



MAHMOUD ELKHOLY

SENIOR HR PROFESSIONAL



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Cairo, Egypt
Abu Dhabi, UAE

EDUCATION

MASTER'S DEGREE

Strategic HRM
University of Wollongong, Dubai
2015

BACHELOR'S DEGREE

English Language
Al Azhar University, Cairo
2001

CERTIFICATION

SHRM-SCP

USA
2026

DHDA ASSESSOR

Dubai Human Development Award
UAE
2015

OCCUPATOINAL
PERSONALITY & ABILITY
ASSESSMENT "LEVELS A & B"
UK
2012

HRM CERTIFICATE

Cambridge Int'l College
UK
2007

PROFESSIONAL PROFILE

Accomplished senior HR professional with over 22 years of global and multinational experience with strategic and operational HRM at both employer and HR consultancy organizations. Complemented with a master's degree in strategic human resources management and the SHRM-SCP professional certification, bringing strong analytical, result-oriented and strategic capabilities to enhance HR functions and drive business goals. Support driving long-term organizational success through operational excellence and fair, consistent people practices.

PROFESSIONAL EXPERIENCE

INDEPENDENT HUMAN RESOURCES CONSULTANT

JULY 2025 – PRESENT

Freelancer

SENIOR HR TRANSFORMATION MANAGER

APRIL 2021– APRIL 2025

PureHealth Group – Abu Dhabi Health Services "SEHA Corporate Office"

- Successfully, led the HCM Oracle Cloud planning & implementation across all regions and hospitals.
- Participated in the planning and execution of HR transformation initiatives of workforce cost optimization, new operating models, revised HR policies & DoA, new job families, grading & pay scale across all SEHA's Hospitals.
- Led HR transformation initiatives of HR Data Cleansing and Workforce Analytics.
- Facilitated the workforce planning and budgeting cycle for all admin functions across all SEHA's hospitals, aligning them with the corporate services regionalization project.
- Conducted HR policy and compensation reviews and analyses, as well as relevant Oracle's enhancement.
- Completed the workforce planning and budgeting cycle for 2025 for Sheikh Khalifa Medical City "SKMC".
- Monitored & maintained organizational changes as per the approved workforce plan.

HUMAN RESOURCES BUSINESS PARTNER

APRIL 2018 – AUG 2021

Corniche Hospital, Abu Dhabi

- Provided expert advice, guidance, and support to the HR Director, HR team, line managers, and top management.
- Developed and reviewed internal HR policies, procedures, and processes to enhance operational effectiveness.
- Contributed to the design and revision of HR KPIs, organizational design and performance management objectives.
- Conducted workforce planning, budgeting, and compensation reviews, analyses & controls.
- Led HR projects including Recruitment Portal, HR Restructuring, Employee Performance System, Process Automation, Employee Engagement Survey, Excellence Awards, Accreditations, Audits, Business Impact Analysis, and Continuity Plans.
- Oversaw recruitment and learning & development functions across all job categories.
- Executed sourcing and interviewing for high-level and hard-to-fill positions.
- Achieved 100 % HR KPIs.
- Fulfilled and reported urgent medical recruitment requirements for SKMC Covid-19 frontlines.
- Served as HR Auditor for SEHA Regulatory Audit (SRA), encompassing all SEHA Health Care Facilities (HFCs).
- Acted as the HR Performance Management Coordinator and Business Intelligence (BI) Enthusiast.

CORE COMPETENCIES

HR Business Partnership
Organizational Effectiveness
Workforce Planning & Analytics
HCM System Enhancement
Policy Review
Compensation Analysis
Audit & Governance
Talent Acquisition

SKILLS

Planning & Organizing
Result Orientation
Analytical Skills
Problem Solving
Communication
Change Management
Adaptability
Leadership

ACCOMPLISHMENTS

Completion of several HR transformational initiatives of cost optimization, workforce analytics, organizational design & development

Successful Implementation of new HCM Oracle Cloud System across all SEHA group

Development of workforce analytics dashboards

Development of new recruitment system & onboarding guide

HR & RECRUITMENT LEAD

NOV 2004– APRIL 2018

HR PROJECTS, MANPOWER PLANNING & RECRUITMENT

SEHA Hospitals "Al Rahba, Mafraq, Western Region, SSMC", Abu Dhabi

HR Projects & Leadership:

- Contributed as a member of Mafraq Hospital's HR Excellence Team, Recruitment Credentialing Committee, HR KPIs Team, HR Policy Awareness Team, HR JCI Accreditation & Reaccreditation Teams, Employee Engagement Survey Action Plan Team, Organizational Structure Review Team, HR Risk Assessment Team, HR Restructuring & Change Management Team, Recruitment Cycle Standardization Committee.
- Training, developing, coaching, and mentoring of UAE national HR/recruitment officers & Assistants as well as training temporary trainees, employees, and students.
- Exceeded KPIs in Emiratization, Direct Hire, and Time to Recruit.
- Provided HR and recruitment advice to hiring managers, alongside career coaching for employees and applicants.
- Developed SMART performance management objectives for the recruitment team.

Compensation Analysis & Policy Review:

- Conducted market research and benchmarking to recommend salaries and benefits revisions as needed.
- Participated in the review and development of internal HR policies and procedures.
- Participated in SEHA's annual HR policy review committee & HR Salary Review committee.

Workforce Planning & Analytics:

- Oversaw workforce planning, budgeting, and control.
- Workforce data analysis, monitoring and reporting.

Recruitment & Emiratization:

- Managed the whole recruitment and licensing cycle, encompassing advertisement, sourcing, reviewing, screening, shortlisting, interviewing, reference checking, selection, negotiating salaries, file completion, credentialing, licensing, offering, mobilization, induction, and orientation.
- Collaborated with the Chief Officer, Director, and hiring managers to develop recruitment strategies and plans.
- Conducted targeted market searches for C-Suite, managerial, critical, and rare specialty positions.
- Organized overseas recruitment trips for the commissioning of SSMC as well as for all SEHA hospitals.
- Participated in SEHA mass recruitment campaigns for nursing, pharmacy, and allied health professionals.

100% HR KPIs

Best HR Achievement,
exceeding recruitment KPIs of
time to recruit & direct hire

Highest Emiratization %

Developed & conducted a
recruitment training program
for UAE National employees,
temporary staff, trainees &
students

Led HR part in several
excellence awards,
accreditations & audits

RECRUITMENT CONSULTANT

APRIL 2003– NOV 2004

Pioneer Human Resources & Recruitment, Cairo

- Participated in attracting new clients on exclusive contracts.
- Sourced and screened applications, preparing shortlists of clinical candidates for interviews and examinations based on international healthcare and pharmaceutical clients' needs.
- Participated in arranging recruitment trips and facilitating assessment centers as required.
- Coordinated and liaised with clients' HR departments on filling vacancies, completing required documentation, preparing offers and contracts, and facilitating the mobilization of selected candidates in a timely manner.
- Prepared regular status reports related to vacancies and recruitment progress.
- Contributed to the design of advertisements for publication in newspapers.
- Maintained the company's CV database and tracking of applications and candidates.
- Participated in customizing a special recruitment & database system for the company.

VOLUNTARY EXPERIENCE

Lead, SEHA Covid19
Recruitment Command Center

HR Auditor for SEHA Regulatory
Audit, all SEHA Facilities

Completed DHDA Cycle as an
Assessor

DoH Licensing project for all
health care professionals in Abu
Dhabi

ADDITIONAL DETAILS

UAE Golden Visa