

MOHAMED SAAD EL-DIN MAHMOUD

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PROFESSIONAL SUMMARY

Strategic and results-oriented Human Resources Leader with over 14 years of progressive experience across all HR functions including Talent Management, Organizational Development, HR Business Partnering, Workforce Planning, Compensation & Benefits, Learning & Development, and Employee Relations.

Proven track record in leading HR transformation initiatives, building scalable HR frameworks, supporting manufacturing and corporate environments, and aligning people strategies with business objectives across Egypt, KSA, and UAE. Recognized for driving cultural change, developing leadership pipelines, and positioning HR as a strategic business partner.

CORE COMPETENCIES

- Talent Management & Succession Planning
- HR Business Partnering (Corporate & Factory)
- Organizational Design & Development (OD)
- Workforce Planning & HR Analytics
- Performance Management & KPI Systems

- Job Analysis, Evaluation & Grading Structures
- Compensation & Benefits Administration
- Recruitment Strategy & Employer Branding
- HR Policies, Procedures & Labor Law Compliance (Egypt, KSA, UAE)
- Learning & Development Frameworks
- Employee Engagement & Retention Programs
- HR Transformation & Change Management
- HRIS, Payroll & Reporting

PROFESSIONAL EXPERIENCE

Samsung Electronics Egypt

Talent Management Manager – Head Office, Factory, KSA & UAE

May 2017 – Present

Talent Management Manager – Head Office, Factory, KSA & UAE

2021 – Present

Key Responsibilities & Achievements:

- Lead the end-to-end Talent Management strategy across Egypt, KSA, and UAE, covering head office and manufacturing operations.
- Design and implement succession planning frameworks and leadership pipelines for critical and executive roles.

- Develop and maintain competency frameworks, career paths, and development plans across all business units.
- Spearhead Performance Management Systems (PMS) integrating KPIs, behavioral competencies, and continuous feedback.
- Design and govern grading structures, job evaluation methodologies, and compensation frameworks aligned with global standards.
- Oversee Learning & Development strategy, including leadership programs, capability-building initiatives, and talent acceleration programs.
- Lead HR analytics and dashboards covering workforce planning, talent gaps, turnover, and performance insights.
- Act as a strategic HR advisor to senior leadership on organizational effectiveness, restructuring, and talent risks.
- Ensure alignment with global HR policies and local labor laws.

Key Achievements:

- Reduced overall employee turnover by 18% through targeted engagement, career pathing, and retention initiatives.
- Built a robust succession pipeline covering 90% of critical roles across HO and factory.
- Improved internal promotion ratio by 25% through structured talent reviews and development plans.
- Standardized talent and performance frameworks across 3 countries, improving governance and consistency.

HR Business Partner – Factory

2019 – 2021

Key Responsibilities & Achievements:

- Acted as the primary HR Business Partner for the manufacturing plant, supporting operations, production, and technical teams.
- Led workforce planning, manpower budgeting, and productivity optimization initiatives.
- Supported factory leadership with organizational restructuring, job design, and performance improvement plans.
- Managed employee relations, disciplinary actions, investigations, and grievance handling.
- Implemented performance management cycles and linked outcomes to rewards and development plans.
- Oversaw recruitment for factory roles (engineers, supervisors, technicians, and operators).
- Ensured full compliance with Egyptian labor law, health & safety regulations, and internal governance.
- Drove employee engagement, retention initiatives, and shop-floor communication programs.

Key Achievements:

- Reduced factory attrition by 22% within two years through retention programs and leadership interventions.
- Improved productivity KPIs by aligning manpower planning with production targets.
- Decreased disciplinary cases by 30% through proactive employee relations and supervisor training.

OD & Recruitment Supervisor

2017 – 2019

Key Responsibilities & Achievements:

- Managed organizational development and recruitment activities across multiple functions.
- Conducted job analysis, job descriptions, and job evaluations for corporate and factory roles.
- Supported the design of organizational structures, reporting lines, and manpower plans.
- Led recruitment campaigns for white-collar and technical positions.
- Implemented employer branding initiatives to strengthen talent attraction.
- Supported performance management implementation and competency assessments.
- Coordinated onboarding programs and probation evaluations.
- Prepared HR reports and dashboards related to recruitment effectiveness and workforce metrics.

