

# Joseph Ghulmiyyah

---

Organizational Development Manager

Phone: +961 03-165840 | Email: joseph.ghulmiyyah@gmail.com

## Professional Summary

Results-driven HR and Organizational Development professional with over 13 years of progressive experience in the construction sector. Proven expertise in leading OD strategies, talent management, performance systems, and compensation frameworks for large workforces exceeding 20,000 employees. Well-versed in global methodologies such as Hays, Mercer, and Korn Ferry. Known for driving cultural transformation and aligning HR strategies with business goals. Deeply familiar with Saudi Labor Law, ensuring all HR practices and strategic programs align with local legal and regulatory frameworks.

## Key Competencies

Organizational Design | Talent Management | Total Rewards & Compensation | HR Strategy | Change Management | Employee Experience | Performance Management | Succession Planning | HR Metrics | Job Evaluation (Hays, Mercer, IPE)

## Professional Experience

**Organizational Development Manager | Nesma & Partners Contracting Co. Ltd | July 2021 - Present**

- Manage the Employee Performance Unit, having developed and implemented comprehensive performance evaluation systems to drive fairness, transparency, and continuous improvement across the workforce.
- Manage the position architecture framework including creation and evaluation of new positions based on the Hays Methodology.
- Responsible for the creation and validation of all organization charts across departments and projects, ensuring alignment with approved structures.
- Manage the Compensation & Benefits Unit, overseeing salary structures, benefits administration, and strategic reward initiatives across the organization.
- Led the development and integration of OD and change strategies across a workforce of 20,000+, promoting a high-performance, learning-oriented culture.
- Directed initiatives in talent management, succession planning, and employee experience to support strategic HR transformation.

- Spearheaded design and implementation of a market-aligned compensation and benefits structure using methodologies like Mercer, Hays, and Korn Ferry.
- Oversaw performance management tools, recognition systems, and HR scorecards to enhance decision-making and compliance.
- Managed onboarding, induction, and exit processes, ensuring a seamless employee lifecycle and optimized welfare practices.

**Performance & Rewards Unit Head | Nesma & Partners Contracting Co. Ltd | Oct 2014 – July 2021**

- Directed annual performance appraisals for staff and workers, ensuring fairness, system automation, and process efficiency.
- Developed salary grading and competency-based compensation frameworks aligned with business objectives.
- Created over 800 job descriptions and realigned 20,000 employees under new grading systems using IPE models.
- Maintained compliance and equity across compensation, rewards, promotions, and salary structures.

**Technical Recruiter | Nesma & Partners Contracting Co. Ltd | Oct 2013 – Oct 2014**

- Managed full-cycle recruitment including sourcing, pre-interviews, and coordination with hiring panels.
- Specialized in international recruitment from the Philippines, managing agent agreements and candidate pipelines.

**Planning Analyst | Nesma & Partners Contracting Co. Ltd | Nov 2012 – Sep 2013**

- Built QlikView dashboards for executive reporting on manpower, project progress, and financial metrics.
- Supported project estimation, invoice processing, and performance analysis across job sites.

**HR Trainee | Nesma Trading Co. Ltd | Sep 2012 – Nov 2012**

- Assisted in recruitment, training coordination, and HR operations, including visa processing and employee clearances.

**Graduate Assistant | Lebanese American University | Sep 2011 – June 2012**

- Supported academic research, accounting tutoring, and exam proctoring.

## **Education**

MBA, Business Administration | Lebanese American University, Beirut, Lebanon | 2011–2012

BS, Banking & Finance | Lebanese American University, Beirut, Lebanon | 2006–2010

### **Certifications & Training**

- Competency-Based Recruitment & Interviewing (Tamayaz, 2014)
- Job Description Crafting (Mercer, 2015)
- International Position Evaluation (Mercer IPE, 2015)
- Coaching & Delegation (Leap to Success, 2016)
- Six Sigma Yellow Belt (Nesma Holding, 2018)
- Change Management for HR (Udemy, 2018)

### **Technical Skills**

Microsoft Office (Excel, Word, PowerPoint, Visio), QlikView, SPSS, Primavera, AutoCAD, MFiles, LinkedIn Recruiter, Bayt.com, MonsterGulf.com, SAP SuccessFactors, Qlik Sense, Appian

### **Languages**

Fluent in English and Arabic

Classification | Confidential