

AHMED ELSADEK

Regional HR Director | Organizational Transformation | Multi-Sector HR Leadership | HR Governance (Egypt & KSA)

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EXECUTIVE SUMMARY

Regional HR Director with 20+ years of multi-sector HR leadership across manufacturing, engineering, telecom services, contracting, and diversified holding companies. Specialized in HR strategy, organizational transformation, compliance, workforce planning, performance management, and digital HR (SAP & HRIS). Expert in leading HR functions across Egypt & Saudi Arabia, overseeing 3 large-scale factories, multiple service divisions, and cross-functional business units.

Proven capability in driving efficiency, building high-performance cultures, and partnering with CEOs and Boards to align people strategy with business growth.

MBA holder, CIPD-certified, and recognized for strong stakeholder influence and long-term vision in complex operational environments.

CORE LEADERSHIP PILLARS

- HR Strategy & Organization Design
- HR Transformation & Change Leadership
- Multi-Sector Workforce Management (Manufacturing – Telecom – Contracting)
- Talent Management & Succession Planning
- Performance Management (KPIs / OKRs / Competency Models)
- Compensation & Benefits Structuring
- HR Governance & Policy Frameworks
- SAP HR & Digital Process Automation
- Employee Relations, Culture & Engagement
- Labor Law Compliance (Egypt & KSA)
- Executive Coaching & C-level Partnerships

REGIONAL ACHIEVEMENTS

- Designed & executed regional HR strategy for Egypt & KSA supporting multi-sector business growth and improving organizational effectiveness by 30%.
- Implemented SAP HR across 1,500+ employees reducing HR processing time by 40% and reporting time from days to hours.
- Developed KPI-based performance management framework covering 3 factories + service divisions, increasing alignment & accountability by 45%.
- Achieved 100% compliance across GOSI, Qiwa, Muqem, Mudad, and WPS within 90 days.
- Rebuilt C&B structures across Egypt & KSA, reducing pay inequity by 18% and standardizing job families across 12 functions.
- Established succession pipelines covering critical roles with 25% internal promotion readiness improvement.
- Improved employee retention by 12% through engagement initiatives and leadership development programs.
- Reduced annual recruitment cycle time from 45 to 20 days through manpower planning and structured sourcing.

PROFESSIONAL EXPERIENCE

Regional HR Director – Al Wahda Holding (KSA & Egypt)

Apr 2024 – Present

Leading HR governance and people strategy for a diversified holding company operating across multiple sectors including services, trading, engineering, and contracting, with full operational oversight for Egypt & KSA.

Key Strategic Achievements:

- Designed regional HR strategy aligned with holding company diversification roadmap, supporting business expansion across 4+ sectors.
- Enabled full KSA labor compliance (GOSI, Qiwa, Muqem, Mudad) achieving zero violations and 100% documentation accuracy.
- Rebuilt organizational structures for multiple subsidiaries, improving operational efficiency by 20%.
- Standardized HR policies & frameworks across all business units reducing process variance by 35%.

- Designed C&B framework for multi-level workforce improving salary alignment with market benchmarks by $\pm 10\%$.
- Implemented regional performance management system for leadership and operations linking KPIs directly to strategic objectives.
- Developed talent & succession pipelines covering key operational, commercial, and admin roles.

HR & Administration Director – HOI MEA for Engineering (Manufacturing, Telecom Services & Contracting)

Apr 2014 – Apr 2024

Directed full HR & Admin functions for **3 manufacturing factories + telecom services division + contracting projects**, supervising workforce across engineering, technical, field services, production, and corporate functions.

Major Achievements (Expanded & Measurable):

- Led end-to-end HR Transformation impacting 1,500+ employees across factories and service divisions, improving HR operational efficiency by 35%.
- Implemented SAP HR covering payroll, personnel, attendance, workflows—reducing manual HR work by 60%.
- Redesigned organizational structures across 3 factories, resulting in 20% productivity improvement and more efficient reporting lines.
- Developed Performance Management System (KPIs & Competencies) covering all levels (factory workers → engineers → managers) achieving 98% completion rate annually.
- Established C&B structures and job families for over 200 roles across manufacturing and telecom services.
- Launched workforce planning model reducing recruitment cost by 25% and hiring cycle time by 60%.
- Improved retention in critical technical roles by 15% through training, career paths & incentive redesign.
- Created & delivered leadership development roadmap training 80+ managers & supervisors.
- Enhanced employee engagement scores by 12% through communication channels, feedback loops & recognition programs.
- Oversaw fleet, facilities, security & admin services with annual cost optimization of 10–15%.

HR Senior Manager – Alkan Telecom

Nov 2010 – Mar 2014

Led 5 HR departments including Performance, Recruitment, Personnel, Payroll & Medical.

Achievements:

- Built C&B structure and job grades covering all technical & commercial roles.
- Launched company-wide L&D strategy improving managerial capability by **20%**.
- Established performance evaluation framework achieving company-wide KPI alignment.

HR & Administration Manager – Mobi-serve

Jan 2006 – Nov 2010

- Strengthened HR operations and compliance across multiple telecom projects.
- Led manpower planning & workforce allocation for large-scale field teams.

Early Career Roles

- HR & Administration Supervisor – SEGAS (Union Fenosa) - Oil and Gas
- Personnel Specialist – Raya Holding – Retail

EDUCATION

- **MBA**, Arab Academy for Science & Technology, 2024
- **CIPD Associate**, CIPD, 2018
- **Law Degree**, Ain Shams University, 1999

CERTIFICATIONS

CIPD – CBI – HRM Diploma – TOT – Negotiation – Leadership – Change Management – Finance for Non-Financials – Employee Relations – Recruitment & Selection – Compensation & Benefits.

OTHER INFORMATION

Military Service: Exempted

Languages: Arabic (Native), English (Professional)