

YASSER BAHGAT

Sheikh Zayed, Egypt

Mobile: +201001922004

E-mail: YBahgat1@gmail.com

LinkedIn Profile: <https://Linkedin.com/in/yasser-bahgat-449688b2>

Skype ID: YBahgat11



OBJECTIVE

With over 20 years of progressive experience in Human Resources Management, I bring a proven track record of driving strategic HR transformations across diverse industries and geographies. My expertise spans HR Business Partnering, Organizational Development, Change Enablement, and Human Capital Optimization—delivering measurable impact on performance, culture, and operational efficiency. I have successfully led cross-border HR initiatives in the Middle East and North Africa, aligning people strategies with business objectives and fostering agile, high-performing organizations. My strengths include strategic project leadership, workforce planning, and the implementation of advanced HR technologies SAP, Oracle, eBS, R12, enabling data-driven decision-making and scalable growth. I am passionate about contributing to forward-thinking organizations that value innovation, excellence, and people-centric leadership—and I look forward to bringing my experience and insight to a new challenge.

EDUCATION AND QUALIFICATIONS

Oct 08 Human Resources Certification Institute Diploma (HRCI) Certified by Virginia University, USA.

- Emerging Role of HR Professionals in today's Global Business Environment.
- Workforce & Development Plans.
- HR Strategies: Recruitment, Selection & Compensation.
- Performance Management & Performance appraisal.

Dec 05 Basic Business Skills Acquisition (BBSA Program) Cairo, Egypt

Sponsored by the Future Generation Foundation (FGF).

- Acquired Advanced business skills including marketing, sales, banking & accounting
- Business correspondence and report writing.

May 05 Bachelor's degree of Commerce, Accounting Dept. Cairo, Egypt

- Ain shams University

SKILLS

Technical Skills

| | |
|---------------------------------------|---------------------------------------|
| HR Competencies | HR Business Partner |
| Organization Design/Change Management | Compensation and Rewards structure |
| Strategic HR Management | HR Policies, Procedures and Processes |
| Performance management | HAY Method Expert |
| Balance Score Card, BSC | PMO |
| Succession Planning | HR Project Planning |
| HR Consulting | JCI |
| Talent Acquisition Management | Job Analysis & Job Evaluation |

Computer Skills:

| | |
|--|-----------------------------------|
| Implement 3 full life-cycle HR projects [Oracle R12, JED, EBS Projects]. | HRMS |
| SAP HR, HCM | COE |
| ERP | Data Cleansing |
| CRM/COA | MS office/ Internet applications |
| GL /AP/AR/IR/PR/PO | Windows2000 pro, win XP and win.7 |

Language Skills:

- Excellent command of both written and spoken English
- Native language Arabic

EXPERIENCE



Chief Human Resources Officer

April 2025 to Present

HR Budget & Strategy Development

- Managed a Human Capital budget of EGP 180 million, ensuring strategic alignment with executive leadership and full compliance with regional labor laws and regulatory standards.
- Partnered with the CEO and senior leadership to develop and execute HR strategies that support long-term business objectives.
- Conducted regular reviews of HR initiatives to ensure alignment with evolving market conditions and organizational priorities.

Culture Development & Employee Satisfaction

- Championed a culture of inclusivity, accountability, and customer-centricity across all levels of the organization.
- Led employee engagement programs that reinforce brand values and improve retention.
- Implemented pulse surveys and feedback mechanisms to monitor and maintain high levels of employee satisfaction.
- Facilitated cross-functional collaboration to embed cultural values into daily operations.

HR Policies & Procedures

- Designed, implemented, and communicated comprehensive HR policies and procedures.
- Ensured full compliance with local labor laws, international standards, and internal governance frameworks & regularly updated policies to reflect legal changes and best practices.

Organizational Development

- Developed agile organizational structures that support scalability and operational efficiency.
- Led leadership development initiatives and succession planning to build resilient talent pipelines.
- Designed and implemented performance management systems with clear KPIs/OKRs aligned to business goals.
- Oversaw training programs tailored to retail excellence and customer service standards.

Employee Development & Succession Planning

- Created personalized employee development plans to foster career growth and skill enhancement.
- Maintained robust succession planning frameworks to ensure leadership continuity and organizational stability & Facilitated mentorship and coaching programs to nurture high-potential talent.