Key Achievements:

- Reduced average time-to-hire by 35% through process optimization and talent pooling.
- Successfully staffed high-demand technical and managerial roles with a 95% probation success rate.
- Improved hiring manager satisfaction scores through structured recruitment governance.

HR Consultant / Freelance HR Business Partner (Part-Time)

2017 – Present

El Abd for General Contracting

HR Consultant (Part-Time)

- Designed and implemented organizational structures, HR policies, and operational procedures aligned with business objectives.
- Developed job descriptions, grading structures, and performance management frameworks to improve role clarity and accountability.
- Supported workforce planning and recruitment activities for technical, engineering, and administrative positions.
- Advised management on employee relations, HR operations, and organizational effectiveness initiatives.

Key Achievements:

- Reduced hiring cycle time by 30% through improving recruitment workflows and screening processes.
- Successfully established a complete HR framework supporting company expansion and operational growth.
- Improved employee performance tracking through KPI-based appraisal systems and structured reporting lines.

Attric Developments

HR Consultant (Part-Time)

2021 – Present

- Established HR policies, procedures, and workforce planning frameworks to support business growth.
- Led recruitment and onboarding activities for corporate and operational functions.
- Developed performance management systems, HR documentation, and employee engagement initiatives.
- Partnered with leadership to align HR practices with organizational goals and expansion plans.

Key Achievements:

- Supported successful hiring and onboarding for key positions during growth phases.
- Improved HR process efficiency by standardizing onboarding, evaluation, and reporting procedures.
- Enhanced organizational structure clarity and accountability through updated job descriptions and reporting frameworks.

Senior Organizational Development & Recruitment Specialist

Monginis Bakery

Jul 2016 – May 2017

Key Responsibilities:

- Conducted job analysis and competency mapping for all company roles.
- Supported organizational restructuring and manpower planning initiatives.

- Led the annual performance appraisal process using KPI-based evaluations.
- Developed and updated HR policies and procedures.
- Managed end-to-end recruitment and onboarding processes.
- Designed career paths and employee development plans.
- Coordinated training programs and external learning providers.
- Monitored HR KPIs including turnover, recruitment efficiency, and training ROI.

HR Assistant Manager

Mahgoub for Ceramics & Porcelain

Jun 2015 – Jul 2016

Key Responsibilities:

- Managed HR operations including payroll, attendance, leaves, and personnel records.
- Supervised recruitment and onboarding activities.
- Designed performance evaluation and incentive systems.
- Implemented career development and succession planning frameworks.
- Ensured labor law compliance and handled employee relations.
- Led HR audits and supported compensation reviews.
- Organized engagement and retention initiatives.

HR Specialist / Senior Recruiter

Panasonic Egypt
Sep 2011 – May 2015

Key Responsibilities:

- Executed talent acquisition strategies across multiple business units.
- Developed job descriptions, job evaluations, and grading updates.
- Conducted training needs analysis and monitored annual training plans.
- Managed payroll, benefits, and social insurance compliance.
- Handled employee relations, grievances, and disciplinary cases.
- Prepared HR monthly reports and analytics.
- Supported HR digitization and system improvements.

EDUCATION & CERTIFICATIONS

- Certified SPHRi – Senior Professional in Human Resources International | HRCI, USA
- Postgraduate Diploma in Human Resources Management – American University in Cairo
- HRM Diploma – Cairo University
- Bachelor of Law – Cairo University (2011)

TECHNICAL SKILLS

- HRIS: Oracle, SAP SuccessFactors, Microsoft Dynamics

- Recruitment Platforms: LinkedIn Recruiter, Wuzzuf, Bayt, Naukrigulf, Indeed, Glassdoor
- HR Analytics & Reporting: Excel Dashboards, KPI Monitoring
- Payroll & Timekeeping Systems
- Microsoft Office Suite

LANGUAGES

- Arabic: Native
- English: Excellent
- French: Basic

PERSONAL DETAILS

- Date of Birth: 29 June 1989
- Nationality: Egyptian
- Marital Status: Single
- Military Status: Exempted

REFERENCES

Available upon request.