

# Mahmoud Nady Fadl Abdelhameed

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People & Culture | OD | Total Rewards | Talent Management

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## Professional Summary

HR professional with 9+ years of diverse experience across telecommunications, healthcare, tourism, construction, trading, and retail industries. Specialized in Rewards Management, Talent Acquisition, Organizational Development, Performance Management, and Capability Development. Proven track record in aligning HR functions with strategic business goals and driving culture transformation.

## Education

- MBA (in progress), Ain Shams University – English Section – Expected 2027
- HR Diploma, The American University in Cairo (AUC)
- B.A. in French Language, Minia University

## Professional Experience

### People & Culture Manager | Hand in Hand NGO – Cairo

Jun 2025 – Present

- Established and managed the People & Culture function within a non-profit manufacturing environment.
- Developed and implemented HR policies and procedures in compliance with Egyptian Labor Law.
- Managed end-to-end recruitment and selection processes.
- Designed structured interview and evaluation tools for HR and technical positions.
- Handled employee relations, exit interviews, and payroll coordination.
- Partnered with leadership to enhance organizational structure and organizational culture.

### People & Culture Manager | EGMED & SALUTEM – Cairo (Medical and Healthcare)

Jan 2023 – Jun 2025

- Designed and implemented HR objectives aligned with business goals.
- Developed and enforced HR policies and procedures.
- Managed workforce planning and the full recruitment cycle.
- Developed performance management systems and salary structures.
- Implemented total rewards and compensation systems.
- Reviewed payroll and personnel processes.
- Designed org charts, authority matrices, workflows, job analysis, and competency models.
- Created internal/external HR budgets.
- Led training and employee development initiatives.

OD & Recruitment Section Head | United Brother for Trading & Constructions

Oct 2021 – Jan 2023

- Developed and aligned HR strategy with business objectives.
- Managed SOPs and organizational charts.
- Led recruitment, selection, and manpower planning.
- Implemented performance management and total rewards systems.
- Conducted TNA and ROI analysis for L&D.

HR Business Partner | Tathkarah.com for Tourism & Travel

Jan 2021 – Oct 2021

- Aligned HR strategy with company goals.
- Led recruitment and manpower planning.
- Implemented compensation and performance systems.
- Managed L&D programs and TNA analysis.

HR Generalist | Andalusia Hospital Group

Jan 2019 – Jan 2021

- Developed and aligned HR strategy with business needs.
- Managed recruitment and performance evaluation processes.
- Handled total rewards and L&D programs

OD Specialist | Telecom Egypt – WE

Jan 2018 – Feb 2019

- Designed org charts, authority matrices, job analysis, and reward systems.  
Led implementation of PMS and competency frameworks.
- Workforce Management (RTM) | Raya Contact Center

Aug 2016 – Jan 2018

- Forecasted calls and managed staffing/scheduling.
- Monitored KPIs: Adherence, Conformance, AHT, OCC, UTL.

## Skills

- MS Office (Word, Excel, PowerPoint, Visio)
- HR Systems: Performance Management, Compensation & Benefits, Talent Acquisition, L&D, OD
- Arabic: Native
- English: Very Good (Spoken & Written)