Talent Management

- Forecasted staffing needs across retail locations, distribution centers, and corporate offices using data-driven workforce planning.
- Directed high-volume recruitment campaigns for seasonal and permanent roles, ensuring timely and cost-effective hiring.
- Streamlined onboarding processes to accelerate time-to-productivity and enhance new hire experience.

Compensation & Benefits

- Designed competitive compensation structures and benefits packages tailored to diverse retail roles.
- Conducted market benchmarking to ensure fair and equitable pay practices.
- Ensured compliance with labor laws and internal equity standards in all compensation decisions.

Human Resources Information Systems (HRIS)

- Implemented and managed HRIS platforms for payroll, scheduling, MS, Talent Management, Shared Services and employee data management.
- Leveraged HR analytics to monitor key metrics such as turnover, absenteeism, and productivity.
- Ensured data integrity and security across all HR systems.

Employee Relations & Shared Services

- Handled employee grievances, disciplinary actions, and workplace investigations with fairness and discretion.
- Ensured consistent compliance with labor regulations across multiple regions.
- Managed shared services and outsourcing contracts for recruitment, training, and healthcare delivery.

HR Operations

- Streamlined HR workflows to improve operational efficiency and service delivery.
- Oversaw vendor relationships and outsourcing agreements to ensure cost-effective HR solutions.
- Implemented continuous improvement initiatives across HR functions.

Legal Compliance

- Monitored legal, regulatory, and contractual compliance across all HR activities.
- Conducted regular audits and risk assessments to identify and mitigate non-compliance issues



04/2023

ETTC is the exclusive distributor for many renowned global suppliers and manufacturers of pottery, glassware, ceramics, buffetware, hollowware, kitchen tools, and poolside tableware.

- Led a major restructuring initiative across corporate services, Facility Management, MIS, Finance, Business Development, Marketing, and Partnerships, Manufacturing, HSE —streamlining the Commercial Division through redesigned job roles, incentive structures, reporting lines, and organizational architecture.
- Leading the Organizational Development, HR Operations function across all home business units, supporting structural and cultural transformation.
- Provided strategic consultation to the Board of Directors and Managing Director on corporate HR policies and governance.
- Delivered high-impact HR services including recruitment, L&D, compensation & benefits, performance management, employee relations, change enablement, and organizational design.
- Partnered with line managers to translate business strategy into actionable people strategies, ensuring alignment and execution & ensured consistent delivery of HR services in accordance with corporate processes and business unit requirements.
- Conducted gap analysis on HR strategies and implemented action plans to enhance policies, processes, and organizational effectiveness.
- Strengthened the performance management system, driving higher employee engagement and retention outcomes.
- Managed and optimized HR operations across all divisions, covering policies, procedures, workflows, recruitment, performance management, rewards, L&D, and retention.
- Developed and implemented a comprehensive Competency Framework, encompassing Core, Functional, Behavioral, and Leadership competencies to support talent development and performance alignment.



Group Human Resources Director/C-Level

12/2020 - 04/2023

Carina Wear

Egypt, Kuwait, Qatar

Carina accompanies you throughout life-everyday and everywhere. Our purpose is to provide you with high quality, great value everyday essentials to fulfill your everyday potential.

- Spearheaded HR Development and Operations across 3 distinct brands and 180 fashion retail locations, supporting a workforce of 2,500 employees across Egypt and the GCC region.

- Managed a Human Capital budget of EGP 350 million, ensuring alignment with executive leadership and full compliance with regional labor laws and regulatory standards.
- Delivered strategic insights to senior management through HR dashboards and data analytics, driving informed decision-making across all HR functions.
- Ensured that HR objectives, OKRs, KPIs, and KOIs were fully integrated with the Group's overarching business strategy, enhancing organizational alignment and accountability.
- Provided strategic direction and operational oversight to the HR department, ensuring consistent execution of goals and continuous performance improvement.
- Designed and implemented organization-wide HR initiatives, policies, and programs to standardize practices and reinforce a unified corporate culture.
- Led the performance management program, including goal setting, feedback cycles, corrective action planning, and performance communication—ensuring alignment with strategic objectives.
- Leveraged people analytics to assess turnover trends, retention drivers, manpower forecasting, and ideal employee profiling—optimizing recruitment and retention strategies.
- Directed the rollout of strategic HR systems and cloud-based solutions, enhancing operational efficiency and enabling real-time workforce management.
- Acted as a trusted strategic advisor to executive and senior leadership across business units, addressing key organizational challenges and guiding transformation efforts.
- Collaborated with the executive team to develop and implement a succession planning framework, ensuring leadership continuity and future-readiness across the organization.



