

# HUSSEIN EHAB

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## ABOUT

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I am a distinguished graduate of Alexandria University, holding a degree from the Faculty of Law, English Department. With over seven years of committed experience in the field of HR, I have acquired certifications from both HRCI and SHRM, specializing in Talent Management and Organizational Development. My career trajectory has navigated through a multitude of sectors such as FMCG, Business Consulting, Pharmaceuticals, Healthcare, Retail, Fashion, and Apparel. This breadth of experience underscores my adaptability and fervent dedication to my profession.

As a distinguished and driven professional, I possess a profound enthusiasm for fostering corporate growth and excellence through forward-thinking leadership and the implementation of innovative strategies. My expertise encompasses a comprehensive range of HR disciplines, including job and organization design, talent management, talent development, talent acquisition, and total rewards management.

I am confident in my ability to leverage my skills and knowledge to deliver substantial contributions to any organization, driving towards operational excellence and strategic success.

## EDUCATION

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BA, in Faculty of law" English Department" Alexandria University.

2015 – 2019

## WORK EXPERIENCE

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### Exception Group

Sep 2025 — Present

Group People & Culture Manager

6th of October, Giza, Egypt

- Develop talent strategies (workforce planning, recruitment, onboarding, ATS optimization).
- Design L&D programs, digital learning, and succession plans.
- Manage performance systems (KPIs, BSC), goal-setting, and job descriptions.
- Lead OD projects (restructuring, diagnostics, competency frameworks, policy updates).
- Drive employee engagement, wellness initiatives, surveys, and retention programs.
- Build employer branding in collaboration with Marketing.
- Use HR analytics to track talent metrics and provide data-driven insights.

### Carina Wear

Jul 2024 — Sep 2025

Talent Management Manager

New Cairo, Egypt

- Lead end-to-end Talent Management strategy, including workforce planning, recruitment, onboarding, and employer branding while optimizing ATS and hiring processes.
- Design and implement Learning & Development and succession planning programs to build leadership pipelines and support organizational growth.
- Manage performance management frameworks (KPIs & Balanced Scorecard), guiding managers on goal setting, evaluations, and maintaining updated job structures.
- Drive organizational development initiatives, including restructuring, competency frameworks, and HR policy enhancement aligned with business strategy.
- Strengthen employee engagement, culture, and retention through wellness programs, surveys, and targeted initiatives.
- Promote employer branding in partnership with Marketing to enhance talent attraction and retention.
- Utilize HR analytics and reporting to track talent metrics and provide data-driven insights to leadership.

### Carina Wear

Jul 2023 — Jul 2024

Talent Management Section Head

New Cairo, Egypt

- Lead end-to-end talent management strategies, including talent acquisition, learning & development, succession planning, and performance management.
- Drive organizational development and HR transformation through restructuring, competency frameworks, and policy alignment with business goals.
- Enhance employee engagement, culture, and retention through targeted initiatives and wellness programs.
- Strengthen employer branding and talent attraction through strategic partnerships and branding campaigns.
- Utilize HR analytics and reporting to track key metrics and support data-driven HR decisions.

**Senior Organizational Development Specialist**

New Cairo, Egypt

- Conducted organizational diagnostics to identify areas for improvement and designed interventions to enhance efficiency and effectiveness.
- Facilitated workshops and training sessions on various topics, including team building, leadership skills, and change management.
- Supported the implementation of performance management systems to align employee objectives with company goals.
- Contributed to the development of policies and procedures that foster a positive organizational culture and work environment.
- Developed and implemented comprehensive onboarding and offboarding programs to foster a smooth employee experience.
- Created and maintained compelling job descriptions and efficient workflows to attract top talent.
- Defined and implemented a strategic organizational structure and competency framework to align talent with business goals.
- Championed employee engagement initiatives to cultivate a positive and productive work environment.
- Utilized employee surveys to gather valuable feedback and inform strategic talent management decisions.
- Design and execute leadership development programs, including coaching and mentoring initiatives, to build a strong leadership pipeline.
- Collaborate with department heads to identify and address organizational development needs, driving initiatives that enhance organizational effectiveness.
- Implement and refine succession planning processes to ensure critical roles are covered and talent is developed for future needs.

