

HELANA NAGEH SALEH

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Education

- ♦ Faculty of Biotechnology- Misr University for Science and Technology (B+) (2019-2023)

Summary

Senior Talent Acquisition professional with progressive experience in full-cycle recruitment across healthcare, technical, and operational functions. Proven track record in building strong talent pipelines, improving time-to-fill, and partnering with senior leadership to deliver strategic hiring solutions. Skilled in employer branding, stakeholder management, recruitment analytics, and driving end-to-end hiring efficiency in fast-paced environments.

CORE COMPETENCIES

- Strategic Talent Acquisition & Workforce Planning.
 - Full-Cycle Recruitment (Corporate, Technical & Healthcare).
 - Stakeholder & Hiring Manager Partnership.
 - Talent Sourcing Strategy & Pipeline Development.
 - Employer Branding & Candidate Experience.
 - Recruitment KPIs, Analytics & Reporting.
 - Interviewing (Behavioral & Competency-Based).
 - HR Operations & Process Improvement.
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PROFESSIONAL EXPERIENCE

-Senior Talent Acquisition Specialist Nacita Company | Feb 2026 – Present

- Lead end-to-end recruitment across multiple functions including technical, operational, and corporate roles.
- Act as a strategic hiring partner to senior management, aligning workforce needs with business objectives.
- Design and implement advanced sourcing strategies to improve hiring speed and candidate quality.
- Conduct structured behavioral and technical interviews to ensure strong culture and role fit.
- Drive employer branding initiatives to enhance market visibility and attract top talent.
- Analyze recruitment metrics (time-to-fill, cost-per-hire, quality-of-hire) to support data-driven decisions.
- Oversee manpower planning, vacancy tracking, and weekly recruitment reporting.

-Talent Acquisition Specialist
Nacita Company | Apr 2025 – Feb 2026

- Managed full-cycle recruitment for diverse roles across technical and operational departments.
- Partnered with hiring managers to define job requirements and recruitment priorities.
- Developed sourcing strategies that improved time-to-hire and candidate pipeline quality.
- Conducted structured interviews ensuring alignment with role competencies and organizational culture.
- Supported employer branding initiatives to increase candidate attraction and engagement.
- Maintained recruitment dashboards and supported continuous process improvements.

-Recruitment Specialist
Andalusia Maadi Hospital | May 2024 – Mar 2025

- Managed end-to-end recruitment for clinical and non-clinical healthcare positions.
- Collaborated with department heads to understand staffing requirements and workforce gaps.
- Screened CVs, conducted initial interviews, and coordinated final interview stages with senior medical staff.
- Built sustainable talent pipelines through universities and residency programs.
- Maintained a structured database of healthcare professionals for future hiring needs.
- Supported onboarding processes and HR operational tasks including benefits and payroll coordination.

-Organizational Development (OD) Intern
Andalusia Maadi Hospital | Feb 2024 – Apr 2024

- Supported workforce analysis and organizational assessments.
- Assisted in employee engagement surveys and feedback evaluation.
- Contributed to training and development program implementation.
- Researched best practices in performance management and leadership development.
- Supported change management and internal communication initiatives.
- Assisted in HR documentation and reporting processes.