

Sample Global HR Executive

Summary of Qualifications

I am a senior Global Human Resources executive who provides steady leadership for corporations located within challenging regions in North America, the Middle East and Africa. My expertise in global recruitment has sourced world-class talent to grow the business, while the knowledge-based development programs I innovate develop the competence of that talent. A Canadian citizen, I am fluent in English, French and Arabic.

Selected Accomplishments

- Led recruitment and mobility initiatives throughout Canada, the Middle East and North Africa that resulted establishment of global product development and R&D teams
- Created global green field Human Resources throughout enterprise ecosystem
- Directed response to crisis management due to war and security issues for employees based in Syria, Yemen, Libya, Iraq & Pakistan
- Grew headcount in Dubai from 5 to 120 employees by global sourcing
- Achieved direct impact on employee engagement by implementing competency-based Leadership Development Programs for regional management
- Improved sales team performance by developing skills training program based on individuals' competency assessments
- Instituted leadership development program (MENA Leadership Academy) for regional senior management
- Developed customized compensation schemes that offered additional incentives to sales teams
- Established infrastructure for Impact BBDO's first global Human Resources department

Professional Experience

Company name (Dubai)

2009 – present

Head of Human Resources – Middle East & North Africa

- Direct HR strategy customized for regional regulations and cultural sensitivity for 500 employees in 15 countries throughout the region
- Serve on Corporate HR Steering Forum of Company's senior HR leaders
- Lead regional VP and senior management in responding to employee matters
- Structure compensation schemes across functional employee groups and markets, including incentives for sales team members
- Sourced employees needed to launch Dubai regional office by leading intensive international recruitment and mobility initiatives
- Direct regional talent management, including talent reviews and succession planning assessments
- Improved skill acquisition and talent management by creating knowledge-based competency learning programs and Assessment Centers that measured employee knowledge and competencies
- Established on-going Gallup employee engagement surveys & direct action item response
- Implement training programs in coordination with local universities

Comp.name #2 (Dubai)

2005 – 2009

Group Human Resources Manager – Middle East

- Led HR functions for 1000 employees across 5 countries
- Reported directly to the CEO, and advised senior management team regarding HR issues
- Developed HR policies and processes, including performance management and compensation structures and schemes
- Led several restructuring initiatives including organizational design and development and talent pipeline development
- Led global recruitment to source top-tier talent pool
- Rolled out Maister employee satisfaction survey across the region, responding to training needs and focus group feedback

Company 3 International (Toronto)

1999 – 2005

Human Resources Manager

(promoted from Recruiter position)

- Managed 2 direct reports to lead HR in highly volatile short term economic environment where headcount needs frequently changed quarter-to-quarter
- Led intensive recruitment efforts for product engineers and product development across North America for two locations
- Instilled a culture that valued employee relations as intrinsic to company success
- Maintained high level of employee satisfaction through on-going line management training on Magna's Employee Charter
- Managed 3 reorganizational and downsizing initiatives
- Collaborated on division's talent review and succession planning process
- Developed compensation structure for engineering team

Certifications & Training

IESE Business School, Amadeus Leadership Development Program (Madrid)

Education

Université de Montréal

M.Sc. - Industrial Relations, Human Resource Management

B.S. - Economics