**Andalusia Group for Medical Services****July 2021 — Aug 2022****Group Senior Talent Management Specialist (Egypt & KSA)**

Alexandria, Egypt

- Support the development and execution of our talent acquisition strategy. This includes sourcing candidates through diverse channels (job boards, career websites, talent pipelines), assisting with interview scheduling and coordination, and contributing to employer branding initiatives.
- Manage the onboarding process for new hires, ensuring a smooth and positive integration into the company culture.
- Maintain and update job descriptions to accurately reflect current roles and responsibilities.
- Assist with performance management processes, including data collection and analysis.
- Contribute to the development of training programs by identifying skill gaps and collaborating with the Learning and Development team.
- Analyze workforce metrics to support strategic talent management decisions (e.g., time-to-hire, cost per hire).
- Provide administrative support to the Talent Management team, including data entry, maintaining talent pools, and managing HRIS systems.
- Coordinated with various departments to align talent management strategies with business needs, ensuring optimal staffing and development across the organization.
- Stay up-to-date on industry trends in talent acquisition, talent management, and HR best practices.

**Pharco Pharmaceuticals****Jan 2020 — June 2021****Organizational Development Specialist**

Amriya, Egypt

- Partner with leadership to conduct organizational assessments to identify areas for improvement and recommend evidence-based OD interventions.
- Facilitate the development and implementation of competency frameworks to define and assess critical skills for all employee levels.
- Design and deliver engaging training programs based on identified needs, utilizing the ADDIE Model and adult learning principles.
- Manage the Learning Management System (LMS) to ensure accessibility and effectiveness of training resources.
- Collaborate with the Talent Acquisition team to develop and deliver onboarding programs for new hires, fostering a smooth integration into the organization.
- Support the implementation of performance management systems, providing guidance on effective goal setting, performance reviews, and development feedback.
- Analyze data from employee engagement surveys and other sources to measure the impact of OD initiatives and recommend adjustments as needed.
- Collaborate with HR and other departments to ensure alignment of OD programs with overall business strategies.

## Skills

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### Computer Skills

- MS Office
- ATS
- LMS
- HRIS
- Google Looker Studio
- Canva

### Language Skills

- Arabic: Mother Tongue
- English: Fluent

### Technical Skills

- Competency Modeling
- CBI
- Performance Management
- Succession Planning
- Learning and Development
- Strategic Planning and Visioning
- Talent Acquisition and Retention
- Job Analysis
- Organizational Design
- Change Management
- Employee Engagement
- Workforce Planning
- Coaching and Mentoring
- Diversity and Inclusion
- HR Policies and Compliance
- Job Evaluation

### Interpersonal Skills

- Emotional Intelligence
- Communication
- Problem-Solving
- Decision-Making
- Persuasion
- Cultural Awareness
- Motivation
- Teamwork
- Adaptability
- Resilience
- Feedback
- Trust Building
- Active Listening
- Time Management

## CERTIFICATES AND TRAINING

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- Certified KPI Professional Program (C-KPI)
- Egyptian Labor Law Workshop No. 14 of 2025
- Assessor Skills
- TOT
- Employer Branding
- Psychometric Assessment
- Emotional Intelligence
- Strategic Planning and Organizing
- Strategic Management
- Organization Development

**The KPI Institute**

**Mr. Amr Awwad**

**Dr. Dina Ghazaly**

**The Catalyst**

**Yasmine Yehia**

**Dr. Dina Ghazaly**

**Carina Wear**

**Carina Wear**

**OD Practitioners**

**OD Practitioners**

• Performance Management System	<b><u>OD Practitioners</u></b>
• Strategic Workforce Planning	<b><u>OD Practitioners</u></b>
• Organization Design	<b><u>OD Practitioners</u></b>
• Writing Effective Policies & Procedures	<b><u>OD Practitioners</u></b>
• Organizational Culture	<b><u>OD Practitioners</u></b>
• Total Rewards Management	<b><u>Career Lounge</u></b>
• Talent Management	<b><u>Career Lounge</u></b>
• Advanced Excel for Business	<b><u>Career Lounge</u></b>
• Competency Modeling and CBI	<b><u>SMG Academy</u></b>
• PHRI Preparation Course	<b><u>Jobeex</u></b>
• Advanced Human Resources Management Diploma	<b><u>Egycham</u></b>
• Professional Human Resources Management Diploma	<b><u>Egycham</u></b>
• GMP – Good Manufacturing	<b><u>Pharco Pharmaceuticals</u></b>
• GDP – Good Documentation Practice	<b><u>Pharco Pharmaceuticals</u></b>
• HSE – Health, Safety & Environment	<b><u>Pharco Pharmaceuticals</u></b>
• Data Integrity	<b><u>Pharco Pharmaceuticals</u></b>

## **PERSONAL DATA**

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| • <b>Date of Birth:</b> 21st of May 1997 | • <b>Military Status:</b> Exemption                |
| • <b>Nationality:</b> Egyptian           | • <b>Education Level:</b> Bachelor's Degree        |
| • <b>Marital Status:</b> Married         | • <b>Second Address:</b> Miami, Alexandria - Egypt |

## **REFERENCE**

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References and Certificates Are Ready Upon Request.