

AHMED GAD ELHAK

GROUP HR DIRECTOR | CHRO

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EXECUTIVE PROFILE

Strategic HR Executive with 20+ years of leadership experience across multinational corporations and government entities in the Middle East. Expertise in HR transformation, organizational restructuring, workforce optimization, HR business partnering, and talent management across Banking, Automotive, Technology, Retail, FMCG, and Government sectors.

CORE CAPABILITIES

CORE CAPABILITIES	SPECIALIST SKILLS	LEADERSHIP TOOLS
HR Transformation	HR Business Partnering	Organizational Development
Talent Acquisition	Employee Engagement	Employee Relations
Workforce & Manpower Planning	Succession Planning	Leadership Development
Performance Management	Compensation & Benefits	Organizational Restructuring

CAREER HIGHLIGHTS

Group Human Resources Director

Nov 2023 – Present

Silicon21 Group — Egypt | Canon · Cisco · APC · Ricoh · Hikvision · Tenda · D-Link · Nokia .

- Leading HR digital transformation across multiple technology brands within a diversified group structure.
- Driving workforce optimization, organizational effectiveness, and leadership alignment initiatives.
- Achieving 100% annual manpower plan coverage across all brands and business entities.

Group Human Resources Director

Oct 2021 – Oct 2023

BS Group — Egypt, UAE & KSA | Circle K · Fuel UP. A1. Food Nation

- Built HR functions from scratch across 5 business sectors and multi-country operations.
- Saved EGP 1.7M/M by re-evaluating organizational structure and manpower planning.
- Covered Gas Stations, Property Management, Fintech, FMCG, Cloud Kitchens, and Event Management.

Group Human Resources Director

Feb 2021 – May 2021

About Ghaly Motors Group (AGM) — Egypt | Mercedes-Benz | Alfa Romeo | Jeep | Subaru | KTM

- Led strategic HR assessment and organizational restructuring initiatives during a critical business transformation period.
- Conducted comprehensive workforce analysis covering retention, manpower utilization, attendance, workforce cost optimization, and organizational effectiveness.
- Developed recommendations for organizational restructuring and future-state HR operating model.
- Reduced organizational costs by EGP 2.5M through workforce optimization and leave management initiatives.
- Redesigned performance management framework and digitized Human Capital workflows to improve operational efficiency.

Human Resources Consultant

Nov 2019 – May 2020

The Egyptian Banking Institute (EBI) — Egypt

Project-Based Assignment

- Selected as part of the senior HR consulting team supporting Performance Management System implementation and workforce transformation initiatives within major Egyptian banking institutions.
- Supported organizational readiness, KPI alignment, employee performance governance, and workforce alignment initiatives across large-scale banking environments.
- Contributed to Performance Management System rollout projects for the Central Bank of Egypt (CBE) and Housing & Development Bank (HDB) following major organizational restructuring and institutional transformation programs.

Human Resources Consultant

May 2019 – Oct 2019

National Training Academy (NTA) — Egypt

- Conducted competency-based executive assessments for 290 candidates participating in the Egyptian Presidential Leadership Program for Government Executives.

- Contributed to leadership assessment, succession planning, and organizational capability initiatives for 120 government executives in collaboration with governmental entities and the French Government.

Senior Human Resources Consultant for Egyptian Government.

Dec 2017 – Feb 2019

Ministry of Planning & Administrative Reform — Egypt

- Appointed under a ministerial assignment as the execution lead for the Egyptian Government HR Transformation Program across all 30 ministries.
- Led leadership assessment, organizational readiness, and workforce transformation initiatives supporting the transition to the New Administrative Capital.
- Designed and implemented national HR modernization and HRIS transformation programs aligned with the Egyptian Government reform strategy.
- Developed and executed the first governmental executive leadership capability development program covering 8,683 senior leaders and executives within 7 months.

