

Tamer Abdul Ghany

Chief HR Officer | Human Resources Director | COO | Shared Services Expert
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Profile Summary

Dynamic HR executive & Strategist with over two decades of extensive experience in the HR field and Operations, specializing in organization branding, talent acquisition, talent management, compensation and benefits, performance management, and training & Development. Proven track record in steering human capital strategies, operational excellence, and driving organizational transformation across multinational and regional organizations in Egypt, GCC, and MENA. Skilled in leading cross-functional teams, aligning HR initiatives with business objectives, and achieving scalable results through systems thinking and people-first leadership. Expertise in designing and implementing human resources strategies that enhance performance, engagement, and profitability. Combines strategic foresight with tactical execution to deliver impactful outcomes.

Human Resources Competencies

HR Strategic Planning & Execution
Corporate Governance & Compliance
Change & Performance Management
ERPs Implementation
Shared Services Model & Transformation
Policy Development & Auditing
Organizational Development & Design

Talent Management & Acquisition
Compensation & Benefits Strategy
Training & L&D Strategy
Market Benchmarking & Salary Surveys
Employee Engagement & Internal Communication
HR Analytics & Workforce Insights
Balanced Score Card (BSC) & KPIs

Career Accomplishment

- Participate with Kahraba management to establish 2 new giant Electrical generation and distribution projects.
- Achieving 100% of the approved 2022 and 2023 training plans at Kahraba.
- Being awarded as the most productive and efficient HR Director along the group for 2 consecutive years
- Implementing Oracle fusion with Al Gihaz Holding within 6 months.
- Achieving a nationalization program (Saudization) with Al Gihaz Holding.
- Establishing a Shared Services Center (SSC) for Al Gihaz Holding in Egypt.
- Developing new Compensation & Benefits structure for Al Gihaz based on MERCER job evaluation.
- Approving a 8 M Saudi Riyal training budget for year 2022.
- Shifting the Shared Service Center from a cost center to a profit center through submitting HR consultancy for 13 companies under Al Gihaz Holding.
- Hiring more than 800 FTE (Full Time Employees) for a giant project in NEOM with Al Gihaz.
- Setting up the projects structure and manpower plan for 2 mega projects (1 B EGP) with EGGEEC.
- Finalizing the Job Descriptions for 30+ jobs with EGGEEC.
- Accomplishing successfully a restructuring project for a reputable Oil & Gas company that operates nationally and internationally during year 2019-2020 – (UCG).
- Fulfilling a re-structuring project for an international plastic production factory in Egypt during year 2018-2019 – (UCG).
- Setting up HR & Administration department from scratch in Square Engineering Firm.
- Initiated the ISO certifying process with Square Engineering Firm and get certified.
- Participated with Regional HR Manager in penetrating 2 countries (Qatar & Sudan) and starting the HR function over there with Burhan International Construction.

- Started a Qatarization program with ALAQARIA that had been approved by the management and Board.
- Fulfilled an automated performance management system on ORACLE with ARABSAT.
- Was the project Coordinator of 2 HR projects with ARABSAT (a. restructuring the Comp & Ben structure and auditing fully the HR function with HEWITT. b. Running Job Evaluation project with MERCER).
- Achieved 100% of the approved training budget for 2 consecutive years with ARABSAT “achieving 480 training days”.
- Participated in establishing our operations in KSA & UAE while working with Equinox Global Investment.
- Run in-house job evaluation practice concluded with developing Compensation & Benefits structure in Equinox Global Investments.
- Hiring 120 new employees during a year from different parts of the world for Equinox Global Investments operations in GCC.

Professional Experience

Group Chief HR Officer (CHRO) | Chief Operations Officer (COO) Oct 2024 – Present

Professional Services Holding (Proserv) – Egypt

- Define and implement Proserv’s 2025 strategic objectives for expansion and revenue growth.
- Oversee cross-functional department performance and implement operational KPIs.
- Approve the monthly departmental financial statements and provide enhancement advice where needed.
- Interact with Mega clients to ensure the best CX practices are provided.
- Oversee the Group HR activities.
- Review and approve the pricing strategy of the current and new products and services.
- Represent executive leadership in operational matters, driving stakeholder alignment.
- Direct finance, business development, HR, and operations with measurable outcomes.
- Develop and align operational goals with company-wide synergy.
- Act on behalf of the CEO, managing day-to-day operations.
- Oversee departments performance and KPIs including Finance, Business Development, Training Academy and Consultation.
- Lead strategic partnerships and negotiations with international affiliates for business growth.

