

Mohamed El Sayed

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● Executive Profile

Strategic HR Executive with 15+ years leading full-spectrum HR operations across Retail, FMCG, and Industrial sectors. Proven ability to build HR infrastructures, drive organizational transformation, and partner with executive leadership to align people strategy with commercial objectives across multi-site environments.

● Core Competencies

- HR Strategy & Organizational Transformation
- Workforce Planning & Talent Management
- Executive HR Business Partnering
- Total Rewards & Compensation Oversight
- Labor Law & Compliance Governance
- Retail & Industrial HR Leadership
- Performance & Culture Transformation
- Organizational Restructuring & Workforce Optimization
- Change Management & Culture Transformation
- HR Governance & Policy Modernization

● WORK EXPERIENCE

HR Strategy & Total Rewards Consultant

Aroma consultants co., ltd. | Jan 2026 – Present

- Designed a total rewards framework for a logistics organization, improving retention by 15% and ensuring internal pay equity.
- Led organizational restructuring and workforce optimization, reducing labor costs by 12% while maintaining operational efficiency.
- Conducted compensation benchmarking for a GCC-based company, aligning salary structures with market standards and enhancing talent attraction.

Head of Human Resources & Administration Affairs

Hutchison Ports Egypt | 2023 – Dec 2025

- Lead full HR operations including strategy, rewards, talent, and compliance across multi-site operations.
- Partner with executive leadership on workforce planning and organizational design.
- Govern annual budgeting, headcount planning, and people cost optimization.
- Drive engagement, leadership capability, and culture transformation initiatives.

HR Consultant & Management Advisor

Riyada Gulf – Saudi Arabia | 2022 – 2023

- Conducting research to identify workforce issues or inefficiencies.
- Developing HR strategies and company-specific models.
- Recommending solutions and providing advice on HR policies, procedures, and tools.
- Overseeing the implementation and integration of new policies, procedures, tools, and strategies.
- Monitoring and reviewing human capital analytics to evaluate the efficacy of new policies.

- Generating analytic reports and presentations for feedback to management.
- Ensuring that the operations and activities of the workforce are efficient and in the best interest of the company goals.
- Led transformation projects focused on compliance, capability building, and operational efficiency.
- Conducted HR diagnostics and implemented improvement roadmaps.
- Supported executive leadership with strategic workforce deployment planning.

HR Manager – Employee Relations & HR Business Partner

Saint-Gobain Glass, Egypt | Jan 2021 – Jul 2022

- Enhancing employee retention by implementing effective onboarding and training programs.
- Fostering a positive work environment through a comprehensive employee relations program.
- Directed employee relations and HR operations, ensuring fairness, consistency, and compliance with Egyptian labor law.
- Investigated and resolved complex employee grievances and disciplinary cases.
- Drove initiatives to enhance engagement and workplace culture. - Supported executive leadership with strategic workforce deployment planning.
- Managing employee disputes by employing conflict resolution techniques.
- Managed complex international mobility projects, successfully coordinating global assignments and compliance with immigration requirements.

HR People Regional Partner & HR Manager

ATRIUM QUALITY – TMG JAN 2020 – JAN 2021 Egypt

- Employer Branding Expert: Developed a robust employer branding strategy, elevating the company's reputation in the market and attracting top talent from global competitors.
- Compensation and Benefits Leadership: Designed a competitive compensation structure that attracted high-level talent while maintaining budgetary control.
- Managing conflict resolution processes to maintain a positive work environment and resolve employee disputes effectively.
- Negotiating competitive compensation packages to attract top talent in the industry.
- Developing and delivering special events for company employees.
- Maintaining the confidential nature of employee and company proprietary and privileged information used or observed in the course of performing job duties.

HR Manager & HR Business Partner

APM Terminals – Maersk | 2004 – 2019

- Led organizational restructuring initiatives that improved operational efficiency by 22%,
- aligning HR functions with business priorities.
- Led HR modernization and digital HRIS implementation initiatives.
- Managed HR governance for 1,000+ employees in multinational JV.
- Partnered with C-suite leadership on workforce planning and cost control.
- Led payroll, compensation alignment, and compliance frameworks.
- Supported digital HRIS deployment and workforce analytics.
- Supported organizational restructuring aligned with shareholder objectives.
- Designed and managed HR service models including shared services and outsourcing partnerships.
- Oversaw employee relations, compliance, and performance management systems.
- Supported due diligence and solution design for organizational transformation and digital HR initiatives.

Accountant - Budget for Car Rental, Saudi Arabia Jan 2000 - Aug 2004

Key Achievements

- Regional HR Leadership: Directed HR policies and ER frameworks across Egypt, Morocco, Saudi Arabia, Oman, Bahrain, and Jordan.
- Employee Relations Excellence: Managed sensitive investigations, grievances, and disciplinary cases with fairness and compliance.
- Policy Transformation: Designed and simplified HR policies, ensuring digitization, accessibility, and inclusivity.
- Governance & Risk Management: Ensured compliance with labor laws, minimizing legal risks and enhancing organizational reputation.
- Cultural Transformation: Built inclusive and diverse workplace cultures, driving engagement and retention.

● **Education**

- MBA – Business Administration, ESADE Business School - Spain
- HR Management Diploma – American University in Cairo
- Bachelor of Commerce – Suez Canal University

● **Certifications & Professional Development**

- Certified in Workplace Investigations & Compliance Programs
- IOSH Managing Safely
- Continuous Professional Development in International Employment Law & Governance

● **Systems**

IFS Applications | SAP | Kronos | workday | MIDAS, HRIS, VISIO, SAP & LMS | Microsoft Office

● **Languages**

Arabic: Native | English: Fluent