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Professional Summary

Results-driven Talent Acquisition and HR professional with 4+ years of experience in full-cycle recruitment within multinational and fast-paced environments. Experienced in hiring for technical, engineering, business, and managerial roles, with exposure to mega projects and multicultural teams. Skilled in talent sourcing, pipeline development, employer branding, recruitment analytics, and stakeholder management.

Experience

Senior HR Specialist | Talent Acquisition Focus — LS ELECTRIC CO

May 2025 – Present

"A Korean multinational company is working on the **Monorail project** in Egypt. "

- Lead full-cycle recruitment for technical, engineering, and business roles within a multinational project environment.
- Partner closely with hiring managers and department heads to identify workforce needs and define recruitment strategies.
- Manage end-to-end hiring processes, including sourcing, screening, interviewing, offer management, and onboarding.
- Build and maintain proactive talent pipelines through LinkedIn sourcing, market mapping, referrals, and headhunting techniques.
- Support recruitment activities for large-scale infrastructure and project-based hiring demands.
- Analyze recruitment metrics, including time-to-hire, sourcing effectiveness, and hiring progress, to support decision-making.
- Conduct salary benchmarking and provide insights on talent market trends and candidate availability.
- Coordinate with multicultural teams in a dynamic multinational environment while ensuring compliance with company policies and labor law.
- Support employer branding initiatives and candidate engagement activities to strengthen company visibility in the market.

Social Media Specialist — Smart Vehicle Transport

Aug 2024 – May 2025

(Employer Branding Focus)

- Designed visual content and managed creative campaigns using Photoshop & Canva.
- Developed and executed social media campaigns to support employer branding
- Supported employer branding initiatives to enhance company visibility and attract qualified candidates.
- Analyzed campaign performance and engagement metrics, ideas for company events, special occasions, and employee contests to boost engagement.
- Supported employee engagement initiatives through creative content and internal activities

HR Generalist —

Smart Vehicle Transport

Sep 2021 – May 2025

- Managed end-to-end HR operations, acting as the main point of contact for all HR-related matters
- Led full-cycle recruitment processes, including job postings, sourcing, screening, interviewing, and onboarding
- Partnered with management to identify hiring needs and support workforce planning
- Built and maintained talent pipelines to ensure timely hiring for business needs
- Handled employee relations, resolving workplace issues, and supporting a positive work environment
- Managed employee records, contracts, and HR documentation with full compliance
- Administered attendance, payroll inputs, and leave management with high accuracy
- Supported performance management cycles, including evaluations and development planning
- Implemented and enforced HR policies and procedures across the organization
- Prepared HR reports and provided insights to support decision-making
- Contributed to employee engagement initiatives to improve retention and satisfaction

Certifications & Professional Development

- HR Diploma – EGYCHAM
- Advanced HR Track (Talent Acquisition, C&B, Performance Management) – EGYCHAM
- Digital Marketing

Education

Helwan University	Class of 2019
• Faculty of Commerce • Major: Accounting	

Key Skills

- Full-Cycle Recruitment
- Talent Acquisition & Sourcing Strategies
- Stakeholder & Hiring Manager Management
- Recruitment Metrics & Data Analysis
- Employer Branding
- Performance Management
- Egyptian Labor Law & HR Compliance
- ATS & HR Systems
- Interviewing & Candidate Assessment
- Workforce Planning