HR & Administration Director Jun 2022 – Sep 2024

National Electricity Technology Co. (KAHRABA) – a Subsidiary of EKH Group

- Liaise with the top management to plan for the business expansion and new projects.
- Act as an advisor to the Chairman & MD regarding the sensitive HR topics.
- Act as an advisor to Kahraba top management and executives regarding the HR best practices.
- Responsible for the change management and organization redesign project in the company.
- Manage and align the human resources activities with the corporate strategic plan to achieve the organizational goals.
- Manage the diversity and inclusion programs.
- Lead the coordination process with Kahraba executives to prepare the SOPs.
- Determine the yearly HR departmental KPIs, based on which agree with the HR team on their annual individual objectives.
- Support and cooperate with Kahraba executives to prepare their sectors’ yearly KPIs.
- Lead the HR team to accomplish the approved HR action plan.
- Responsible for initiating HR activities to sharpen the work culture at Kahraba and create a healthy work environment.
- Approve the yearly HR budget and present it to Kahraba top management and EKH Group CHRO.
- Responsible for deciding the Talent Management guidelines and general strategies.
- Approve the yearly manpower plan after conducting work load analysis (WLA) for all needed positions.

- Responsible for managing the Performance Appraisal system and proposing the yearly merit increment and performance bonus matrix for Chairman approval.
- Review and approve the yearly promotion plan before being submitted to Chairman & MD.
- Efficiently manage Kahraba's Compensation & Benefits structure to guarantee internal equity and fair pay.
- Approve the Organizational Development activities and practices to foster employees' loyalty and achieve the best possible work-life balance.
- Responsible for reviewing and approve the HR metrics based on the HR best practices.
- Approve and present the HR monthly report to the Chairman & MD to highlight the HR activities' progression.
- Overview the employees' relations and personnel activities to assure fully compliance with the governmental regulations and commitments.
- Monitor the yearly training plan execution - as per the budget - to assure meeting the learning objectives and training KPIs.
- Manage the execution of Kahraba yearly Corporate Social Responsibility (CSR) activities.
- Review and approve the yearly Administration budget.
- Assure that all Administration activities are aligned with projects' needs.
- Approve the Administration policies and procedures.
- Approve the suppliers and third parties service contracts and their Key Performance Indicators (KPIs).
- Approve the Purchasing Orders (PRs) for all Administration requirements.
- Approve all Facility Management activities to maintain the company assets in good condition.

Chief HR Officer (CHRO)

Feb 2021 – Jun 2022

Al Gihaz Holding – KSA, Egypt

- Led HR transformation across 13 subsidiaries, aligning strategy with business goals.
- Directed Oracle HCM implementation, enhancing efficiency and transparency.
- Established and scaled a Shared Services Center, reducing HR costs by 22%.
- Partnered with Chairman and BODs to shift from a family-run to a corporate model.
- Advised on M&A HR due diligence and subsidiaries restructuring strategies.
- Drove organizational design, compensation revamp, and succession planning.
- Led the rollout of unified performance management and HR policy frameworks.
- Oversaw Human Capital budgeting and nationalization compliance across the group.

Chief HR Consultant

Jul 2018 – Jan 2021

United Consultants Group (UCG) – Egypt

- Delivered strategic HR solutions across recruitment, restructuring, and PMS for diverse sectors.
- Increased client base and revenue by 40% YoY through business development leadership.
- Set company financial and operational goals in collaboration with the Board of Directors.
- Managed a team of 6 HR consultants and their teams to ensure projects success.
- Led client meetings, approved deliverables, and ensured timely, high-quality execution.
- Defined KPIs for HR consultants, trainers, and monitored outsourced training delivery.
- Developed and approved pricing strategies, quotations, and project budgets.
- Conducted virtual and in-person training programs for key corporate clients.

HR & Admin Manager

Feb 2017 – Jun 2018

Sun Infinite Energy – Egypt

- Structured HR and admin functions to support expanding project operations.
- Accelerated hiring processes while optimizing cost-to-output workforce ratios.
- Implemented HR policies and procedures aligned with company objectives.
- Managed personnel records, payroll, and compliance with labor regulations.

- Oversaw office administration, facility management, and vendor contracts.

Group HR Manager **Nov 2014 – Jan 2017**
Equinox Global Investment – Qatar/KSA/UAE

Head, Human Resources **Mar 2010 – Oct 2014**
Arabsat – Saudi Arabia

Assistant HR Manager **Jul 2008 – Feb 2010**
Qatar Real Estate (ALAQARIA) – Qatar

Regional HR Coordinator **Dec 2006 – Jun 2008**
Burhan International Construction – Egypt, Qatar, Sudan

HR & Admin Manager **May 2005 – Nov 2006**
Square Engineering Firm – Egypt

HR Section Head **Apr 1999 – Apr 2005**
First Service (Telecommunication - MOBILIL)

Education

- MSc. Human Resources Management – Edinburgh Business School, 2023
- Master of Organizational Psychology – Edinburgh Business School (In Progress)
- HR Diploma – American University in Cairo, 2002
- B.A. English Literature – Cairo University, 1998

Training and Certificates

- Postgraduate HR Diploma – Edinburgh Business School
- Certified Compensation & Benefits Professional – MERCER / HAY
- Certified Performance Management Professional
- Certified Balanced Score Card (BSC) Professional

Software Skills

- MS Office Suite (Excel, Word, PowerPoint, Outlook) – Expert
- Oracle ERP – Expert
- Odoo – Expert
- HITS – Expert

Languages

Arabic: Native | **English:** Fluent