

Ahmed Gamal

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Professional Summary

Learning & Organizational Development with 20+ years of progressive experience across manufacturing, chemicals, oil & gas, and consulting environments.

Covering the full training cycle from needs analysis and solution design to delivery, evaluation, and continuous improvement.

Strong background in performance management systems, organizational development, leadership development, and capability building, with proven ability to translate business strategy into measurable behaviors and sustainable performance outcomes.

Core Competencies

- L&D Strategy & Annual Training Planning
- Training Needs Analysis (TNA)
- End-to-End Training Cycle Management (Design – Delivery – Evaluation)
- Performance Management Systems & KPIs
- Leadership & Management Development
- Organizational Development & Structure Optimization
- Talent Development & High-Potential Programs
- Learning Evaluation & ROI (Kirkpatrick Levels)
- Stakeholder & Vendor Management

Assistant HR Manager (Human Capital Development)

Jan 2025 – Up till now (SIPES)

- Lead and manage the complete learning and development lifecycle (360°) including training needs analysis, solution design, program delivery, evaluation, and reporting.
- Designed and implemented annual training plans aligned with organizational strategy, performance gaps.
- Integrated learning initiatives with performance management processes, ensuring learning outcomes supported business KPIs.
- Led the full cycle implementation of a new performance management system for a 700-employee workforce.
- Partnered with line managers to ensure learning transfer and on-the-job application
Collaborate with functional leaders on developing organizational structures, operating models, and manpower planning.
- Managed training budgets, internal trainers, and external vendors to ensure cost efficiency, quality, and alignment with learning objectives.
- Conducted internal HR and soft skills training Programs.
- Supported organizational development initiatives, including job analysis, role clarity, competency frameworks, and organizational structure optimization.

Human Resources Supervisor

March 2019 – Jan 2025 (SIPES)

- Managed all stages of the recruiting process (blue and white collar), consistently filling critical vacancies within the average market time-to-hire.
- Owned the full training lifecycle and implementation of the annual training plan for a workforce, achieving 90% plan completion annually.
- Acted as the primary HR business partner and trusted advisor for employee relations, resolving complex disciplinary and performance issues with a focus on compliance.
- Implement performance management process.
- Provide analytical reports related to HR metrics.
- Responsible for design, develop content and deliver internal HR and soft skills training.

Personnel and Training Supervisor**Jan 2011 – Mar 2019 (East Gas Company)**

- Manage daily administrative day-to-day operations of the department.
- Provide advice and assistance to manager on staff recruitment.
- Monitor, evaluate and record training activities and program effectiveness.
- Assist in identifying training need assessment (TNA)

Human Resources Generalist**Feb 2009- Jan 2011 (East Gas Company)**

- Prepare and calculate all month transaction for payroll.
- Provide support to all departments and employees for all personnel and related inquiries.

Document Controller**Apr 2007 – Feb 2009 (East Gas Company)**

- Responsible for company's documentation including quality procedures, work instructions, records, and technical documentations.
- Assist Project Manager in project coordination, and preparation of different types of reports.

Customer Service Representative**Aug 2005 –Apr 2007 (Xceed Contact Center)**

- Handle customer's disputes over phone.
- Achieve sales target for diversified retail product.

Professional Experience (Part-time, Projects and Freelance)**Senior Trainer (Part-time)****Aug 2022 – Up till now (Aspire Consulting and Training)****HR and Soft Skills Trainer (Freelance)****Oct 2021- Up till now (Success academy)****Human Resources Advisor (Project)****Seb 2017 – Jan 2018 (Meamar Group)**

Education

MBA (Sadat Academy for Management Sciences 2023)

Bachelor of Management Sciences Sadat Academy for Management Sciences (2000-2004)

Certificates

- Certified Professional Trainer (AmCham 2019)
- Human Resources Diploma (Sadat Academy for Management Sciences 2015-2017)

Training and Courses

- Certified L&D Manager (HPA 2025)
- Psychological Counseling (300 Hours -Ain Shams University 2024)
- Introduction to Human-Centered Design (Acumen Academy and IDEO 2023)
- Entrepreneurship school (Aspire Consulting and Training 2022-2023)
- TOT (Aspire Consulting and Training 2022)
- Assessor Skills (Human Capital 2021)
- HR Analytics (AUC 2021)
- Competencies Based Interview, CBI (HCC 2019)
- Professional Human Resources International, PHRI (HPA 2018)
- Essentials of Human Resources (AmCham 2009)
- Project Management Professional (Brisk Consulting SAE 2008)

Personal Details

Date of birth 25/8/1983.

Nationality Egyptian.

Marital status Married.