

ISHAQ MOHAMMAD

MBA HRM | SHRM | CIPD | Certified MBTI Practitioner

Group HR Director

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PROFESSIONAL SUMMARY

HR Director with 21+ years of progressive HR leadership across MENA and global markets, spanning manufacturing, electronics, engineering, and multi-industry conglomerate environments. Track record of professionalising HR functions, redesigning organisational structures, and building high-performance culture through data-driven performance management. Expertise across the full HR value chain, including talent acquisition and lifecycle management, organisational design, reward and benefits, employee relations and compliance, HR digital transformation, and HR analytics for board-level reporting. Comfortable operating at pace in fast-paced, growth-focused environments, providing strategic HR advisory directly to CEOs and executive leadership.

CORE COMPETENCIES

Global HR Oversight & Team Leadership | Talent Acquisition & Lifecycle Management | Organisational Design | Reward & Benefits | Employee Relations & Compliance | HR Digital Transformation (HRIS / HRMS / ESS) | AI-Powered Recruitment & Intelligent ATS Platforms | Performance Management (KPI / OKR) | Succession & Leadership Development | Culture & Values Integration | Change Management | Shared Services Centre Design | HR Analytics, Data Integrity & Board Reporting | MENA Labour Law & Compliance | Emiratisation | Government & PRO Relations | Coaching & Mentoring | ISO 9001 & 14001 Auditing

PROFESSIONAL EXPERIENCE

Group HR Director

Jun 2023 - Present

Bin Dhaen Holding, Dubai, UAE (Multi-industry conglomerate)

- Serve as strategic HR advisor to the CEO, board, and senior leadership team, shaping organisational design, workforce planning, and enterprise people strategy across a diversified, multi business unit group.
- Spearheaded a full diagnostic and transformation of HR policies, processes, and governance frameworks, delivering a 20% uplift in operational effectiveness and full regulatory compliance group wide.
- Directed enterprise HR digital transformation, encompassing HRIS/HRMS implementation, Employee Self Service (ESS) deployment, and performance management systems, cutting data processing time by 30% and enabling real time analytics for decision making.
- Architected and launched a Group Shared Services Centre as a strategic enabler of high growth ambitions, unifying recruitment and core HR operations across all subsidiaries.
- Own end to end talent strategy, including manpower planning, budgeting, and senior leadership hiring, ensuring the organisation is resourced to meet growth targets.
- Championed enterprise-wide employee engagement and culture initiatives, strengthening retention and productivity across diverse, multinational teams.
- Led change management and organisational transformation programmes supporting new market entry, restructuring, and sustained business growth.
- Led Emiratization strategy and compliance, delivering board level reporting on regulatory targets, hiring plans, and MoHRE salary requirements, ensuring full adherence and positioning the group ahead of enforcement deadlines.
- Conducted root cause diagnostics across the HR function to identify systemic gaps, then rebuilt policies, processes, and structures from the ground up, culminating in a high performing HR team capable of sustaining the group's growth trajectory.

Head of HR

Sep 2018 - May 2023

Pandora, UAE (MENAAP Information Technology brand)

- Served as strategic HR business partner to country and regional leadership, aligning people strategy with aggressive retail expansion targets.
- Designed and implemented leadership development, succession planning, and talent management frameworks, accelerating internal mobility and retention.
- Acted as escalation point for complex employee relations matters, including disciplinary actions, investigations, and conflict resolution, maintaining a compliant and harmonious work environment.

- Standardised recruitment and onboarding processes across group entities, improving time-to-hire and candidate experience.
- Oversaw payroll operations for a diverse, multi-national workforce, ensuring 100% accuracy, confidentiality, and statutory compliance.
- Managed HR budget and drove cost optimisation initiatives, achieving measurable financial efficiency without compromising people outcomes.

