

Sarah Nabil Shiha

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Professional Summary

Dynamic and people-centric HR leader with over 14 years of progressive experience in human resources, culture transformation, and organizational development across diverse industries including logistics, FMCG, and tech. Skilled in building high-performing teams, driving employee engagement, and aligning people strategies with business goals. Recognized for delivering innovative HR solutions, leading change initiatives, and cultivating empowering work environments that enhance performance and growth.

Professional Experience

Group HR Director – ILLA Logistics Holding / *Nov 2024 – Present*

- Overseeing HR, Administration, and Security functions across four sister companies — ILLA Trucking, Front-door, Garage ILLA, and ILLA Distribution.
- Lead the group's HR strategic direction and transformation initiatives.
- Establish governance frameworks and synergy across entities to enhance efficiency and culture alignment.
- Oversee workforce planning, talent management, and organizational effectiveness.
- Direct administrative and security operations ensuring compliance, cost-effectiveness, and operational excellence.

People & Culture Development Manager – El Abd Foods / *Jul 2023 – Aug 2024*

- Culture building, employee experience, Learning & Development, internal communication, employer branding, and special development projects.
- Championed organizational culture initiatives to foster engagement and belonging.
- Designed and implemented learning journeys for leadership and operational teams.
- Strengthened employer branding through storytelling and recognition initiatives.

People & Culture Development Section Head – El Abd Foods / *Dec 2020 – Jul 2023*

- Developed and executed talent and culture strategies to support business growth.
- Led cross-functional initiatives improving internal communication and team development.
- Played a key role in driving El Abd's transformation toward a people-driven organization.

Head of People & Culture – GoodsMart / *Jul 2020 – Nov 2020*

- Built the HR infrastructure for a rapidly growing e-commerce startup.

- Designed recruitment, onboarding, and engagement frameworks tailored to startup needs.

Global Talent Management Manager – Swvl / *Mar 2019 – Jul 2020*

- Recruitment, Learning & Development, Performance, Employee Experience, and Employer Branding.
- Drove global talent programs across multiple markets to support expansion.
- Introduced scalable performance and learning frameworks aligned with Swvl’s global growth.

Senior People Partner – Swvl / *Nov 2018 – Mar 2019*

- Partnered with business leaders to design people solutions that enhance productivity and engagement.
- Supported rapid scaling through strategic hiring and onboarding initiatives.

HR Supervisor – El Abd Foods / *Apr 2017 – Oct 2018*

- Managed Recruitment, Learning & Development, and Organizational Development teams.
- Standardized HR processes and implemented structured career paths.

Recruitment & Training Supervisor – DHL Express / *Jul 2014 – Mar 2017*

- Led recruitment and training for operational and commercial functions.
- Partnered with management to align workforce planning with business objectives.

HR Supervisor – Capital Inc. / *Oct 2013 – Jun 2014*

Recruitment Specialist – Vodafone Egypt / *Jun 2012 – Oct 2013*

Phone Screener – Vodafone Egypt / *Jan 2012 – Jun 2012*

HR Assistant – Vodafone Egypt / *Oct 2010 – Jan 2011*

Education & Certifications

Ain Shams University, Faculty of Languages – 2011

Notre Dame des Apôtres School – 2006

Certified Lead Facilitator in Leadership – NKD UK (2016, Grade: Exceptional)

Instructional Design Learning Experience – Ahmed Gheita (2017)

Certified First Framework Experiential Learning Instructor – SEGA (2019)

Corporate Directors Certification Program – EIOD, IFC, FRA (2022)

Skills

- Strategic HR Leadership & Culture Transformation
- Talent Management & Organizational Development
- Learning Design & Facilitation
- Employee Engagement & Communication
- Employer Branding & Employee Experience
- Excellent command of English and Arabic (spoken and written)

Internships & Extracurricular

Vodafone Egypt – Human Resources Department (2010)

Vodafone Egypt – Consumer Marketing (2009)

Vodafone Egypt – Regulatory Corporate Affairs (2008)

Amecotech – Call Center, Superpages Campaign (2008)

A.R.T – Sales Department (2007)

Soot El Omma Newspaper – Journalist (2006)

Co-founder & HR Head of REACT, the first student activity established in the Faculty of Al-
Alsun, Ain Shams University.