

ABEER ABU AL-GHAITH

HR, Director of Organizational Development & Human Capital Strategy

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EXPERIENCE

- **Training and Development Director**

Veolia/NWC | 2025 - Present | Riyadh, Saudi Arabia

- **Manager of Organizational Development & Human Resources Development**

NTG Clarity | 2024 -2025 | Riyadh, Saudi Arabia

- Led the development of the company's strategy from the ground up, including crafting the vision, mission, and core values to ensure organizational alignment.
- Designed and implemented a new organizational structure to enhance operational efficiency.
- Rebuilt the HR department from scratch, establishing critical HR functions.
- Established key HR programs: talent management, performance appraisal, learning & development.
- Spearheaded corporate excellence initiatives to achieve top organizational performance.

- **Talent acquisition and Training and development Manager**

Al-Jeraisy Computer & Communications | 2017 - 2024 | Riyadh, Saudi Arabia

- Led enterprise-wide organizational design projects aligned with corporate growth strategies.
- Achieved a 90% reduction in employee turnover through innovative retention and career programs.
- Oversaw executive-level assessments, improving leadership placements accuracy by 75%.
- Partnered with senior executives to align talent pipelines with organizational strategy.
- Delivered HR digital transformation via AI-driven ATS and analytics tools.

- **Ministry of Health Training & Scholarships Director**

Ministry of Health | 2014 - 2017 | Riyadh, Saudi Arabia

- Designed and managed succession and leadership development programs for critical roles.
- Led talent assessment and readiness reviews across multiple hospitals, improving workforce readiness by 40%.
- Managed national scholarship programs, developing career pathways for specialized professionals.

- **Learning & Development Quality Manager**

Riyad Bank | 2015 | Riyadh, Saudi Arabia

- Built leadership development frameworks aligned with business strategy, leading to a 25% improvement in leadership pipeline quality.
- Introduced competency-based training programs, improving managerial performance by 20%.

- **Customer Experience & Training Manager**

Alshaya Retail (Brands) | 2013 - 2014 | Riyadh, Saudi Arabia

- Implemented leadership coaching programs for retail managers, improving team productivity by 30%.
- Enhanced engagement and leadership capability across multiple brands.

EDUCATION, CERTIFICATION & COURSES

Bachelors in Business Administration | Arab Open University | 2017 - 2020 | Riyadh

Executive Secretary Diploma | Institute of Public Administration | Riyadh

CIPD L5 - HR Management | 2022

CCMP Change Management | 2024

KPIs Certification

PMP Project Management

APHri - Associate Professional in HR

ICF CCA-SHRM - Certified Leadership Coaching Consultant

Certified Trainer (TOT) - Training of Trainers

LANGUAGES

English - Advanced

SKILLS

HRIS | ATS | Training Programs | PMP | Microsoft Power BI