Regional Human Resources Director

TOWN TEAM GROUP

02/2018 - 11/2020

Egypt, Morocco, Tanzania, and Saudi Arabia

TOWN TEAM was founded in 1998. TOWN TEAM is one of most popular men's fashion brands in EGYPT specialized in casual wear and is constantly growing and spreading nationwide across the EGYPT located in the most Central high-end locations, malls, street retail.

- Directed HR Development & Operations teams of 37 professionals, executing HR strategies across 4 retail brands and 200 fashion store locations, supporting 3,500 employees in Egypt, Tanzania, Morocco, and KSA.
- Managed a Human Capital budget of EGP 450 million, ensuring alignment with executive leadership and full compliance with labor laws and regional regulations.
- Oversaw the design and implementation of benefits and compensation plans, balancing cost efficiency with competitive offerings to attract and retain top-tier talent.
- Championed the human-centric approach by developing strategies for performance evaluation, staffing, training, and employee development across all levels.
- Provided global leadership and strategic guidance across core HR functions, including talent acquisition, career development, succession planning, retention, training, leadership development, and compensation.
- Served as a strategic HR advisor to senior management, aligning human capital strategies with business objectives and supporting organizational growth.
- Designed and launched a company-wide Performance Management Framework, leading quarterly talent reviews and facilitating the creation of targeted Employee Development Plans.

- Directed the rollout of enterprise-wide initiatives from a change enablement perspective, ensuring smooth transitions and stakeholder alignment.

TBK is a leading real estate developer. Offering luxury residences featuring innovative designs throughout Egypt.

- Oversee the management of 3 HR Business Partners across corporate divisions, supporting a workforce of 2,100 employees across GCC and MENA regions.
- Acted as Lead HR Business Partner, guiding area line managers through cultural transformation and shifts in business philosophy.
- Directed the implementation and launch of HR initiatives across 145 locations, ensuring consistency and alignment with organizational goals.
- Executed a full spectrum of HR generalist functions, including Talent Management, Change Management, Employee Relations, and senior stakeholder engagement.
- Led end-to-end HR project management - from design and planning to implementation and go-live support-across multiple business units.
- Developed and enforced HR policies related to employment, compensation, labor relations, benefits, training, and employee services.
- Conducted salary benchmarking and data analysis to design competitive and equitable compensation plans.
- Maintained comprehensive records of benefits participation, personnel transactions, and employee statistics for government reporting and compliance.
- Monitored and communicated HR milestones and performance progress across departments.
- Led the succession planning process across TBK's business units, ensuring leadership continuity and talent readiness.



Regional Head of Human Resources

11/2015 - 01/2018

TBK Developments

Saudi Arabia, UAE, Kuwait, Egypt



Corporate - Senior Strategic HR Business Partner

08/2011 - 11/2015

Hamad Medical

Doha, Qatar

- Lead HR Business partner to support area line Managers in manage and develop changes in business philosophy and the corporate culture.
- Support line managers in the implementation of core HR and SSHR models. Work with business units/Functional heads to develop manpower plans for the short, medium, and long-term perspectives.
- Develop schemes for providing career development opportunities for staff within the organization.
- Manage and control the daily performance of his team as well as developing a performance, appraisal, and compensation system for the company. Also addressing the issues of compliance with regulatory concerns.
- Submit monthly progress reports to the MD on the performance of HR department, the staffing situation in the company in general and/or as required by executive management.
- Stay connected to government agencies such as the chamber of commerce, the Qatar HR development fund, and the labor office. The goal is to stay informed of training opportunities, changes in the rules and regulations of labor laws and stay updated on the labor market.
- Analyze the feedback of exit interviews to understand why valued employees leave the corp.
- Lead the performance management cycle and support line managers throughout

the process.

