

Mohamed Ismail Mohamed

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Personal Profile:- HR expert with a wide range of experience in HR, talent management, organizational development and compensation management system. MBA holder and certified from Columbia southern university, in addition to various specialized certificates in the field of Human Resources and Management from reputable academies. I have 20 years of hands on experience in corporate, training and consultancy basis in which i led, participated in, and controlled an in numerous number of projects in Egypt, Middle East and Africa.

Current Position:- Managing Director at Q – Consulting for HR and Management Consultancy.

Positions Occupied:-

- **HR Senior Director** at ASEC - engineering Co. - (From April 2012 till March 2016)
- **Group HR Manager** at Zaki El Sewedy Group - (From 2010 till 2011)
- **HR Consultant Manager** at People Plus for HR Consulting - (From 2007 till 2010)

Consultation Experiences (sample):-

- Senior Consultant for establishing compensation management system for **Pepsi - Jeddah (KSA)**.
- Senior Consultant for developing Job Descriptions and assessing the HR functions in **Al Jomaih** Co. one of the lead companies in **(KSA)** - the franchisor of General Motors Co.
- Lead Consultant for developing full HR system for national cement Company - **(NCC - Ethiopia)**, by ASEC - engineering.
- Lead Consultant for developing full HR system for cement national Company - **(CNC - Mozambique)**, by ASEC - engineering.
- Lead Consultant for conducting HR audit and providing comprehensive audit report for Cimerwa plant **(Rwanda)**, by ASEC - engineering.

- Lead Consultant for conducting HR audit and providing comprehensive audit report for OCC (**Oman Cement Co.**), by ASEC - engineering.
- Lead Consultant for developing HR Systems for **Tri ocean energy**.
- Lead Consultant for developing HR Systems for **distance studio consultancy**.
- Lead Consultant for developing HR Systems for **AAW** engineering and consulting.
- Lead Consultant for developing HR Systems for **Alex Fert**.
- Lead Consultant for developing HR Systems for **Dina Farms**.
- Senior Consultant for establishing Policies and Procedures Manual & compensation and benefits system for **ABC Bank**.
- Senior Consultant for restructuring and formulating HR Management system for Tamweel Company for mortgage finance - **Orascom Group**.
- Senior Consultant for restructuring and formulating HR Management system for **Egybel**.
- Senior Consultant for restructuring and formulating HR Management system for **Mo'men (Alex)**.
- Senior Consultant for restructuring and formulating HR Management system for **Misr Elkheir Foundation**.
- Lead Consultant for developing the company strategy for **Les Dames Co**.
- Lead Consultant for developing full HR system for **Golden Tours Co**.
- Senior Consultant for restructuring and formulating HR Management system in one of the lead companies in the Egyptian beverages industry **Shweepse**.
- Senior Consultant for restructuring and formulating HR Management system for the **Egyptian German Company**.
- Senior Consultant for restructuring and formulating HR Management system for **El Haggar Company** for Air Compressors.
- Consultant for establishing performance management system, compensation & benefits, Grading & salary structure for Egyptian Cabling Company (**Altimatru**).

Professional Experiences:-

- ✓ Contribute in developing the corporate strategy & formulating the organization restructuring.
- ✓ Communicate with functional/departmental managers so as to understand all necessary aspects and needs of HR in light with the company goals.
- ✓ Develop the annual HR business plan includes the objectives, outputs, targets, and needed resources to achieve the company's mission and objectives.
- ✓ Develop the organization competency frame work in light to the strategy, core Values, business nature and needed culture.
- ✓ Implement a proper staffing system that identify the selection standards', hiring process, regulations and procedures.
- ✓ Update and train line managers on the selection methods and techniques.
- ✓ Train, ensure and monitor the implementation of the department heads to the performance management system.
- ✓ Contribute to the evaluation and development of staff performance with the co-Operation of the department heads.
- ✓ Develop and ensure proper implementation of the training system and control reports about the training effectiveness.
- ✓ Update, interpret and control the HR policies/practices.
- ✓ Develop and maintain an appropriate compensation management system Through periodical evaluation of jobs and continuous monitoring to the market ranges.
- ✓ Measure and improve the employees' morale and provide recommendations.
- ✓ Ensure the implementation, recommends actions to ensure all HR aspects are compliance with laws and environmental policies.
- ✓ Provide monthly report on HR issues, updates, development plans and achievements.

Education:-

- Master of business administration (Major HR), Ain Shams University - Graduation Date: (2013)

- Certified Human Resources Manager by Columbia Southern University - 2005.
- Human resources certificate at AUC since 2004.
- Business administration certificate at AUC since 1999 - 2000.
- Bachelor of Tourism & Hotels Management - Graduation Date: (1996)
Major: Hotel Management
Graduation degree: Excellent