

Fadia Fadel

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Professional Profile

Human Resources executive with over 19 years of leadership experience shaping enterprise people strategies that enable business growth, operational excellence, and long-term value creation.

Bring deep expertise in organizational design and development, executive recruitment, total rewards, governance, labor law compliance, and performance management, with a strong focus on aligning human capital strategy to corporate objectives.

Proven success operating within complex multinational environments across Africa and the Middle East. Instrumental in leading the human capital agenda during the start-up and scale-up of one of the region's most prominent education organizations, contributing to EBITDA growth surpassing EGP 1 billion.

Trusted advisor to CEOs and boards, recognized for building high-performing executive teams, developing future-ready leadership pipelines, and embedding performance and reward frameworks that drive accountability,

Experience

Nile Air (Aviation)

Feb.'25 – Dec.'25

Head of HR

- Deployed an Automated System for payroll on Odoo integrated with the main ERP system SAP
- Deployed an automated system for Performance Management for white & blue collar of a total 960 FTE, covering all positions whether
- Created a structured selection process of hiring of Cabin Crew including automated English Language proficiency and Behavioral assessments.
- Created an Employee Loyalty Program on Nile Air platform accessible on Mobile Application
- Created a Job Mapping system and in the process of automation
- In the process of automation of Self-Service including all services and benefits for Employees

GEMS Education (Egypt)

Mar.'20 – Jan.'25

Human Resources Director

Success Indicator: EBITDA went from 100 Million EGP in Y2020 covering 4 Schools with 670 FTE to 1.4 Billion EGP of 4 Billion EGP Revenue in Y2024 across 10 Schools, Trillium Pre-schools & Selah El Telmeez Printing house with a total of 4600 FTE.

- Develop and implement HR strategies that support the GEMS Schools & Entities' strategic objectives.
- Collaborate with senior leadership to align HR initiatives with institutional goals.
- Oversee the recruitment process, ensuring the GEMS Schools & Entities attract and retain top talent.
- Develop effective onboarding programs to integrate new employees smoothly.
- Design and implement training and development programs to enhance employee skills and performance.
- Establish career development initiatives and succession planning strategies.
- Implement performance management systems to ensure clear expectations and accountability.
- Conduct regular reviews and assessments to promote a culture of continuous feedback.
- Proactively address employee issues to minimize the risk of disputes that can lead to costly legal expenses.
- Manage compensation structures, ensuring competitive and equitable pay practices.
- Ensure HR policies and procedures comply with local labor laws and GEMS Schools & Entities regulations.
- Review and update HR policies as necessary to reflect best practices and legal requirements.
- Analyze HR metrics to assess the effectiveness of HR initiatives and identify areas for improvement.
- Prepare reports for senior leadership on HR trends and key performance indicators.
- Utilize Human Resource Information Systems (HRIS) to streamline HR processes, reducing administrative costs and improving efficiency.
- Use analytics to identify trends in recruitment, turnover, and employee performance to make informed budgetary decisions
- Develop budgets that reflect HR goals aligned with organizational objectives, ensuring effective allocation of resources.

Air Arabia
Head of Human Resources

Sep.'18 – Feb.'20

- Assists the CEO in defining the HR business plans and processes for human resources strategic direction within the assigned Hub; supports in the implementation of new initiatives, projects, enhancements, policies, and operating procedures in consultation with the CEO/GHHR.
- Leads the implementation of the respective HR plans and daily operations ensuring successful delivery; manages the employees' workforce and performance ensuring cost-effective utilization and maximized productivity.
- Works closely with CEO and GHHR/Head Office to prepare the manpower forecast budget and cost estimates as per set-objectives ensuring efficiency and provision of right resources in line with business needs.
- Constantly monitors and measures HR and manpower budget utilization and expenditure in accordance with adopted practices and agreed parameters; analyzes results and prepares necessary reports for CEO and Line Managers to highlight status; initiates and implements corrective actions to minimize the impact of variances when needed.
- Secures the necessary supporting resources and systems and manages the corresponding data and records with focus on confidentiality, cost efficiency, health and safety, and employee satisfaction.
- Decides on and manages the talent acquisition channels, assessment centers, payment schemes, and contracts to attract and retain high caliber candidates. Conducts interviews and assessments for different levels and provides CEO with feedback on status; partners with Group HR Director for guidance and support on recruitment matters as needed.
- Consults with legal counsel on matters and disputes related to personnel issues, employee grievances and disciplinary actions; advises CEO and Line Managers on needed actions as appropriate.

Management Consultancy

Dec.'17– Aug.'18

Organizational Structure

Post Graduate Business Instructor

American University in Cairo & E'SLSCA Business School

Allianz Life Assurance Company
Human Resources Director

Nov.'14 – Nov.'17

- Act as a business partner and strategic advisor to the MD, CEO and Leadership team and provide guidance and direction on all aspects of the development and deployment of people as part of the growth agenda for this company
- Plans, defines, agrees and delivers human resource strategy for the company and its components, in line with the company's vision and mission, current and future
- Works with Central HQ HR to implement and adapt central policies, processes and methodologies for Allianz Egypt
- Translates corporate values into operational processes capable of developing and implementing policies for selecting, recruiting, training, compensating and supporting people with the aim of driving a high performance organization
- Anticipates major HR roadblocks and proactively propose possible measures to counter them
- Continuously improve and develop the HR processes and policies to accommodate the Company's growth and objectives
- Improve communications across all management teams, by sharing best practice, ideas and good examples of workmanship thereby helping to create an environment to drive superior performance