- Responsible for organizing, controlling and follow up of government relations staff on issues related to labor office and any other tasks related to government relations.
- Initiate recommendation based on complete annual salary benchmarking exercise/survey tool(s) and provide input to annual increase cycle.
- React to change productively and handle other essential tasks as business required, assuming responsibility for own professional growth.
- Participates in the development and implementation of Corporate Support Division plans, in line with the corporate objectives.
- Prepares and implements workforce planning in close coordination with Senior Management and other Departments ensuring the employee needs of the organization are being met in a cost-effective manner and periodically reviews the workforce planning plan to ensure relevance with business needs.
- Analyses the strengths and weaknesses of the recruitment process and develops an employee value proposition to enhance employer's brand image.
- Develops and implements a system to plan, monitor and manage the performance of employees and their contribution to the achievement of the strategic objectives of the corporation and ensures it provides inputs on identifying learning needs, differential rewarding of high performers and career progression.
- Designs and guides implementation of SAP, Oracle EBS R12, ERP systems and processes for effective career planning and management of all employees to ensure employees have line of sight about their career progression.
- Provides dedicated advisory and support for employee relation program delivery/e-business project, ensuring effective 'two-way' communication flow between centralized HR and the business partner



Group Human Resources Manager

09/2009 - 07/2011

Egyptian International Motors Group

Egypt

units.

- Set measures for disciplinary action and set the legal process for termination within the organization, in accordance with the labor laws and government regulations.
- Lead end-to-end job analysis: from designing questionnaires and conducting candidate interviews to finalizing hires.
- Develop and update annual organizational charts in collaboration with line managers, aligned with strategic goals.
- Design and implement succession planning and career development frameworks for HMC staff.
- Drive manpower planning and recruitment initiatives; monitor attrition, turnover, and policy compliance.
- Deliver organizational flowcharts, career paths, HR metrics, and performance management reports.
- Analyze performance appraisals to identify departmental strengths/weaknesses and recommend targeted PDPs.
- Conduct HR SWOT analysis to guide short- and long-term planning, budgeting, and functional priorities.
- Manage training and leadership development programs; oversee salary surveys, compensation planning, and HR cost control.
- Assess training effectiveness to maximize ROI and support continuous workforce improvement.



HR Operations Manager

07/2006 - 09/2009

Egyptian International Motors Group

Egypt

- Develop and maintain job evaluations, job descriptions, and individualized KPI sheets for all roles.
- Manage employee data updates across organizational charts and systems; communicate changes to relevant departments.
- Contribute to the Performance Management System, ensuring alignment with organizational goals.
- Support the HR Director in preparing and managing the entity's annual budget.
- Lead and participate in cross-functional initiatives to drive organization-wide performance improvements.
- Conduct feasibility studies and financial analyses for new programs and strategic projects.
- Design and oversee execution of Transfer and Promotion policies; monitor employee induction periods.
- Create and deliver comprehensive orientation packages for new hires, covering organizational mission, vision, policies, and quality standards.
- Maintain and update HR forms; recommend enhancements for improved efficiency and effectiveness.
- Analyze monthly exit interview data to inform improvements in cross-functional processes and retention strategies.
- Monitor budget allocations and ensure expenditures align with financial plans.



HR Section Head

07/2005 - 06/2006

Egyptian International Motors Group

Egypt

- Support HR Manager in developing and maintaining HR policies, procedures, and new employee programs.
- Provide employees with expert guidance on HR-related matters and workplace policies.
- Coordinate cross-departmental efforts (HR, Payroll, Finance) to ensure accurate and timely employee data flow.
- Manage full-cycle hiring processes: offer letters, contracts, onboarding documentation (Form 1).
- Execute termination procedures including exit interviews and final documentation (Form 6).
- Maintain and screen candidate databases from walk-ins, emails, and job advertisements.
- Review and shortlist CVs based on corporate needs and role-specific requirements.
- Utilize online recruitment platforms to source top talent and post job vacancies.
- Draft and send HR correspondence including offer letters, visa letters, rejections, and acceptances.
- Prepare and deliver orientation packages; ensure new hires are properly onboarded and payroll-ready.
- Recruit and manage part-time staff across departments, including payment setup and tracking.

PASSIONS LEARNED FROM WORK

- Decision Making Authority
- Willingly taking part in other department's projects.
- Meeting of defined specific local targets aligned with local initiatives, regional & corp. strategies.
- Grounded Expert
- Trusted Advisor
- Developing positive working relationships.

- Making continuous improvements.
- High team-work and collaborative working ability.
- Defining problems, identifying root cause & overcoming obstacles by generating alte. Solutions
- Monitoring quality levels.
- Initiating potential ideas for community service.
- Ability to interact effectively across business areas.

INTERESTS

Travelling, Reading and Football

PERSONAL INFORMATION

Date of Birth: 12/20/1982

Nationality: Egyptian

Marital Status: Married with 3 children