

Hany Abd El Hamied Fatien

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SUMMARY:

Strategic and operational HR leader with more than 15 years across many industry sectors including Media, Manufacturing, Retail, Logistics & supply chain, FMCG, Food & beverages, Distribution, Construction. Facility Management and Information Technology.

With Comprehensive Capabilities to translate business vision into HR initiatives that improve performance, profitability, growth, and employee engagement by empowering employees & leaders who support companies and top executives with a unique perspective and appreciation that human capital is every organization's greatest asset.

EDUCATION:

- Master Of Business Administration (MBA)
Arab Academy for Science, Technology and Maritime Transport (2019-2022)
Major: Strategic Management
Grade: Excellent
- Cambridge Human Resources Management Diploma 2011 – 2012.
- Bachelor Degree of Accounting, Faculty of commerce - Cairo University 2004.

WORK EXPERIENCE:

Fixawy Technology – EGYPT & KSA

Human Resources Manager,

January 2024 – Now

Key Achievements:

- Define and cascade organizational Vision, Mission, and Strategic Objectives, ensuring alignment between corporate strategy and people agenda across all business functions.
- Establish and scale the Human Resources function in Egypt and KSA, building the organizational infrastructure, governance framework, and HR operating model to support regional expansion.
- Design and optimize end-to-end HR workflows and lead the implementation of ODOO ERP system across multiple countries, enhancing process efficiency, data accuracy, and cross-functional integration.
- Develop, standardize, and enforce HR policies and procedures, ensuring full compliance with local labor laws and alignment with organizational governance standards.
- Lead strategic workforce planning and talent acquisition across all organizational levels, successfully building high-performing teams in line with business growth and expansion plans.
- Implemented core HR frameworks including Policies & SOPs, Job Analysis, and Workforce Planning (Workload Analysis) to improve role clarity, operational efficiency, and resource optimization.
- Design, implement, and continuously enhance the Performance Management System, establishing KPIs across all departments to drive accountability, performance culture, and business outcomes.

Otak Engineering & Contracting – EGYPT

Human Resources Manager,

January 2023 – December 2023

Key Achievements:

- Spearhead the end-to-end design and implementation of a new organizational structure and business units, directly supporting the company's strategic expansion roadmap.
- Lead a comprehensive restructuring of the Human Resources function to build an agile, scalable department capable of supporting accelerated business expansion and evolving workforce demands.
- Develop and enforce a comprehensive HR policies and procedures framework, ensuring regulatory compliance, operational consistency, and adherence to best-in-class people management practices.

- Architect and deploy streamlined, cross-functional workflows across all departments, driving operational excellence, eliminating redundancies, and enhancing organizational efficiency.
- Design and implement an enterprise-wide Performance Management System across all business units, establishing a high-performance culture and ensuring alignment between individual goals and organizational strategy.

Zack's Group – EGYPT & GCC

Human Resources Manager,

February 2021 – April 2022

Key Achievements:

- **Strategic:** Set Vision, Mission & Strategic Objectives / Restructure the HR Department with set work flow.
- **Recruitment:** Decrease the turn over percentage from 38% to be 10% in operation Department.
- **Medical:** Save around (0.5M) in Medical Profile.
- **Expansion:** Lead the Expansion of the company to reach 24 Branches in Egypt and prepare the penetration of abroad.
- **Operation:** Implement ERP for all HR Functions.
- **Talent Management:** Implement Policies and SOPs / Job Analysis / Work Load Analysis / Performance management System.

FETCHR International – EGYPT & GCC

Human Resources Manager,

July 2018 – January 2021

Key Achievements:

- Plan & Set work flow for all transactions in operation unit.
- lead personnel team to fulfillment all employees' files with Egyptian laws and regulations.
- Develop Internship programs, including creating requisitions and salary guidelines.
- Implement Policies and SOPs for operation unit.
- Contribute in define and implement global PMS.
- Design & implement new benefit programs to support the newly organized business unit.
- Centralized training and development budget to reduce costs while making the process more aligned to core strategy and values.

LAVA International Technologies – AFRICA REGION

Human Resources Manager,

August 2017 – June 2018

Key Achievements:

- Establish and lead the full HR operations framework (personnel, payroll, compliance, and employee services), ensuring robust governance and 100% legal compliance.
- Direct end-to-end payroll and benefits operations, enhancing accuracy, efficiency, and alignment with statutory and organizational standards.
- Design and implement total rewards strategies (compensation & benefits), improving market competitiveness and talent retention.
- Lead organizational development initiatives, including structure design, workforce planning, and HR policy transformation aligned with business strategy.
- Implement HR systems and process optimization (including LMS and HR workflows), driving operational excellence and employee experience.
- Develop and execute leadership development, onboarding, and transformation programs to strengthen managerial capabilities.
- Spearhead large-scale talent acquisition initiatives (600+ hires within 3 months), enabling rapid business growth and operational scalability.

ALMASRY ALYOUM Organization, Print House – EGYPT

Human Resources Manager,

January 2016 – July 2017

HR Section Head,

January 2012 – December 2015

HR Senior Specialist,

May 2010 – December 2011

TIBA INTERNATIONAL GROUP – EGYPT

HR Specialist,

Feb 2009 – Mar 2010

DEYAR INVESTMENT – EGYPT

Senior Accountant,

Mar 2006 – Jan 2009

TECTRONICS Co. – EGYPT

Accountant,

Jan 2004 – Dec 2004

TEACHING EXPERIENCE:

Arab Academy for Science, Technology and Maritime Transport

Human Resource Management & Strategic Management Lecturer

May 2022 till Now

COURSES & CERTIFICATES:

- HR Planning "Accredit from HRCI" July 2017.
- Talent Management Workshop October 2016.
- HRBP Practical Work Shop – 2014
- The Basic Skills Course - 2007
- The Modern Comprehensive Accountant "MCA" – 2006
- The Integrated Training Program For "Accounting by Computer" – 2005

CORE COMPETENCIES:

• HR Digital transformation	• Coaching & Consulting
• Strategic HR Leadership	• Compensation and Benefits Strategy
• Organizational Design and Development	• Employee Engagement and Retention
• Change Management	• Organizational Culture
• Decision Making	• Employee Experience

Computer & Languages Skills:

- English: Excellent command of both written and spoken.
- Excellent command of MS Office, ERP Systems (SAP, ORACLE and ODOO)