

AMR SAAD EL KORASHY

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HUMAN RESOURCES MANAGER - GLOBAL TALENT ACQUISITION MANAGER

Seasoned professional with a focus on Human Resources management, specializing in talent acquisition, employee relations, and organizational development. Proven ability to streamline HR processes, foster positive workplace culture, and drive productivity through strategic initiatives. Adept at handling complex HR issues with a pragmatic approach, ensuring alignment with business goals.

STRENGTHS AND EXPERTISE

Talent Management	Human Resource Policies	Team Leadership
HRMIS	Negotiation Skills	Communication
Digital transformation	Compensation and Benefits	Conflict Resolution
Data analysis	Succession planning insight	Decision making

PROFESSIONAL EXPERIENCE

Gulf Cryo Industrial Gases - (Chemical – oil and gases) 4 factories

Jan-2022 to now

HC+600

Country HR and Administration Manager

- Executed layoff plan resulting in 30% cost reduction and seamless transition, boosting company profitability and employee morale.
- Managed HR budgets for 300+ employees with budgets of 55M EGP.
- Coordinated employee engagement initiatives for improved staff morale.
- Implemented employee feedback to develop team initiatives and performance review system resulting in a 40% decrease in staff turnover, boosting morale and productivity.
- Maintain pay plan and benefits program, ensuring 100% compliance with local labor laws and regulations, safeguarding the company from any legal issues and penalties.
- Reduce Audit Violations from 50% before to 5%. Conducted thorough review of HR and Admin processes, resulting in a 45% decrease in audit violations, ensuring legal compliance and boosting employee morale.
- led the digital transformation for all HR modules, including the payroll, Personnel, TA and PMS from Oracle to MS Dynamics 365.
- Negotiated beneficial terms with benefit providers, ensured cost-effective packages.
- Provided expert HR advice to line managers to tackle obstacles such as conflict resolution, pay disputes and under-performance management.

Gulf Cryo Industrial Gases - (Chemical – oil and gases) 4 factories HC+600

Jan. 2024 to Now

Holding Additional Position as Global Talent Acquisition Manager) (KSA-UAE-Qat-Bah-Kuw-EGY-Tur-Jor-Oman)

- Built effective Recruitment Manual, Dashboard for 12 Countries, resulting in a 20% increase in candidate quality and a 15% decrease in time-to-fill, leading to improved team performance and productivity.
- Achieved 85% satisfaction from interviewer training in multiple countries, resulting in better candidate selection and increased overall hiring success for the organization.
- Improved interview process resulting in 100% feedback submission from hiring managers, enhancing candidate experience and attracting top talent
- Coached hiring managers with interviewing techniques and best practices resulting in improved decision-making.
- Facilitated new hire on-boarding programmed by scheduling training initiatives, resolving issues and processing paperwork.
- Designed talent acquisition strategy to find ideal workers.

Delta Lighting Manufacturing Company (2 factories) HC + 1000

People and Culture Manager

June 2020 to Dec 2021

- Managed payroll budgets for 300+ employees with budgets 17M EGP
- Developed organizational policies for administrative oversight and internal controls.
- Implemented employee feedback to develop team initiatives and performance review system resulting in a 40% decrease in staff turnover, boosting morale and productivity
- Introduced 6 updated procedures, including Handbook and Recruitment Excellence, leading to a 15% decrease in turnover and improved talent retention
- Recruited and onboarded 60+ employees, including Engineers and Department Heads, to support expansion, resulting in a 25% increase in operational capacity and improved team performance
- Led change management initiatives for smoother transitions.
- Used staff survey findings to implement enhanced working conditions and practices.
- Advised line managers on correct disciplinary procedures for compliant issue resolution.
- Coordinated 7 Human Resources staff, leading employees by example to maintain productive department relations.
- Analyzed market data to create competitive compensation and benefits packages.

Asia Innovations - | Morocco-EGY-Qatar- Algeria-Oman, KSA, UAE, Bahrain

July 2019– May 2020

MENA HRBP

- Enhanced company culture by developing policies aligned with organizational goals.
- Fostered open communication channels for better workforce engagement.
- Advised managers on compensation decisions based on benchmark data, job analysis and external competitiveness.
- Conducted workforce planning and benchmarking to meet company needs.
- Provided outstanding candidate experience by orchestrating interview process, delivering bespoke feedback to candidates at each stage.
- Educated line managers on policy and process changes for implementation.
- Developed bonus and incentive programmers to drive employee performance..

Fetcher for Logistics Services – Shipping Company – HC + 1200

Feb. 2017- July 2019

MENA HRBP

- Managing all HR Functions, dealing as HRBP for call center unit, top management, and Tech Team with total manpower 800
- Managed employee relations, grievances and disputes to foster a positive working environment.
- Enhanced company culture by developing policies aligned with organizational goals.
- Oversaw job fairs bring in local talent for long-term and seasonal positions.
- Coordinated with line managers to identify staffing requirements and fill vacancies promptly.
- Maintained accurate HR records in compliance with data protection regulations.
- Conducted training needs analysis for effective learning and development initiatives.
- Guided managers through recruitment process to filter talent and select high quality candidates.
- Reduced staff turnover through improved performance development programmers.
- Advised managers on compensation decisions based on benchmark data, job analysis and external competitiveness.

TEDA SEZONE – Chinese Investment company

Mar 2015 – Feb 2017

HRBP

KAYAN Construction

Dec 2011 – Mar 2015

HR Generalist

EDUCATION

Cairo University

Bachelor of Commerce - Accounting Department. 2011

AUC

Human Resources Diploma

Arab academy for science technology maritime.

MBA (In process)

WORKSHOPS AND CERTIFICATES

CBI

Performance Management

Compensation and Benefits

Advanced excel

Data Analysis