

Mario Mohsen Hosni Reiad

Location: Maadi, Cairo, Egypt

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PROFESSIONAL PROFILE

Results-driven **HR Manager** and **MBA Candidate** with extensive expertise in Organizational Development (OD), KPI structuring, and performance management. Proven track record of enhancing operational efficiency and leading business transformations across manufacturing, retail, and real estate sectors. Expert in managing large-scale workforces and leading cross-functional HR teams to achieve strategic business objectives.

PROFESSIONAL EXPERIENCE

HR Manager | SMG Group July 2025 – Present

- Oversee all HR functions for a workforce of **1,000+ employees**.
- Lead and mentor a dedicated HR team of **7 employees** to ensure operational excellence.
- Direct strategic HR initiatives, including talent acquisition, employee relations, and organizational design.

OD & PMS Section Head | Genina Group (Manufacturing | Retail | Real Estate) April 2023 – June 2025

- Implemented a performance management framework that **boosted operational efficiency by 25%** in manufacturing.
- Managed KPI creation and calibration sessions to reduce performance rating discrepancies by **35%**.
- Designed retail branch scorecards, increasing sales target achievement by **40%**.
- Restructured the real estate division to improve role clarity and decision-making speed.
- Created and maintained over **400 job descriptions** across diverse business units.

OD & Performance Management Supervisor | EL Be.tech August 2020 – April 2023

- Managed the end-to-end job description lifecycle, including interviews and documentation.
- Guided departments in KPI development and ensured transparent reporting of performance reviews.
- Organized job fairs and conducted interviews for high-volume recruitment needs.

Freelance Recruiter & OD Consultant | EL CADCAM CIM April 2020 – April 2022(Project-based)

- Provided OD consultations and recruitment services tailored for SMEs.
- Supported PMS implementation and specialized job evaluation projects.

Senior OD & Performance Management Specialist | EL ABD Group April 2018 – April 2020

- Developed organizational charts and maintained detailed job descriptions.
- Contributed to strategic HR analytics and salary survey projects for market benchmarking.

Organization Developer / HR Generalist | Toshiba EI-Araby Group September 2014 – March 2018

- Analyzed organizational structures and participated in comprehensive salary surveys.
- Handled core HR operations, including SAP entries, social insurance, and time tracking.

Technical & Core Skills

- HR Excellence: Organization Design, KPI Structuring, Job Analysis & Evaluation, Salary Benchmarking, Lean/Six Sigma for OD & PMS (Creation & execution)
 - Technical: SAP HR Module, Microsoft Visio, Advanced Excel (Dashboards & Analytics) & HITS HR system.
 - Soft Skills: Strategic Thinking, Negotiation, Analytical Communication.
 - Languages: Arabic (Native), English (Very Good).
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EDUCATION

- **MBA Student** | Currently Enrolled Arab Academy for Science, Technology & Maritime Transport
 - **HR Management Career Certificate** | The American University in Cairo (AUC)
Specializations: Strategic HR, Talent Management, Compensation & Benefits, Performance Management.
 - **Bachelor of Commerce (Accounting Dept.)** | Cairo University
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Personal Information

- **Date of Birth:** 14/04/1986
 - **Nationality:** Egyptian
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REFERENCES

Available upon request.