



Peter Raouf Sabry

Group HR Director

Personal Data:

Date of birth: 14/12/1985

Contacts:

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Address:

Shubra, Cairo.

Working Skills:

> Language skills:

- Mother tongue Arabic
- Good command of English Language.

> Computer skills:

- Power BI.
- Microsoft Excel.
- Microsoft Word.
- Microsoft PowerPoint.
- Microsoft Publisher.

Education:

- ✓ Faculty of Commerce, Ain Shams University.

Courses:

- Mini MBA.
- HR Diploma.
- Strategic Human Resources.
- Mastering the Secrets of Success at Work.
- Performance Management.
- Coaching Skills for Leaders and Managers.
- Employer branding Training - Building a Positive Reputation.

Objective:

Strategic HR Director with over 18 years of progressive experience leading HR operations in the construction and real estate development sectors. Proven expertise in workforce planning, talent acquisition, labor relations, and organizational development for companies with 500+ employees. Skilled in navigating complex regulatory environments, managing unionized workforces, and implementing HR strategies that support rapid growth and large-scale projects. Track record of reducing turnover, improving employee engagement scores, and building high-performing teams in fast-paced, project-driven environments.

CORE COMPETENCIES:

- Strategic Workforce Planning.
- Talent Acquisition & Retention.
- Performance Management.
- Organizational Development.
- Employee Relations & Engagement.
- Succession Planning.
- Policy Development.
- Recruitment Strategy.
- Change Management.
- Training & Development.
- HRIS & HR Analytics.
- Employee Relations & Engagement.

PROFESSIONAL EXPERIENCE

Group HR Director.

Shalaby Group (Construction & Real Estate).

June. 2025 – Present.

- Designed and implemented a strategic HR plans aligned with the company's vision and mission.
- Created and updated salary scales, grades, and competency frameworks.
- Designed and implemented a sequential framework of Key Performance Indicators (KPIs) enabling transparent performance tracking and reward linkages.
- Managed the HR policy reform project, developing integrated frameworks for addressing grievances, ethical conduct, leave entitlements, and job classifications, fully compliant with the legal framework.
- Authored and deployed a unified HR policy handbook, covering recruitment, leave, disciplinary actions, and offshore rotation policies, ensuring legal compliance and workforce consistency.
- Managed the company's operations in Egypt as Managing Director, ensuring strategic alignment with the Saudi office and overseeing HR, finance, and operational functions.
- Presented comprehensive monthly departmental performance reports to executive leadership, analyzing cost structures, recovery rates, and operational risk metrics.
- Identified key positions and core competencies necessary for organizational success.
- Provided expert guidance in employee relations, talent management, and workforce development. Supervising compliance with human resources policies, local labor laws, social security, and income tax regulations.
- Led cost optimization initiatives through headcount rationalization, and shift planning reducing monthly HR-related overheads by 14% without compromising project delivery.
- Built a competency-based performance evaluation system to assess team leaders and off supervisors, focusing on crew safety, operational precision, and equipment uptime.
- Acted as a strategic advisor to the chairman, delivering HR analytics dashboards and workforce planning reports that supported tender submissions and client audits.

Group HR Director Egypt & KSA.

BE Development (Construction & Real Estate).

Jan. 2022 – May 2025

- Designed and implemented a strategic HR plans aligned with the company's vision and mission.
- Designed and implemented a sequential framework of Key Performance Indicators (KPIs) enabling transparent performance tracking and reward linkages.
- Created and updated salary scales, grades, and competency frameworks.
- Managed the HR policy reform project, developing integrated frameworks for addressing grievances, ethical conduct, leave entitlements, and job classifications, fully compliant with the legal framework.
- Authored and deployed a unified HR policy handbook, covering recruitment, leave, disciplinary actions, and offshore rotation policies, ensuring legal compliance and workforce consistency across vessels and ports.

