

## Ali Ebrahim El-Sotohy

HR Manager | HRBP

### Professional Summary

Experienced HR Manager & Business Partner with a demonstrated history of working in the healthcare sector. Skilled in talent acquisition, employee relations, performance management, HR strategy, and compliance. Passionate about fostering a positive workplace culture and aligning HR initiatives with business goals.

### Work Experience

#### Human Resources Manager | Al Safwa Hospital (· 9/2· 22 – Present)

- Develop and implement HR strategies aligned with business objectives.
- Manage recruitment, performance appraisal, and employee relations.
- Oversee compensation, benefits, and HR compliance.
- Foster a positive work environment and drive engagement initiatives.
- Report HR metrics and provide data-driven decision support to leadership.

#### Deputy CEO | 20 Jan Hospital Foundation (· 2/2· 22 – · 8/2· 22)

- Advised the Board on strategic HR and business planning.
- Led cross-functional teams to drive operational efficiency.
- Developed HR policies and succession planning frameworks.
- Ensured compliance with labor laws and organizational standards.

#### Hospital Managing Director | IRIS Medical Center (· 8/2· 21 – 12/2· 21)

- Managed hospital administration and operational planning.
- Oversaw HR functions, including workforce planning and training.
- Ensured regulatory compliance and optimized patient care services.

#### Home Care Operational Manager | Alassema Hospital | · 1/2· 21 – · 6/2· 21

- Developed strategic and operational plans for home care services.
- Managed service delivery, client satisfaction, and budgeting.
- Led training and development initiatives for home care staff.

**Additional Roles at Alassema Hospital (٢٠١٩ – ٢٠٢١):**

**Deputy Nursing Director (٠١/٢٠٢٠ – ١٢/٢٠٢٠)**

**Nursing Education & Development Manager (٠٦/٢٠١٩ – ١٢/٢٠٢١)**

**Training & Development Manager | El-Ganzouri Hospital | ١٠/٢٠١٨ – ٠٦/٢٠١٩**

- Designed HR development strategies and change management initiatives.
- Implemented staff engagement and competency models.
- Led in-house training programs and performance improvement initiatives.

**NICU Post-Surgical | Nurse Aswan Heart Center | ٠١/٢٠١٨ – ١٠/٢٠١٨**

**Nursing Education Manager & Researcher | Air Force Specialized Hospital | ٠٣/٢٠١٤ – ١٢/٢٠١٧**

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## **Education & Certifications**

- HR Professional Diploma | EGYCHAM (2024 – 2025)
- HR Advanced Diploma | EGYCHAM (In Progress)
- Saudi Labor Law Diploma | EGYCHAM (In Progress)
- Mini MBA | Ain Shams University & Nottingham University
- Bachelor of Nursing | Helwan University (2012 – 2013)

## **Key Skills & Competencies**

### **HR & Management Skills**

- HR Strategy & Execution
- Talent Acquisition & Recruitment
- Performance & Compensation Management
- Employee Engagement & Well-being
- HR Compliance & Labor Law
- Training & Development
- Workforce Planning
- Change Management

### **Soft Skills**

- Leadership & Coaching

- • Problem-Solving & Critical Thinking
- • Communication & Negotiation
- • Team Collaboration

#### Technical Skills

- • HRIS & Payroll Systems
- • Microsoft Office Suite (Excel, Word, PowerPoint)
- • Data Analysis & HR Reporting

#### Languages

- Arabic: Native
- English: Proficient in written & spoken communication

#### Interests

 Cycling |  Driving