Regional HR & General Affairs Manager - MEA

Oct 2016 - Aug 2018

CASIO Middle East FZE, Dubai, UAE (Electronics, Free Zone)

- Directed HR strategy and operations across MEA regional offices, aligning workforce plans with sales growth and market expansion objectives.
- Managed end-to-end recruitment for technical, sales, and corporate functions, ensuring quality-of-hire and speed-to-productivity.
- Implemented KPI-driven performance management processes in collaboration with business unit leaders, enhancing accountability and development.
- Administered compensation and benefits programmes, benchmarked to market for competitiveness and retention.
- Developed and enforced HR policies aligned to corporate standards and regional labour law requirements.
- Supported new market entry by establishing HR frameworks, entity structures, and onboarding processes for new divisions.

Regional HR Manager - MEA

Apr 2013 - Oct 2016

SHARP Middle East FZE, Dubai, UAE (Electronics / Technology, Free Zone)

- Managed full-spectrum HR operations across regional offices covering sales, distribution, and service divisions.
- Led regional recruitment strategies aligned to commercial expansion plans, ensuring timely and quality talent deployment.
- Partnered with senior management to implement performance management frameworks, including KPI setting, appraisals, and improvement plans.
- Oversaw employee lifecycle from onboarding to exit, ensuring a seamless, legally compliant employee experience.
- Handled employee relations, including disciplinary procedures, investigations, and grievance management.
- Maintained HR metrics and reporting dashboards, providing actionable insight on headcount, attrition, and workforce planning.
- Acted as the primary HR liaison between regional teams and HQ, ensuring alignment with global HR practices and standards.
- Supported organisational restructuring and workforce optimisation to drive operational efficiency.

HR / Personnel Manager - Global

Feb 2012 - Apr 2013

Ecolog International, UAE (Logistics / Engineering / Construction)

- Managed large-scale workforce mobilisation for critical projects under tight timelines, ensuring readiness across remote and site-based operations.
- Improved HR process efficiency in site and remote operations through standardisation and cross-functional coordination, reducing processing time by 30%.
- Maintained workforce stability in high-pressure, operationally demanding environments, enhancing employee retention and productivity.

HR Manager - Al Ain Municipality [Contract]

Jan 2010 - Jan 2012

WS Atkins & Partners Overseas, UAE (Engineering & Infrastructure Consultancy)

- Led end-to-end HR function in a government-linked consultancy environment, ensuring seamless delivery across all HR verticals.
- Implemented standardised HR frameworks aligned with WS Atkins global standards and Al Ain Municipality policies.
- Achieved strong recruitment outcomes for critical roles while supporting Emiratisation targets and workforce nationalisation initiatives.

Assistant Manager - HR & Administration**2005 - Dec 2009***Horizon International Consulting Engineers, UAE (Engineering Consultants)*

- Supported recruitment drives and talent acquisition initiatives across multiple departments, identifying and attracting top-tier talent.
- Streamlined HR processes, contributing to a 17% increase in operational productivity and measurable improvement in employee satisfaction.
- Contributed to employee engagement and retention strategies, fostering a positive organisational culture.

EDUCATION

Master International Business - 2022*University of Buckinghamshire, UK (MOE Equivalency)***Level 7 - Human Resource Management -2020***OTHM - UK [MOFA attested]***Master of Business Administration (MBA), HR Management - 2010***The Cyprus Institute of Marketing (CIM) - [MOFA attested]***LICENCES & CERTIFICATIONS**

- SHRM (Senior Certified Professional), Society for Human Resource Management (SHRM)
- Associate Member, Chartered Institute of Personnel and Development (CIPD), UK
- Certified MBTI Practitioner, Myers-Briggs Type Indicator
- Fellow Member, Certified Human Resources Management Professional (CHRMP)
- Leadership / Mentorship [Finance / non-Finance] courses from Informa Middle East
- ISO 9001 & ISO 14001 Internal Auditor
- Harvard Mentor, Leadership
- Harvard Mentor, Change Management
- Publication: Entrepreneurial spirit
- Attended multiple seminars

LANGUAGES

Arabic (Fluent) | English (Fluent)