

Ahmed Gaber, MBA

HR Director | HR Transformation & Organizational Development Leader

Egypt | 01000340365 | ahmedhr82@gmail.com

EXECUTIVE PROFILE

Strategic HR Executive with 18+ years of progressive experience leading HR transformation, organizational development, and people strategy across diverse industries. Proven ability to build HR functions from the ground up, implement HR systems, and align human capital initiatives with business objectives. Strong track record in driving performance, enhancing employee engagement, and optimizing HR operations.

CORE COMPETENCIES

- HR Strategy • Organizational Development • Talent Management • Com & Ben.
 - HRIS Implementation • Performance Management • OKRs & KPIs • Workforce Planning
 - Employee Engagement • Labor Law Compliance • Change Management
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PROFESSIONAL EXPERIENCE

HR Director | SKY Group

May 2025 – Present

- Direct all core HR functions, including Strategic Planning, Payroll, and Employee Engagement for the group.
- Designed and implemented company-wide HR policies and procedures.
- Established OKRs and KPIs framework to drive organizational performance.
- Developed organizational structure and job architecture across departments.
- Led job analysis initiatives and standardized job descriptions.
- Formulate and manage departmental budgets, ensuring optimal allocation of human capital and staff resources.
- Audit and ensure full compliance with the Equality Act, data protection legislation, and professional health and safety standards.
- Strategized workforce planning and succession management to ensure a talent pipeline for critical technical and managerial roles.
- Elevating the company's reputation as an employer of choice to attract top-tier talent.
- Shaping and embedding a high-performance culture aligned with the company's core values and vision.
- Serving as a trusted advisor to the CEO and Board of Directors on all matters related to human capital and organizational health.

Senior HR & Administration Manager | DIGITIZE

Oct 2023 – Apr 2025

- Directed full HR operations covering payroll, employee relations, L&D, and recruitment
- Developed organizational structures to support business growth and scalability
- Managed HR budgets and implemented KPI-driven performance systems
- Strengthened employee engagement and organizational culture initiatives

Plant HR Manager | ALROWAD Industrial Complex

Dec 2022 – Sep 2023

- Managed complex employee relations cases including disputes, grievances, and disciplinary actions.
- Synchronized HR strategy with business goals to drive plant performance and operational efficiency.
- Developed and implemented HR policies to reduce legal risks and improve compliance
- Led recruitment, onboarding, and talent development initiatives

HR Manager | Grand Plast

Apr 2021 – Nov 2022

- Implemented enterprise-wide HR strategies and systems that fostered a positive and high-performance working environment.
- Led performance management system driving high-performance culture
- Managed compensation, benefits, and employee relations
- Enhanced decision-making support for top management through the implementation of advanced HR Metrics and reporting.

OD & Talent Acquisition Manager | Ayman Shahin Group

Jan 2020 – Mar 2021

- Developed and executed talent acquisition and employer branding strategies.
- Led the recruiting team and performed gap analysis to provide accurate hiring forecasts.
- Improved recruitment processes and candidate experience
- Managed recruitment KPIs and performance reporting.

HR Operations Manager | Ayman Shahin Group

Mar 2018 – Dec 2019

- Oversaw HRIS operations and ensured data accuracy and reporting efficiency.
- Managed payroll, compensation, and employee benefits programs.
- Designed performance appraisal systems linked to KPIs and training needs.

Recruitment Section Head | Milkys

Aug 2016 – Mar 2018

Deputy HR & Administration Manager | Lactalis Halawa

Mar 2010 – Aug 2016

HR Generalist | Etisal International

June 2008 – Feb 2010

HR Coordinator | ISON

May 2007 – June 2008

EDUCATION & CERTIFICATIONS

- **MBA** in Human Resources Management – Arab Academy (2024)
- **Bachelor of Information Systems** – Future Academy (Good)
- **PHRi** Preparation – Jobeex
- HR & Recruiting Workshops (MBO, Competency-Based Performance Management)

LANGUAGES

Arabic (Native) | English (Very Good)

PERSONAL INFORMATION

- **Date of Birth:** 17/11/1982
- **Marital status:** Married
- **Military status:** Exempted
- **Address:** Sheikh Zayed - Giza