

Ahmed Hassan Abdou Ahmed

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CAREER SUMMARY

Strategic HR leader with 15+ years of progressive experience across Food & Beverage Manufacturing, Retail, Construction, and Technology. Proven in aligning HR strategies with business objectives to drive growth, profitability, and culture transformation. Recognized for leading enterprise-wide change, building high-performance cultures, and delivering sustainable workforce strategies through talent development, organizational design, and leadership pipeline development. Experienced executive partner to C-suite and boards, with strong business acumen and a hands-on approach across start-ups, mergers, expansions, and digital HR transformation.

AS per GALLUP Assessment: my top strengths

(Responsibility, Achiever, Futuristic, learner, **WOO** (Winning on others)).

Key Experience

- Strategic Management & HR Planning
- Performance Management & KPIs
- Career Path
- Talent Management Cycle
- Organizational Culture
- Job Analysis – Job Descriptions
- Developing Policies & Procedures
- Competency Framework
- Organizational Development / Restructure
- Work force Planning
- Recruitment & Selection

PROFESSIONAL EXPERIENCE

Petro App Group

From: Jan. 2025 – now

✓ **Group Head of HR (EGY. - KSA - Nigeria - Thailand)**

Strategic HR & Business Alignment:

- Develop global HR strategy aligned with company objectives and revenue targets.
- Partner with ELT on organizational design, workforce planning, and human capital.
- Translate business goals into HR programs; focus on revenue per employee and ROI.
- Financial Performance & Revenue Impact:
- Implement HR initiatives to optimize productivity and reduce talent costs.
- Develop and monitor HR KPIs linked to financial outcomes and report ROI.
- Oversee global compensation and benefits, balancing competitiveness with budget.

Global Talent Acquisition & Management:

- Lead global talent acquisition for top-tier SaaS talent.
- Establish frameworks for performance, succession, and career development.
- Implement data-driven recruitment and retention strategies; reduce turnover.

Culture, Employee Experience & Engagement:

- Champion high-performance, inclusive culture across international locations.
- Design global employee engagement strategies for positive work environment.
- Enhance overall employee experience from onboarding to offboarding.

Organizational Development & Leadership:

- Drive OD initiatives including change management and continuous improvement.
- Design and implement leadership development programs for diverse teams.
- Facilitate organizational design to optimize efficiency and scalability.

HR Operations & Compliance:

- Oversee global HR operations for efficient service delivery.
- Ensure compliance with all local and international labor laws.
- Manage HR budgeting and resource allocation effectively.

From: July 2024 – Dec. 2024

✓ **Group OD & Talent Development Head (EGY. - KSA - Nigeria - Thailand)**

MADKOUR Group

From: Nov. 2022 – June 2024

✓ **Academy OD & Talent Development Sr. Manager**

- Create Madkour CFW (Competency Framework) Core- Functional – Leadership Competencies (Job Master).
- Company Workforce Planning.
- Performance Management System improvement.
- Building in house Assessment Center unit.
- Managing Assessment Center for 900 Employees as part of promotion Cycle.
- Managing Development Center Top Management.
- Design & Implement Internship Program.
- Design & Implement Leadership Development Track based on Assessment Center Gaps.
- Design & Implement GDP (Graduation Development Program).
- Design & Implement Succession Planning, Career Path & High Pot Projects.
- Culture Transformation Program.

Cairo3A Group

From: Nov. 2020 – Oct. 2022

✓ **OD & Talent Management Manager for 2 business units (NCMP&ESGC)**

Leading OD & Talent Management Practices for 2 Subsidiaries (NCMP-ESGC) Through Merging Project

OD Achievements in merging Projects

- Work force plan project for Merged Functions
- Diagnostic Studies for merged functions to Re-design SOPs & Workflow
- Studies and design Org Structures for Merged Functions (Supply Chain - Finance - HR - Sales - Legal)
- Job Analysis & Job Description Project for new Jobs After merge

Performance Management System Achievements

- Participate as a committee member to launch ERP system (Oracle) for Talent Management.

Recruitment Achievements

- Manage Recruitment Plan for both (NCMP-ESGC)
- Job Fairs (EVP)
- Turn Over Analysis & Exit interview.

Training Achievements

- Create TNA as per Performance Gap - Implement Training Plan.
- Create IMC Subscription

TPM (Total Productive Management) Project

TPM Champion & Trainer

✓ **OD & Talent Management Manager - (ESGC)**

OD Achievements

- Restructure Project.
- Work force plan & Corporate optimization Project.
- Job Analysis & Job Description Project.

- HR SOPs (Standard Operations Procedures)
- HR Dashboard.
- Exit interview & Turnover analysis.

Performance Management System Achievements -

- Create PMS System MBO Model.
- Create an incentive system for KPIs.
- Annual appraisal.

Recruitment Achievements

- Recruit Managerial Staff (10 Vacant).
- Recruit Blue-collar.
- Employer Branding (Job Fairs).
- Turn Over Analysis & Exit interview.

Training Achievements

- Create TNA as per Performance Gap.
- Implement Training Plan.
- Create IMC Subscription.
- Achieved 8000 training Hours for 500 Employees.

B. TECH

From: May 2013 Oct. 2020

✓ **OD& PMS Section Head**

Participate in OD & PMs Projects for 6 years.

OD Achievements

- Participate in Work force plan project - Participate in 5 restructure projects.
- Job Analysis & Job Description Project.
- Accountable for Creating final MPP after restructuring projects.
- Accountable for internal mobility to control MPP for all Company.
- Accountable for creating new jobs or replacements on recruitment ERP system (TALEO).
- Exit interviews for all resigns.
- Turn over analysis's reports.

Performance Management System Achievements

- Participate as a committee member to launch ERP system (SAP) for Performance Management.
- Accountable for Measuring Monthly and quarterly KPIs (Manual & SAP) for Incentive.
- Accountable for annual performance review (Manual & SAP).
- Accountable for Performance Agreements to reduce terminations.
- Accountable for Internal Customer satisfaction

✓ **Personnel and Compensation & Benefits Sr. Specialist**

SAMA group for employment & training

From: April 2012 to: May 2013

✓ **Staff Team leader & HR Generalist**

Educational Background

- BSC in law – Ain Shams University – 2009

Professional Development

Certified Job Evaluation	Korn Ferry	2025
Organizational Development Training Course	OD Practitioner	2024
MBA	RB College	2022 - 2023
PHRI	Jobeex approved provider by HRCI	2021
Compensation and Benefits Workshop	AmCham	2021
Assessment Center Certification Program	Cairo3A	2021
Job Analysis Workshop	LOGIC Consulting	2019
Visio 2016	New Horizons	2016
English language	MODLI	2013

CORE COMPETENCIES & VALUES

- Business Acumen.
- Leadership Capabilities.
- Quality Focus.
- Customer Focus.
- Goal Oriented.
- Interacting with people.
- Agility.
- Integrity.
- Transparency.

SKILLS & ABILITIES

- ❖ V. Good command of Microsoft Office (Visio, Excel, Word, PowerPoint).
- ❖ SAP User; Performance and Talent Management Modules.
- ❖ Time management (Ability to concurrently manage multiple complex projects/priorities and meet deadlines under pressure).
- ❖ Highly motivated person & Eager to learn new experience.
- ❖ Clear focus on high quality approach and business profit.
- ❖ Very good in speaking, writing, reading English language.
- ❖ Very good Presentation skills.
- ❖ Very good Communication skills.

Interests

Reading, going to Gym, Kickboxing, Going out with my friends, Swimming.

Personal Information

Date of Birth: 01/06/1988
Marital Status: Married
Military Status: Accomplished