

# Loay Fahmy

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## Professional Summary

A Senior Talent Acquisition Specialist with over 9 years of experience in recruitment, sourcing, head-hunting, professional hiring and onboarding talents in the Technical field, BPO industry and the real estate. Proven success in enhancing recruitment strategies, scaling workforce capabilities, and fostering a seamless candidate experience. Seeking to continue contributing to organizational growth and employee engagement.

## WORK EXPERIENCE

### Senior Talent Acquisition Specialist

Mar 2025 - Present

#### TaskUs – Cairo

- Established a complete, end-to-end talent acquisition infrastructure from the ground up to support the company's launch and expansion in the Egyptian market.
- Built and scaled the largest bilingual talent community in Egypt's BPO industry within four months, significantly strengthening the recruitment pipeline.
- Managed the full recruitment lifecycle for the upper-heads that includes sourcing, screening, interviewing, onboarding, and leading contract-signing sessions to ensure a seamless candidate experience.
- Developed standardized interview rubrics and language proficiency benchmark to increase the interview to offer ratio.
- Directed localized social media recruitment campaigns that boosted inbound applications by 40%, causing to reducing The dependency on external agencies.

### Talent Acquisition Specialist

Aug 2022 - Feb 2025

#### Concentrix - Cairo

- Successfully expanded the workforce by over 2,300 employees in a year, achieving 100% of team recruitment targets and reducing the hiring time and the cost per hire.
- Led sourcing, screening, and recruitment processes to meet organizational hiring goals.
- Collaborated with internal stakeholders to ensure a seamless hiring experience for candidates.
- Developed multiple recruitment channels to enhance talent acquisition efforts.

**Technical Talent Acquisition Specialist**  
**Mideast Software – Cairo**

**Aug 2020 - Aug 2022**

- Managed the full-cycle recruitment process, sourcing top talent in IT and software development.
- Developed and maintained talent pipelines to meet the growing demand for technical roles.
- Conducted interviews, facilitated assessments with IT department, and managed the candidate selection process.
- Collaborated with managers to define job requirements and recruitment strategies.
- Enhanced employer branding through strategic social media presence and job postings

**Recruiter**  
**Flyin.com - Cairo**

**Aug 2018 - Aug 2020**

- Supported the HR department in various administrative and operational tasks, including recruitment and onboarding.
- Assisted in posting job openings, screening resumes, and coordinating interviews.
- Facilitated new hire orientation and ensured proper documentation of employee records.

**Human Resources Coordinator**  
**Al-Shabibah Newspaper - Oman / Muscat**

**July 2016 - July 2018**

- Provided administrative and operational support to the HR department, including assisting with recruitment efforts and sourcing potential candidates from the MENA region
- Ensure compliance with labor laws and company policies
- Assist with onboarding new hires and conducting orientation sessions

## **Projects**

1. Worked as a freelancer with The Address Investments to successfully build a team of 18 employees, including Brokers, a Team Leader, and a supervisor, within a one-month timeframe.
2. International talent mapping: orchestrated a cross border recruitment drive across 5 countries to fully staff a hospitality start-up in Oman within 3 months only.
3. Worked as a freelancer with IntouchCX to hire a bilingual French/English first patch with 30 candidates for a launching account within two weeks timeframe.

## **Strategic Skills**

Workforce Planning - Recruitment Strategy – Talent Sourcing Strategy – Employer Branding – Market Analysis & Salary benchmark

## **Technical Skills**

ATS ( Workday – TalkPush – Greenhouse ) – LinkedIn Recruiter - Boolean Search – Assessments & Evaluation- CRM & Database Management

## **Operational Skills**

Fully Cycle Recruitment – HR Administration & Onboarding – Labor Law Compliance – Candidates Experience Management - Multilingual/Bilingual Recruitment

## **Education**

Bachelor of Business Management (BBM) - University of Mumbai, India - 2012 – 2016

## **Certifications & Courses**

SHRM-SCP ( Senior Certified Professional ) – Certified Internet Recruiter ( CIR ) – Talent Management & HR Certified