HRBP Senior General Manager

Dec 2012 – Jul 2017

Abdul Latif Jameel — KSA | TOYOTA & LEXUS

- Promoted from HRBP General Manager to HRBP Senior General Manager after expanding HR leadership responsibilities across Toyota, Lexus, Retail Sales Excellence, Aftersales, and Retail Support functions in Saudi Arabia, serving more than 4,700 employees.
- Led end-to-end HR operations covering workforce planning, talent acquisition, employee relations, performance management, succession planning, organizational development, and employee engagement initiatives.
- Increased Saudization rate by 20% while significantly reducing turnover among Saudi automotive technicians and mechanical engineers through targeted retention and workforce development strategies.
- Implemented Gallup Q12 and SIROTA engagement programs, improving productivity, employee engagement, and workforce stability across multi-brand automotive operations.
- Led SAP HR implementation across 46 automotive service centers throughout Saudi Arabia and redesigned onboarding programs aligned with organizational transformation objectives.
- Participated as Deputy Lead of the “Get Lean Plan” initiative, contributing to compensation, benefits, and organizational restructuring projects that reduced operational costs by 24% while improving workforce efficiency and organizational alignment.

Human Resources Senior Manager – Organizational Development

Dec 2011 – Nov 2012

Hemaya — Qatar

- Led organizational restructuring project in partnership with Deloitte Middle East.
- Established L&D department; designed TNA frameworks and leadership development solutions.

HRBP & Talent Development Manager

Nov 2009 – Nov 2011

Banque Misr — Egypt

- Led assessment, promotion, and talent review programs across multiple banking sectors and functions covering a workforce of more than 12,000 employees and over 400 branches nationwide.
- Supported talent acquisition initiatives for specialized banking and technical positions through competency-based interviews and leadership assessments.
- Transformed the bank’s Credit Certification Program from a local initiative into an internationally accredited certification program in partnership with PwC, Arab Finance Academy, and the International Finance Foundation (UK), supporting executive credit capability development and contributing to a 120% growth in the bank’s credit portfolio over two consecutive years.
- Achieved annual training budget optimization of 15%–20% while leading the Credit Certification Program for 276 employees.

HRBP Manager

Jun 2006 – Nov 2009

Barclays Bank — Egypt

- Partnered with Retail Banking leadership during the nationwide expansion of Barclays Bank Egypt from 3 branches to 64 branches across Egypt, supporting workforce growth exceeding 3,600 employees.
- Played a key role in large-scale retail banking recruitment, branch opening, and organizational expansion initiatives across all regions of Egypt.
- Led recruitment activities for senior, managerial, and critical business positions, including the establishment and workforce expansion of the bank’s Call Center operations.
- Managed workforce planning, performance management, talent reviews, employee retention, and HR business partnering activities aligned with rapid business growth and operational expansion objectives.

Human Resources Manager

Aug 2003 – May 2006

AMERICANA — Egypt

- Managed full Human Resources operations across 15 stores, including manpower planning, recruitment, organizational structuring, onboarding, employee relations, and workforce allocation.
- Developed and implemented a 3-year HR business plan aligned with company expansion and operational objectives.

Early Career Experience

Learning & Development Manager

Aug 2003 – May 2006

Sainsbury — Egypt

- Led Learning & Development operations across 69 stores and more than 3,200 employees.
- Led performance management system implementation initiatives covering approximately 800 employees monthly.

Learning & Development Assistant Manager

Aug 2002 – May 2003

Sainsbury — Egypt

- Supported operational expansion and new store opening initiatives across multiple supermarket locations.

EDUCATION, CERTIFICATIONS & TRAINING

EDUCATION

- ▶ Higher Institute for Specific Studies Bachelor's Degree in Hotel Management.

CERTIFICATIONS & TRAINING

- ▶ International Trainer - Missouri State University – Qatar
- ▶ Gallup - Engagement Practitioner – KSA
- ▶ Job Grades & Evaluation — Mercer - KSA
- ▶ Leadership Skills — Wihthberd - London
- ▶ ROI Certified — Jack J. Phillips Institute – Egypt
- ▶ Competency-Based Interviews — EBI - Egypt
- ▶ Decision Making & EQ — LOGIC - Egypt.
- ▶ Train the Trainer — Dale Carnegie Egypt