developing a customer-centric culture and forging key strategic alliances.
- Expanded laboratory network from a single branch to multiple locations, driving double-digit revenue growth (exact growth percentages can be added if known) and securing high levels of customer satisfaction through innovative service models and home-visit programs.
- Recognized as “Healthcare CEO of the Year (2024)” for spearheading the organization’s operational excellence initiatives, ensuring world-class diagnostic standards and 5-star EFQM recognition within the first year.
- Pioneered circular economy principles in healthcare by integrating sustainable resource management practices and collaborating with environmental experts to reduce operational waste.

- Group Chief Executive Officer** **12/2023 – 11/2025**
Genie Power Group – (Family Business) **Egypt**
- Transformed a trading consortium into a sustainability-focused manufacturing group, pioneering copper recycling and circular economy innovations.
 - Built and launched a nonferrous metals (copper) plant, establishing Genie Power as a leader in metal waste-to-raw material production.
 - Diversified product lines, founding GTH (hardware tools) and GenieMerc (digital transformation) to drive new revenue streams and boost agility.
 - Led investments in renewable energy and integrated global management, resulting in market expansion and heightened brand equity.
- Chief Operation Officer** **03/2022 – 12/2023**
Encore Corporate – (Family Business) **Cairo, Egypt**
- Steered short-term strategic reviews (12–18 months) and tracked key milestones to deliver renovation initiatives and KPI targets on time.
 - Co-created mid-term (2–5-year) transformation agendas, orchestrating strategic workshops and championing data-driven decisions for agile growth.
 - Supported M&A discussions, alliances, and expansions, enhancing competitive positioning and stakeholder alignment.
- Director of Business Development** **01/2021 – 03/2022**
Encore Corporate **Egypt**
- Shifted from standard metal trading to recycling and sustainability, launching heavy metal (copper) reuse projects for raw material production.
 - Expanded into Algeria and Kenya, growing sales by +9% and securing market leadership in key commodities.
 - Managed a 30-person sales organization with a 12M EGP budget, aligning teams under a unified operational strategy to increase profit margins.
- Co-Founder, Human Capital** **12/2020 – 11/2023**
Planetbridge Nigeria Ltd **Egypt (Part-Time)**
- Designed global HR strategies to attract and retain top-tier talent across multiple African markets, enabling rapid international growth.
 - Implemented succession planning and leadership development, boosting promotion rates and strengthening the talent pipeline.
 - Reduced time-to-hire by streamlining onboarding, reinforcing employer branding, and standardizing HR frameworks.
- Head of Human Capital, MEA** **12/2019 – 01/2021**
UTC Fire&Security **(Corporate/ Dubai)**
- Rebuilt HR infrastructure during 200%+ growth, scaling talent acquisition, performance rewards, and analytics across multiple countries.
 - Introduced HCM strategies that treated employees as strategic assets, improving retention and employee engagement.
 - Digitized HR systems, reducing admin overhead and enabling data-driven workforce decisions.

- Global Head of People&Culture** **09/2018 – 12/2019**
Cold Storage Singapore – corporate **Singapore**
- Aligned HR strategies across all units, implementing performance-based pay and competency-based interviewing to drive a high-performance culture.
 - Restructured organizational design and streamlined processes, reducing payroll errors and improving hiring quality.
 - Led change management initiatives (new HRIS, KPI assessments) that fueled faster onboarding and clear career pathways.
- Business Process Consultant** **03/2017 – 12/2023**
Freelance Part-time
- Audited HR and business processes for SMEs, startups, and MNCs, providing strategic solutions to optimize efficiency and accelerate transformations.
 - Coached leadership teams on job analysis, performance frameworks, and policy development, boosting retention and stakeholder buy-in.
 - Implemented data-driven modules and real-time reporting tools for improved executive decision-making.
- Project HR Advisor –GCC** **03/2017 – 08/2018**
Corporate Master Excellence International **Abu Dhabi - UAE**
- Acknowledged for enhancing associate engagement results from 65% to 77%
Developed the entire existing HR department from day-to-day operational works to a business partnership
Collaborate with the senior management/ respective department heads in preparing long term resource plans
byevaluating and matching manpower requirements to organizational business growth
- HRBP (Customer Development – Building Brand) – MENA** **01/2015 – 02/2017**
EGY Glove Company **Giza, Egypt**
- Audited HR and business processes for SMEs, startups, and MNCs, providing strategic solutions to optimizeefficiency and accelerate transformations.
Implemented data-driven modules and real-time reporting tools for improved executive decision-making.
- Head of HR (Egypt / Malaysia)** **08/2013 – 12/2014**
EMTEX CO. **Kuala Lumpur, Malaysia**
- Drove cultural shift from monopoly-oriented to customer-centric, leveraging performance management and cross-border onboarding.
 - Increased employee engagement by 700 bps in one year and reduced payroll errors by 61% through robust compensation strategies.
 - Institutionalized global HR policies, bridging cultural differences and ensuring consistent processes across two countries.
- Group HR Lead – Africa** **01/2013 – 07/2013**
First Recruitment Group **Africa Kenya**
- Guided a 30-person HR/recruitment team for multi-site operations, pioneering advanced LinkedIn sourcing and CBI methods.
 - Decentralized onboarding, cutting new-hire processing time by 30% and saving job board costs.
 - Created reserve talent pools, reducing hiring lead times and maintaining continuous coverage in volatile markets.

Senior HR Consultant

01/2011 – 12/2012

First Recruitment Group

London, UK

- Led end-to-end recruitment for manufacturing and service companies, achieving zero vacancy outcomes for multiple projects.
- Delivered a “Top Recruiter” training program for external HR professionals, boosting advanced sourcing and interview skills.
- Leveraged HackerRank for IT roles, cutting time-to-hire and elevating technical placement success rates.

HR Consultant

01/2010 – 01/2011

First Recruitment Group

London, UK

. Find clients and foster long-term relationships and Understand client requirements.

EDUCATION

MBA, Global Human Resources Management – Victoria University (2021 – 2023)

MBA, International Business – Edinburgh Business School, Heriot-Watt University (2018 – 2020)

MBA, Strategic Planning – University of South Wales (2012 – 2013)

Bachelor’s Degree, Business Administration – Helwan University, Egypt (2005 – 2009)

CERTIFICATIONS&PROFESSIONAL DEVELOPMENT

- Circular Economy in Industry, UNIDO (2024)
- Diplomacy in the 21st Century, FutureLearn (2023)
- Manager Training Program, GIZ (2023)
- SHRM-Certified Professional (SHRM-CP)
- Sustainable Business Strategy, Harvard Business School (Online)
- LinkedIn Certified Professional–Recruiter

AWARDS&HONORS

- **Healthcare CEO of the Year (2024), North Africa** – Global CEO Excellence Awards
- **Emerging Metal Manufacturing CEO of the Year (2022)** – MEA Business Awards
- **Global Industry Analyst&LinkedIn Top Voice** – Recognized by LinkedIn (Multiple Years)
- **Sheikh Khalifa Excellence Award (2018)**
- **Top 25 HR Profile on LinkedIn (2019)**

PROFESSIONAL MEMBERSHIPS

- Harvard Business Review Advisory Council Member
- Society for People Analytics (SPA) – Professional Member
- SHRM – Professional Member
- AIST MENA Chapter (Iron&Steel Technology) – Senior Member
- One Young World – Ambassador
- Best Diplomats – Delegate