

Hussein Omer Ali Aboudi

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Strategic and innovative HR Executive who translates business vision into HR initiatives that improve performance, profitability, growth, and employee engagement. Empowering leader who supports companies and top executives with a unique perspective and appreciation that human capital is every organization's greatest asset. Genuine influencer who thrives on tough challenges and translates visions and strategies into actionable, value-added goals.

Certified Human Resource Professional CIPD Associate with 15 years' experience in Human Resource Management.

#### CORE COMPETENCIES

HRIS Technologies, Employee Relation, Recruitment & Selection, Compensation and benefits Payroll Administration .Training & development- Building critical skills and competencies, Strategic Workforce Planning.

#### Accomplishments:

\*lead and being part of the team that implemented and handled three major projects in GNPOC regarding changes happened over the last years.

1) HR special project of downstream pipeline separation **august 2014** (all HR process to end this project and handle it to the new Sudanese company. Continue with Petrolines HR manager to complete the organization structuring including the establishment of HR department.

2) Block 2B separation **2017** following the Gov. of Sudan. Ministry of petroleum directives. Participated in all HR matters regarding end of service benefits (EOSB) settlement for staff and movement to the new company 2B OPCO.

3) Participated in the all process of selection and training programs of 3 batches fresh graduates from **2006 to 2009** (contributed in all arrangements including the providing material and coordination On - job training from theoretical to assessment evaluation).

\* Conducted Market Survey and Benchmarking for salary and job grading **2010**

\*Plan and coordinate staff career planning, succession planning, Training Need Analysis, Training Plan and Budget, Design and Develop Program, ROI.

\* Exit interview analysis which I did during high staff turnover come

up with result that most of talent looking for better opportunity reward scheme take place after that market survey . long leave without pay initiative which lead to company cost optimization

## Career history:

Human Recourse Manager Corinthian Hotel Khartoum  
From 18-09-2021



- Support the achievement of the hotel's overall business and strategic objectives through the research, development and implementation of effective HR strategy, programs, practices, and tools.
- Drive effective recruitment and retention strategies and other HR initiatives.
- Evolve the HR function by making changes and innovations where necessary.
- Manage recruitment and selection across all levels of the organization. This includes directly coordinating all Hotel employment and recruitment activities.
- Mentor the General Manager, Senior Executives and Heads of Department issues related to human resources management.
- Assist the Hotel management team in assessing employee potential for promotion, performance management, identifying talent and unused abilities. Drive effective recruitment and retention strategies and other HR initiatives
- Learning & Development develops the talents of employees to their full potential by focusing on individual and Hotel needs.
- Develop and implement the L&D strategy and design and deliver learning solutions to our hotel, operations, and functional teams.

### **Freelance HR Consultant 01-Oct-2019 to 17.Sep.2021**

Design & develop companies HR strategy aligned with the business needs, accordingly develop the department goals, objectives, and systems. Develop, manage, design and implement policies and administrative procedures.

HR Volunteer Help companies running business during Covid19.help community through many local committee running camping to raise awareness of the covid 19 pandemic (distributes hand wash, cleaners, masks to the local community. Help all to keep safe.

**Greater Nile Petroleum Operating company**  
**HRIS Executive 1-7-2014 to 30-Sep-19.**



### **Responsibility :**

- Support Human Resources department services through maintaining up-to-date personnel primary and secondary information utilizing the ERP HRMS,

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Medical Expenses Tracking System , supporting module for handy reference in handling Manpower Planning, Employee Relation, compensation & Benefit, and Training & Development Functions .

- Provide system support and guidance to end users (GNPOC staff) on system processes and/or entry requirement support for the used systems in order to ensure smooth system operations and refined end results and reports

**Learning & Development Executive 1/10/2013 1/7/2014.**

**Task & Duties :**

- Prepare and provide training & development program with a view to enhancing productivity, building internal capability and quality, Identify training gap and linking with performance management to Bridge the gap. Planning the training calendar liaising with internal external agencies for conducting training as per schedules, and driving effort for improving training effectiveness.
- Evaluate all training carried out to ensure that all the knowledge acquired during the training has been successfully transferred back to the workplace, and that the training has been relevant, informative and effective.
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**HR Recruitment Executive 11/8/2011 to 30/9/2013.**

**Task & Duties:**

- Responsible for preparation of manpower plan & accordingly prepare monitor budget control. Responsible for End to End Recruitment Starting from Sourcing, Screening, Calling and Arranging the Interviews. Calculating interview result negotiate offer with selected candidate and making orientation.
- Support HR for updating job description, HR policies and procedures, performance management implantation.

**HR payroll Assistant: December 2010 to August 2011**

**Duties:** HR payroll Assistant, Maintains payroll information by collecting, calculating, and entering data salary administration.

**Employee Relation Assistant from. 2009 to.2010**

Update employee file record, performance management, mange all employee leave update monthly HR reports.

**HR Training Clerk: February 2005 – to December 2009**

- Assists training Coordinator/Trainers trainees with their needs to perform the on job training .coordinate for trainees trainers side visit transportation work permit regularly , arrange classes providing all training material , stationary , audiovisual , arrange for all training staff shift trips ,Prepare

modules manuals print & photocopies.

### **Education**

- Bachelor of Business Administration Sudan Open University (2010).
- Diploma of business Administration & computer application (2002).

### **Training Courses :**

- CIPD level 5 diploma ICS learn.UK. 2019.
- Oracle ERP HR Modules course INDIA. May 2019
- Performance Management - London April 2014
- Human Recourse Management - Dubai 2013
- IOSH managing safely certificate UK
- New Performance Management and Accountability System. (Hay Group).
- The income Taxation law , Social Insurance law , Sudanese labor law & Right
- Understanding Organizational Value, Customer Service Excellence.
- Problem Solving & Decision Making.

### **Interpersonal Skills**

Ability to persuade others to follow, Generates commitment, excitement and excellence in others.

- Excellent oral, written and interpersonal communication skills
- multiple tasks and projects with competing priorities and deadlines
- Proficiency with PC applications, including Microsoft Word, Excel, PowerPoint and Outlook to create correspondence, memorandums, tables, presentations, meeting handouts and materials, and handle e-mail tasks

### **ERP & OASYS expert .**

**Volunteer : ( World Association for sustainable development.uk)**



**International Coordinator** (WASD & Sudan knowledge,).

Participated with many projects that lead to achieve and implement 2030 SDGs to the Sudan.

Innovation, knowledge management and capacity building. Program management, and public policy Governance. Bring experts from across the world to discuss issues relating to sustainable development, science and technology management.

