

AHMED ALOHIB

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EXECUTIVE SUMMARY

Strategic Human Resources leader driving organizational transformation, performance, and compliance across contracting, logistics, and media sectors in Saudi Arabia. Proven ability to align people strategy with business objectives, lead large-scale HR operations, and position HR as a strategic enabler of growth.

Recognized for implementing ERP-driven HR frameworks, policy standardization, and workforce restructuring that enhance agility, efficiency, and engagement. Skilled in labor law governance (Qiwa, GOSI) and leveraging national programs such as HADAF to strengthen workforce capability and cost optimization.

Holding advanced international qualifications, including a Doctorate in Business Administration (in progress) and Chartered CIPD Fellowship (in progress), supported by global certifications from SHRM, Harvard, and the University of Minnesota. Core expertise spans strategic workforce planning, organizational development, and change leadership, bridging local compliance with global HR excellence.

SKILLS

- Strategic Planning and Workforce Architecture
- Human Resource Management and Organizational Development
- Talent Acquisition and Succession Planning
- Change and Performance Management
- Government Relations and Saudi Labor Law
- Capability Building and Learning Strategy
- Compensation, Benefits, and Employee Relations
- Stakeholder Management and Employee Engagement
- Policy Design and HR Process Automation (ERP Systems)
- Advanced Proficiency in MS Office

WORK EXPERIENCE

Alejtiyaz Contracting Co. – Riyadh, Saudi Arabia

Human Resources Director | Apr 2022 – Present

- Direct strategic HR initiatives for 1,200+ employees across diverse business units and project sites.
- Architect and deploy enterprise-wide HR policies and ERP systems to elevate efficiency, accuracy, and governance.
- Drive organizational restructuring to align workforce capabilities with business expansion and performance goals.
- Build HR analytics and KPI frameworks to enable evidence-based workforce decisions.
- Liaise with regulatory bodies to ensure full compliance with Qiwa, GOSI, and Saudi labor regulations.
- Strengthen retention and engagement through targeted talent development and recognition programs.

Alnaseej Alarabi Co. – Riyadh, Saudi Arabia

Human Resources Manager | Apr 2021 – Apr 2022

- Directed HR operations and led organizational restructuring to enhance workforce alignment and efficiency.
- Deployed digital HR systems to streamline recruitment, onboarding, and employee lifecycle processes.
- Guided performance management frameworks and strengthened employee relations across all functions.
- Ensured full compliance with Saudi labor laws and optimized reporting to regulatory authorities.

Alshrouq Express Co. – Riyadh, Saudi Arabia

Human Resources Manager | Sep 2020 – Apr 2021

- Oversaw comprehensive HR operations encompassing payroll, training, and manpower planning.
- Formulated and implemented HR policies to support business scalability and operational growth.
- Elevated retention and engagement through proactive communication and employee experience programs.

Sawahil Aljazera for Media Co. – Riyadh, Saudi Arabia

Human Resources Manager | Aug 2019 – Aug 2020

- Directed core HR functions including talent acquisition, performance evaluation, and compensation management.

- Introduced HR automation systems to enhance operational accuracy, transparency, and workflow efficiency.
- Fostered cross-departmental collaboration and strengthened HR's strategic visibility within the organization.

Environment House for Contracting Co. – Riyadh, Saudi Arabia

Human Resources Specialist | Jul 2018 – Jul 2019

- Administered HR operations covering payroll, contract management, and employee relations.
- Executed recruitment initiatives and ensured full compliance with labor and documentation standards.
- Organized professional development programs and employee welfare activities to enhance engagement.

EDUCATION

- CIPD
Chartered Fellow (FCIPD) – In Progress
- SBS Swiss Business School, Zurich, Switzerland (Distance Learning)
Doctorate in Business Administration – In Progress
- Middle East Electronic University, London, United Kingdom (Distance Learning)
Master's in Human Resources Management – Completed
- University of Bayford, California, United States (Distance Learning)
Bachelor's in Human Resources Management – Completed
- SHRM
Advanced Certificate in Human Resources Management (ACHRM) – Completed
- Harvard University
Course: Exercising Leadership – Foundational – Completed
- University of Minnesota
Course: Preparation for Human Resources – Completed

TRAINING COURSES

- Oxford Training College – Human Resource Management
- ELS – English Language Course
- Professional Path Training Center – KPIs
- Alison – Artificial Intelligence in Human Resources Management

LANGUAGES

- Arabic – Native
- English – Very Good
