

Mahmoud Ahmed Atya

HRM, People Experience & Organizational Effectiveness Specialist

Egypt, Nasr City

Objective

Accredited HR professional with strong expertise in People Experience, Culture Building, and HR Operations. Holder of SHRM-CP, PHRI, and C-KPIP certifications, along with Professional and Advanced Diplomas in Human Resources Management. I bring proven experience in compensation & benefits, performance management, and building HR functions from the ground up across both on-site and remote environments. Passionate about creating inclusive, engaging workplaces that align people with organizational purpose, enhance employee experience, and drive sustainable business success.

Education

Bachelor's Degree in Law, Tanta University

Graduation Year: 2022

- Human Resources Professional Diploma
- Human Resources Advanced Diploma
(EgyCham)

Experience

Senior Compensation, Benefits & Performance Management Specialist

Arabia Holding (Ever Scopes) October 2025 – Present

- Oversaw payroll operations for 200+ employees, ensuring 100% accuracy and full compliance
- Led performance management cycles and KPI alignment across 5+ departments, improving performance tracking efficiency
- Collaborate with stakeholders to enhance HR systems and processes.

Senior People & Culture Specialist

The Yard (Egypt – Dubai)

November 2024 – October 2025

- Enhanced employee relations initiatives, improving employee engagement and reducing employee complaints 20%.
- Contributed to enhancing company culture and employee engagement.
- Managed multiple HR functions including onboarding, training, performance, and offboarding.

Senior Human Resources Specialist (Part-Time)

ARG for Real Estate Consultancy

- Coordinated with recruitment agencies to fill 20+ roles, reducing time-to-hire by 30%
- Enhanced employee relations and daily HR operations for 100+ employees, ensuring smooth workflow across the organization
- Contributed to compensation & benefits processes and culture initiatives.

Human Resources Generalist

Eivage Construction & Development (UAE) (Remote)

November 2024 – January 2025

- Established the HR function from scratch including policies, procedures, and systems
- Designed and implemented HR structure aligned with business goals in a remote environment

Human Resources Specialist

New Cairo Foods for Food Investment

February 2024 – November 2024

- Managed recruitment, onboarding, and employee relations processes
- Administered employee benefits for 400+ employees, ensuring full compliance with labor laws and minimizing legal risks
- Contributed to building a positive and productive work environment

Freelance / Human Resources Coordinator

June 2023 – January 2024

- Supported HR coordination tasks across multiple projects, gaining hands-on experience in HR processes.

Key Achievements:

- **Developed and executed an ATS filtering system for Masr Life Insurance.**
- **Developed and delivered a training program for Eivage.**
- **Created a comprehensive Employee Handbook for ARG.**
- **Designed and implemented HR policies and procedures for ARG.**

Certifications & License

- **SHRM-CP** – American Chamber in Egypt
- **Certified KPI Professional (C-KPIP)** – The KPI Institute
- **PHRI Preparation Course** – Jobeex
- **Human Resources Specialist Certification** – EAAC

Languages

- Arabic: Native
- English: Excellent

Extra Activities

- Professional Football Player – United Sports Club (UAE)