- Managed the company's operations in Egypt as Managing Director, ensuring strategic alignment with the Saudi office and overseeing HR, finance, and operational functions.
- Presented comprehensive monthly departmental performance reports to executive leadership, analyzing cost structures, recovery rates, and operational risk metrics.
- Identified key positions and core competencies necessary for organizational success.
- Provided expert guidance in employee relations, talent management, and workforce development. Supervising compliance with human resources policies, local labor laws, social security, and income tax regulations.
- Built a competency-based performance evaluation system to assess team leaders and off supervisors, focusing on crew safety, operational precision, and equipment uptime.
- Acted as a strategic advisor to the chairman, delivering HR analytics dashboards and workforce planning reports that supported tender submissions and client audits.

HR Manager

Madkour Group (Construction).

April. 2018 – Dec. 2021

- Conducted comprehensive job analysis and restructured all departments, defining clear reporting lines, spans of control, and operational workflows in alignment with company goals.
- Developed and implemented a complete KPI framework for all departments, linking performance metrics with project timelines, safety standards, and client delivery outcomes.
- Authored and deployed a unified HR policy handbook, covering recruitment, leave, disciplinary actions, and offshore rotation policies, ensuring legal compliance.
- Acted as a strategic advisor to the CEO, delivering HR analytics dashboards and workforce planning reports that supported tender submissions and client audits.
- Developed a comprehensive compensation and benefits strategy including fixed salary bands, incentive schemes, and retention bonuses.
- Established performance KPIs at all levels —, conversion rates, stock accuracy — and linked them to reward mechanisms and monthly appraisal reviews.
- Designed retention plans including promotion pipelines, recognition frameworks, and early warning systems for high-potential attrition.
- Managed HR budget, controlling recruitment costs, payroll accuracy, and overtime expenditure, while maintaining full operational support.
- Ensured legal compliance with Egyptian labor laws and implemented processes to address labor relations, disputes, and contracts transparently.
- Provided leadership to the HR team, mentoring HR generalists and specialists to elevate internal service quality and alignment with business needs.
- Produced monthly HR reports and analytics, providing insights on turnover, hiring effectiveness, cost per hire, and employee satisfaction surveys.
- Implemented HR data security protocols, including employee file encryption, access controls, and GDPR-aligned data storage practices.
- Oversaw all administrative operations, including fleet and fuel control, facility management, accommodation logistics, and material handling documentation.

HR Manager

Orascom (Construction).

Jan. 2015 – March. 2018

- Led workforce planning and recruitment, support functions for cost efficiency.
- Designed retention plans including promotion pipelines, recognition frameworks, and early warning systems for high-potential attrition.
- Managed HR budget, controlling recruitment costs, payroll accuracy, and overtime expenditure, while maintaining full operational support.
- Ensured legal compliance with Egyptian labor laws and implemented processes to address labor relations, disputes, and contracts transparently.
- Provided leadership to the HR team, mentoring HR generalists and specialists to elevate internal service quality and alignment with business needs.
- Produced monthly HR reports and analytics, providing insights on turnover, hiring effectiveness, cost per hire, and employee satisfaction surveys.
- Built and reported monthly HR dashboards, covering headcount planning, absence patterns, compliance indicators, and onboarding velocity.
- Fostered employee engagement, led pulse surveys, and implemented recognition programs to stabilize staff in a high-pressure medical environment.
- Drove a culture of learning and adaptability, incorporating feedback loops, training needs analysis, and career pathing models.
- Developed organizational structures, reporting lines, and job families across production, maintenance, logistics, quality control, and administrative departments.
- Managed insurance portfolios (health, worksite, machinery) and handled claims, renewals, and compliance in coordination with finance and legal departments.
- Directed payroll and benefits administration, ensuring timely processing, overtime control, and integration with labor regulations and site dynamics.
- Developed and conducted training programs in safety, equipment handling, supervisor development, and conflict resolution for multicultural field teams.

HR Section Head

Orascom Construction

Jan. 2013 till Dec. 2014.

HR Team leader

Orascom Construction

Jan. 2011 till Dec. 2012.

Senior HR generalist

Orascom Construction

Jan. 2009 till Dec. 2010.

HR generalist

Orascom Construction.

Jan. 2008 till Dec. 2008