Johnson & Johnson Consumer
North West Africa Human Resources Manager

Sep.'12 – Oct.'14

- Serve as the primary HR contact for managers in the assigned business units, Egypt, Libya, Morocco & Algeria
- Lead the implementation of the HR strategy in support of the short-term and long-term business goals
- Implement effective strategies to enable the organization to thrive through periods of change, i.e. internal & regional growth & restructuring
- Provide group and one-on-one coaching with managers and employees to support leadership development, business decision-making, human resources management, problem solving and performance management & employees engagement
- Support the implementation of appropriate HR solutions aligned with business direction Coordinate and lead the 5-Conversation model with Business Leaders and Line-Managers (Goal-setting, Career Planning, Performance Appraisals, Succession Planning...etc)
- Accountable for full recruitment cycle & Training and Development within the region

CEMEX

Human Resources Manager – Cairo

Apr.'09 – May'12

Led Organizational Development and Recruitment functions for CEMEX Egypt, overseeing HR strategy implementation across policy, training, performance management, and culture development. Managed payroll, benefits, and budgets for 460+ employees across multiple sites, including Ready Mix Plants and the Damietta Terminal. Served as JDE ERP Administrator, prepared annual HR business plans, and collaborated with executives to enhance HR strategy and employee engagement through improved systems and processes

HR Projects & Planning Manager

Jan.'08 – Mar.'09

Managed HR information provision to internal and external stakeholders and oversaw strategic HR reporting, including headcount, turnover, and key indicators. Analyzed OPEX and CAPEX performance against budget. Led the implementation of institutional HR platforms as part of the corporate development plan and served as the sole administrator of the HR ERP systems (JDE, CMS, SIM)

Human Capital Senior Analyst

Apr.'07 – Sep.'07

Managed the company's training and development plan, ensuring timely and high-quality implementation. Oversaw talent review and recruitment functions, including training needs analysis, budget management, and provider selection. Monitored expenditures and prepared monthly reports on training, recruitment, and employee engagement activities

HR Projects & Information Senior Analyst

Sep.'06 – Mar.'07

Maintained multiple HR information systems and platforms. Analyzed HR data to support projects and performance metrics. Managed the job description database and job analysis process. Assisted in calculating Balanced Scorecard metrics and coordinated the preparation of strategic HR reports, including headcount, turnover, and key HR indicators

RMG Consultancy – KSA

Human Resource Executive

Nov.'05 – Jul.'06

Managed end-to-end recruitment processes including CV screening, shortlisting, and initial interviews. Conducted employee onboarding and addressed staff inquiries on HR policies and procedures. Prepared reports on absenteeism, turnover, and vacancy status while maintaining organized employment records for local and expatriate staff

ExxonMobil, Egypt

Africa & Middle East Project Planner

Dec.'03 – Aug.'05

Oversaw project zone budgeting and coordinated execution across multiple sites, serving as the focal point for the Africa/Middle East zone with the Global Program PMO. Managed detailed zone planning, CAPEX and OPEX analysis for 24 affiliates, and prepared stewardship reports. Handled procurement requisitions to support material import requirements across regional affiliates.

P.A. to North Africa Projects Director

Jan.'00 – Nov.'03

Additional Activities

Certified Business Instructor – American University in Cairo

2008 - Present

Center for Adult Continuing Education, Management Center & Executive Education

Part time Trainer at Dale Carnegie – Egypt

2005

Education

DBA– Doctorate in Business Administration

2008 – 2011

Major: Human Resource Management

Ain Shams University

MBA – Master in Business Administration

2003

Arab Academy for Science, Technology & Maritime Transport

Bachelor of Arts (BA) in English Literature

1999

Ain Shams University

Memberships

Active Member in the Egyptian Human Resource Management Association (EHRMA)

2007 - Present

Active Member in the American Chamber of Commerce (AMCHAM)

2016/17

Training Courses

- AI for Human Resources	AACO
- Hay Korn Ferry: Job Evaluation & Grading	Hay Korn Ferry UAE
- Career Development Conference (Succession Planning)	Allianz
- The Millennium Manager	SETTEC
- HR Score Card	Jon Ingham
- 8 Habits of Highly Effective People	Stephen Covey
- Employee Engagement	John Smythe (SETTEC)
- Train-the-Trainer	AUC
- Train-the-Trainer	Dale Carnegie
- Advanced HR Processes Certificate	CEMEX (Web based Training), Egypt
- Situational Leadership	CEMEX (Web based Training), Egypt
- Presentation & Public Speaking Skills	IMI, Egypt
- Negotiation Skills	Logic, Egypt
- Time Management	IMI, Egypt
- Professional Business Writing	IMI, Egypt
- Leading Change (Our Iceberg is Melting)	ZAD
- Labor Law	Top Business
- Social Insurance	Top Business
- Anti-Fraud & Anti-Corruption	Allianz

Received Awards

Certificate of Appreciation In recognition of outstanding performance in Teaching AUC – School of Continuing Education	2011
Golden Encore Award For Outstanding performance Johnson & Johnson	2013

Personal Profile

- Bilingual fluency in both Arabic & English, with fair French language proficiency.
- Excellent working command of MS Excel, Word, PowerPoint & Access in addition to SAP, Oracle, AutoCAD, Adobe Photoshop, 3D Max (animation) & various Internet applications.

Personal Information:

Date of Birth: May 1st, 1977
Nationality: Egyptian

References: furnished upon request.