

# Nevien ElKholi, MBA

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HR Director | Regional HR Director – MEA | Head of Human Resources | Senior HR Business Partner | People & Culture Director

Strategic HR Leader with 20+ years of progressive experience across MEA and Egypt within manufacturing, trading, FMCG, and healthcare environments, including senior roles as HR Director, Regional HR Manager, and HR Business Partner. Proven ability to drive HR strategy aligned to business growth, lead end-to-end workforce planning and talent acquisition, and build scalable systems for performance management, succession planning, and leadership development that strengthen internal pipelines and improve retention. Strong track record in designing compensation & benefits and reward/retention programs, executing organizational development and change management initiatives (including restructuring), and delivering measurable impact through HR digital transformation/HRMS modernization, automation, and cost-efficient process improvement. Expert in employee engagement, culture, DEI, and employee relations, with deep capability in labor law compliance, investigations, and governance, supported by data-driven HR analytics, salary benchmarking, and executive reporting; currently completing ICF Coaching certification to further enhance leadership effectiveness and coaching-driven performance.

## Signature Competencies

- Strategic HR Leadership
- Talent Acquisition Strategy
- Compensation & Benefits Design
- HR Digital Transformation
- Organizational Development (OD)
- Employee Relations Management
- HR Business Partnering
- Succession Planning
- Job Grading & Structures
- HRMS Implementation
- Change Management
- HR Policies & Governance
- Regional HR Management (MEA)
- Leadership Development
- Reward & Retention Programs
- HR Analytics & Reporting
- Workforce Restructuring
- Labor Law Compliance (MEA)
- Workforce Planning
- Performance Management
- Salary Benchmarking
- Data-Driven HR Decisions
- Employee Engagement
- Executive Coaching

## Work Experience

HR Director | Beko Egypt Home Appliances

May 2021 – Present

### Key Highlights:

- **Strategic HR Leadership** – Lead enterprise-wide HR strategy across factory, corporate, and administrative functions, aligning people strategy with manufacturing, supply chain, and commercial business objectives.
- **Performance Management & Succession Planning** – Design and govern performance appraisal frameworks and succession pipelines, strengthening leadership bench strength and improving retention of high-potential talent.
- **Employee Engagement & Organizational Culture** – Develop and deploy employee engagement, DEI, and culture initiatives that enhance employee experience, productivity, and organizational commitment.
- **Compensation, Benefits & Job Grading** – Structure competitive compensation and benefits frameworks, job grading systems, and internal equity models aligned with market benchmarks and business sustainability.
- **HR Digital Transformation & HRMS Optimization** – Drive HR digitalization initiatives, upgrading HRMS, payroll, attendance, reporting, and shift scheduling systems to support large-scale factory operations.
- **Organizational Development & Change Management** – Advise executive leadership on organizational design, restructuring, change initiatives, and talent strategy to support business transformation and growth.
- **Labor Relations & Legal Compliance** – Manage labor relations, union interactions, and disciplinary frameworks while ensuring full compliance with Egyptian labor law and regulatory requirements.
- **Occupational Health, Safety & Risk Management** – Lead OHS strategy, conduct risk assessments, deliver safety training programs, and chair the Safety Committee to minimize incidents and ensure legal compliance.
- **HR Policies, Governance & Controls** – Establish HR policies, procedures, and governance frameworks to standardize practices, mitigate people-related risks, and support audit readiness.
- **Administrative Operations & Government Relations** – Oversee contracts, work permits, visas, and regulatory documentation; liaise with government entities to ensure uninterrupted business operations.
- **Facilities, Fleet & Administrative Cost Control** – Manage facility operations, company fleet, procurement, and administrative services across factory and trading offices with strong cost discipline.

HR Manager | Hitachi Medical Middle East

Mar 2019 – Apr 2021

### Key Highlights:

- **Regional HR Management** – Led full-spectrum HR operations across multiple Middle East countries, ensuring compliance with regional labor laws, employment regulations, and corporate governance standards.
- **Compensation Design & Retention Strategy** – Redesigned compensation structures and reward frameworks, introducing retention initiatives that reduced attrition and stabilized critical roles.
- **Leadership Development & Internal Mobility** – Designed and delivered leadership development programs that increased internal promotions and strengthened management succession readiness.
- **Talent Management & Workforce Continuity** – Managed talent review cycles, high-potential identification, and workforce readiness plans to ensure business continuity across regional operations.
- **HR Analytics & Salary Benchmarking** – Conducted market salary benchmarking and internal equity analysis to support data-driven compensation decisions and fair pay practices.
- **Policy Implementation & Standardization** – Implemented and standardized HR policies and procedures across the region to ensure consistency, compliance, and operational efficiency.

**Key Highlights:**

- **Strategic HR Business Partnership** – Partnered with C-suite and regional leadership to design and execute HR strategies supporting business expansion and regional growth initiatives.
- **Sales Incentives & Engagement Programs** – Designed and implemented sales incentive schemes that increased employee engagement and sales force motivation.
- **Workforce Restructuring & Optimization** – Led workforce restructuring initiatives, realigning organizational capabilities with evolving business and market requirements.

**Talent & Development Manager | Electrolux****Sep 2010 – Jul 2018****Key Highlights:**

- **Leadership Pipeline & Succession Development** – Designed and delivered leadership development programs to prepare high-potential talent for future senior management roles.
- **Learning & Development Strategy** – Built and executed enterprise-wide learning strategies aligned with business priorities and talent capability gaps.
- **HR Digitalization & Process Automation** – Led HR digitalization initiatives, automating training administration and significantly reducing operational and administrative costs.
- **Employee Engagement Programs** – Designed and managed employee engagement initiatives that improved workforce satisfaction and retention.
- **Performance Improvement & Coaching** – Partnered with line managers to diagnose performance gaps and implement targeted improvement and coaching plans.
- **Training Needs Analysis & Program Evaluation** – Conducted training needs assessments, delivered development programs, and evaluated effectiveness to ensure continuous improvement and ROI.

**Senior HR Specialist | Coca-Cola Egypt****Nov 2004 – Aug 2010****Key Highlights:**

- **Employee Relations & Case Management** – Provided advisory support to managers and employees on employee relations, conflict resolution, and performance-related issues.
- **Investigations & Policy Compliance** – Supported internal investigations into employee complaints and disputes, ensuring adherence to company policies and legal standards.
- **Performance Management Administration** – Administered performance management cycles, supported managers with review processes, feedback, and coaching techniques.
- **Career Development Programs** – Coordinated employee development and career progression initiatives to support long-term talent growth.

**HR Specialist | Alcatel Egypt****Jan 2000 – Oct 2004****Key Highlights:**

- **Recruitment & Onboarding Operations** – Supported full-cycle recruitment including job postings, CV screening, interviews coordination, and structured onboarding programs.
- **HR Policies & Job Architecture** – Maintained job descriptions, supported HR policy development, and ensured compliance with Egyptian labor laws and regulations.
- **HR Administration & Records Management** – Managed employee records and HR documentation in line with internal controls and compliance requirements.

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**Educational Qualifications**

- **Master of Business Administration (MBA), Human Resources – Georgia State University**
- **Bachelor's Degree – Ain Shams University**

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**LICENSES & CERTIFICATIONS**

- **ICF Coaching Certification – International Coaching Federation | Jan 2026**
- **TOT | Brilliance**