Faisal Al-Ghamdi

HR Director

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EXECUTIVE PROFILE

HR director with seventeen years in people management across retail, healthcare and logistics. Leads HR for a group of 2,400 staff, owns the HR budget and sits on the executive committee. Builds practical policies, develops managers and keeps Saudisation and compliance on track.

SELECTED RESULTS

Saudisation 31 to 44 percent.
Turnover kept below 12 percent.

Time to hire cut from 62 to 41 days.
Clinical roles, standing pipeline.

190 managers trained.
First-line manager programme launched in 2021.

PROFESSIONAL EXPERIENCE

SAMPLE HEALTHCARE GROUP

2019 to Present

HR Director | Riyadh

- Lead a team of 28 HR professionals supporting 2,400 staff across nine facilities.
- Own an HR and training budget of about SAR 18 million and report to the CEO.
- Raised Saudi nationals in the workforce from 31 to 44 percent while keeping turnover below 12 percent.
- Introduced a grading and pay structure for 140 roles and explained it in manager workshops.
- Rolled out a new HRIS to all facilities in 11 months and trained 60 HR and line users.
- Cut average time to hire for clinical roles from 62 to 41 days with a standing pipeline.
- Developed a first-line manager programme that 190 managers have completed.

SAMPLE RETAIL HOLDING

2014 to 2019

HR Manager | Jeddah

- Ran HR for 1,100 staff across 48 stores and two distribution centres.
- Reduced annual turnover among store staff from 38 to 27 percent with better onboarding and rotas.
- Rebuilt the performance review cycle and reached 96 percent completion on time.
- Handled employee relations cases and kept a clear record of each decision.
- Negotiated the move of payroll to a new provider with no missed pay dates.

SAMPLE LOGISTICS COMPANY

2010 to 2014

Senior HR Business Partner | Dammam

- Partnered with operations leaders on staffing, shift patterns and performance.

- Hired and onboarded about 300 drivers and warehouse staff a year.
- Introduced a safety induction that every new starter completed in the first week.
- Coached supervisors on feedback conversations and written warnings.

SAMPLE INDUSTRIAL GROUP

2007 to 2010

HR Officer | Jubail

- Managed contracts, leave, medical insurance and end-of-service calculations for 600 staff.
- Prepared monthly headcount and absence reports for management.
- Supported two annual salary reviews and updated the grade tables.

CORE SKILLS

Workforce planning · Saudisation and Nitaqat · Talent acquisition · Performance management · Compensation and grading · Employee relations · HRIS rollout · Learning and development · Policy design · Succession planning · HR budgeting · Executive coaching

PROJECTS

- HRIS rollout: one system for nine facilities, live in 11 months, 60 users trained.
- Grading project: 140 roles mapped to one pay structure with manager workshops.
- Succession plan: named successors for 22 critical roles reviewed twice a year.

EDUCATION

- MBA, Example Business School, Riyadh, 2013
- BA Business Administration, Example University, Riyadh, 2007

CERTIFICATIONS

SHRM Senior Certified Professional (sample)

CIPD Level 7 (sample)

Certified Executive Coach (sample)

LANGUAGES

Arabic (Native); English (Fluent)

PERSONAL DETAILS

Nationality: Saudi

Visa status: Citizen

Notice period: 90 days

Location: Riyadh, Saudi Arabia