

# Mahmoud Mohamed

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## Summary

More than 23 years of experience in the Human Resources field, focused on driving business results through the unique intersection of strategy, talent, and culture. With a distinct focus on leadership, my areas of expertise include developing top talent, succession planning for critical roles, helping organizations thrive in dynamic conditions and leading large scale complex change.

## Education

- Certified People Manager.
- Human Resources Diploma, Cairo University.
- Human Resources Diploma, Cambridge.
- MBA, Knowledge Academy.
- Preparation Course PHR.
- Preparation Course SPHR.
- Ain Shams University, faculty of law, 2001.
- El Nasr Language School.

## Experience

October 2023 - Present

**BE Group (Egypt, KSA)**

**Group Chief Human Resources Officer**

March 2023 - September 2023

**Group Human Resources Director**

BE International (Ezz Steel), BE Engineering, RCS (Railroad Construction SAAR), BE Real Estate, Rubex

(Construction, Real estate, Manufacturing, Railways, Commercial)

Duties and Responsibilities:

- Create programs that help the company gain a competitive advantage while also fostering the professional development of their people Participate in strategic planning by partnering with the leadership team to ensure HR initiatives are aligned with business objectives.
- Provide overall leadership and guidance to the HR function by overseeing talent acquisition, career development, succession planning, retention, training, leadership development, compensation and benefits.
- Clearly communicate HR efforts and goals to the company workforce.
- Create and evaluate new training and development programs to ensure future proofing of the workforce.
- Implement incentives that increase staff morale and productivity.

- Help the company mobilize their values to build a positive company culture that will allow employees to thrive and the business to scale.
- Improve processes and systems to ensure every aspect of the employee lifecycle is optimized.
- Develop an employee communications strategy, to ensure alignment with the vision, mission and evolving culture to ensure employees feel a strong sense of connection.
- Develops and implements the HR strategic plan, performance plan, and operating plan consistent with company goals and objectives.
- Responsible for ensuring that the Company has the human capital to continue to safely, efficiently, and profitably grow, this includes working across the locations and roles to continuously improve the Company's recruiting, onboarding, development, performance measurement and compensation capabilities (pay for performance).
- Create a culture that embraces career growth and development at all levels.
- Develop and implement a human resources action plan that aligns with the overall mission and strategy of the organization, resulting in innovative, best practices and policies that will service the full range of HR needs and help build a high-performing culture of success, accountability, transparency, and collaboration.
- Understand the needs of the organization and participate fully in all strategic deliberations. Provide insightful, innovative thinking and problem solving on critical HR issues.
- Oversee compensation practices to ensure salary benchmarking and surveys are handled on a regular basis.
- Oversee the core functional HRIS People Technology processes, working in concert with IT, this includes business processes, organizational change, integrations, data reporting, and upgrades.

June 2018 - March 2023      **EGEC (Egypt, KSA, UAE)**

**Senior Human Resources Manager**

Oct. 2017 - June 2018      **Medstar**

**Group HR & Administration Manager**

Aug. 2015 - Jan. 2017      **EHAF (Egypt, KSA, UAE, Oman)**

**Human Resources Manager**

July 2010 - Jan. 2014     **Downtown Katameya**

**Human Resources Manager**

(Construction, Real estate, Hotel, Mall)

Jan. 2009 - July 2010     **Amer Group**

**Human Resources Manager / Corporate Recruitment Manager**

(Construction, Real estate, Hotels, Malls, Restaurants, Manufacturing)

Dec. 2006 - Dec. 2008     **Dar Al-Handasah**

**Human Resources Supervisor**

Mar. 2004 - Dec. 2006     **Intercontinental City stars**

**Senior Human Resources Officer (Opening Team)**

**Creating New  
Ideas**

- The Employer's 7<sup>th</sup> Employment Fair.
- 1<sup>st</sup> Job Master, Downtown Katameya Employment Fair.
- Suncity, Freelancer Employment Fair.

**Awards**

- Certificate of Appreciation for Good Performance:  
(BE Group), (Intercontinental City stars), (Dar Al-Handasah)  
(Amer Group), (Downtown Katameya), (Ehaf).

**Skills**

- Recruitment Assessment of Competencies.
- Craft Training Certification.
- Managing Performance & Development.
- Team Building.
- Proficient in use of Microsoft.
- Excellent command of written & spoken English.
- Planning skills.
- Self-motivated.
- Dependable & goal oriented.
- Communication & Leadership skills.
- Problem Solving & Decision Making.
- Ability to work well under pressure.
- Drive for Results.