

# MOSTAFA RAMADAN

MBA, CIPD, SHL, GALLUP



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## Profile

Dynamic and results-driven Global HR Leader with 18+ years of experience driving HR transformation, digitalization, and people strategy across multinational and high-growth organizations. Proven track record in SAP-enabled HR solutions, talent management, labor relations, M&A integration, and organizational design. Trusted advisor to executive leadership with strong business acumen and a results-oriented mindset. Adept at aligning HR strategy with business objectives and fostering a culture of continuous improvement.

## CORE COMPETENCIES

HR Transformation • Organizational Design • Workforce Planning • Talent Acquisition • Performance Management • Succession Planning • Labor Relations & Unions • Employer Branding • HR Analytics • SAP HCM • Oracle HR • Microsoft Dynamics AX • AI & Digital HR Solutions.

## Professional Experience

### ATLAS COPCO GROUP.

Regional HR Manager & SAP Project Manager for Egypt & Levante Area | May 2019 – October 2025

- Spearheaded the full-cycle SAP HR implementation across all business units, collaborating with global teams and managing 30+ key users to ensure seamless integration and adoption of digital HR solutions.
- Developed and executed comprehensive HR policies, job architecture, and grading structures for 60+ roles, driving compliance, equity, and organizational alignment.
- Digitized core HR processes including recruitment, performance management, payroll, and learning resulting in significant operational efficiency gains and enhanced employee experience.
- Strengthened employer branding and partnered with executive leadership to deliver strategic workforce initiatives supporting business growth and transformation



### G4S SECURE SOLUTIONS.

HR Director | January 2018 – April 2019

- Directed HR operations for a workforce of 8,000+ employees during a major acquisition and integration, ensuring smooth transition and cultural alignment across diverse teams.
- Engineered targeted retention strategies that reduced employee turnover from 25% to 5% within three quarters, safeguarding business continuity and talent pipeline.
- Enhanced employee performance and engagement, contributing to EGP 10M monthly revenue growth through strategic HR interventions.
- Launched innovative internal and external learning programs, fostering capability building and supporting organizational revenue generation.



### FIVE STARS GROUP- FIVE STARS FLOUR MILLS

Group HR Manager | October 2014 – December 2017

- Established the HR function from the ground up, designing and implementing recruitment, performance management, and succession planning frameworks aligned with global best practices.
- Authored and rolled out HR manuals, policies, and procedures, ensuring compliance and operational excellence across the organization.
- Led complex labor union negotiations and managed industrial relations challenges, maintaining a stable and productive workforce environment.





## CAPITAL DRILLING – SUKARI GOLD MINE

HR Manager | May 2013 – October 2014

- Built HR operations in a remote mining environment, overcoming logistical and cultural challenges to deliver effective HR support.
- Designed and implemented incentive schemes that increased drilling productivity by 50%, directly impacting operational output and profitability.
- Led the recruitment of 100+ mining engineers and managed workforce restructuring initiatives to optimize talent deployment and organizational efficiency.



## NISSAN MOTOR EGYPT

Senior HR Specialist | March 2012 – April 2013

- Developed annual salary scenarios and grading structures, supporting competitive compensation strategies and talent retention.
- Improved retention in high-turnover departments and optimized compensation models to attract and retain top talent.



## PEPSICO INTERNATIONAL – FRITO LAYS - CHIPSY

HR Supervisor | January 2010 – February 2012

- Increased employee retention in supply chain and sales to 98% and 93% respectively through targeted engagement and rewards programs.
- Achieved monthly cost savings of EGP 300,000 by optimizing rewards and recognition schemes.



## ALKAN CIT

Senior HR Coordinator | September 2008 – December 2009

- Reduced costs by EGP 1.3M through the redesign of insurance schemes, enhancing benefits while maintaining fiscal responsibility.
- Supported compensation and benefits reporting across the MEA region, ensuring accuracy and compliance with regional standards.



## THE THREE CORNERS HOTELS & RESORTS - ELGOUNA

HR Supervisor | September 2006 – August 2008

- Managed hospitality recruitment and expat employment processes, ensuring timely talent acquisition and onboarding for international operations.
- Optimized C&B and allowance schemes while maintaining high levels of employee satisfaction and retention.

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## Education



### ESLSCA BUSINESS SCHOOL

Master of Business Administration - Human Resources Management, (GPA: 3.96/4.0)



### GALLUP (BHG GROUP JOHANNESBERG)

Global Certified Strengths Coach



### OAKWOOD INTERNATIONAL UK

Associate CIPD – Human Resources Management



### SHL- PRAGUE

Certified Personality Assessor



### SOUTH VALLEY UNIVERSITY

Bachelor of Commerce - Accounting

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## Languages

Arabic (Native) • English (Fluent) • German (Intermediate)

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