

Dr. Hamad Ul Haq Ansari, Ph.D

CGRA, CHRP, CHRBP, Certified Trainer, Certified Coach, NLP

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Human Capital Specialist

Strategic professional with extensive regional experience in translating business vision into HR organisational development initiatives. Demonstrated history of delivering complex digitalization and process development programs. An empowering leader supporting companies and top executives with a unique perspective and appreciation of human capital as every organisation's greatest asset. Possess a customer centric attitude for thriving on tough challenges and translating visions/strategies into actionable and value-added goals. Proven record of high emotional intelligence, resilience, C-Level influencing, and commitment. An articulate communicator with advanced interpersonal skills and knack for developing rapport and building relationships.

Areas of Expertise

- Talent Acquisition & Management
- Business Planning & Development
- AGILE Methodologies & Principles
- Employee Relations
- Learning & Development
- Relationship Management
- Performance Improvement
- Change Management
- Strategy Planning & Execution
- Team Leadership & Mentoring
- Strategic Workforce Planning
- Project Management
- Frequent User of SAP (HR)
- HR Digitalization
- Regional Signatory of timesheet
- Managing Regional teams
- Center of Excellence (CoE)

Accomplishments

- Recognized by the MENA Chief Operating Officer for developing and integrating processes in line with MENA standards.
- Devised pre-boarding/onboarding strategies to ensure a positive start to the employee life cycle including off boarding and cancellation of visas.
- Achieved greater employee retention and a 17% improvement in internal staff surveys by driving organisational cultural change.
- Initiated and devised the regional SharePoint site that enhanced team collaboration and transformed online operations.
- Saved operational time by remodeling and refining the digitalization of online signatory process documents.
- Strategized employee compensation & benefits plans in collaboration with the rewards team.
- Reduced headcount at 3% by restructuring the teams through enhancing system process and streamlining workflows to effectively manage multiple resource actions.
- Developed and implemented quick/frequent surveys to assess employee attitudes and executed corrective action plans.
- Devised a process plan for the newly acquired company to ensure a smooth transition into the culture

Career Experience

Ernst & Young, EY | Karachi, Pakistan

March 2022 – Present

Assistant Director - Country HR Operations Leader

- Instrumental in the exponential growth of EY's manpower, achieving an approximate 600% increase since joining the firm.
- Efficiently managed HR inductions for new joiners, handling a volume of around 150+ individuals weekly in a single day during the busy season.
- Successfully onboarded over 500 staff members, ensuring a smooth transition into business operations within a tight timeframe of 4 months.
- Recognized with the "Best employee of the Quarter – Tria" for exemplifying role model behavior and demonstrating outstanding leadership aligned with EY's values and competencies.

- Implemented strategic HR policies and process improvements tailored to local requirements, enhancing the overall efficiency of HR operations.
- Established robust relationships with service line leaders, contributing to effective manpower planning and coordination across all service lines.
- Played a pivotal role in the establishment of new office operations within the region, providing critical updates and support to the leadership team.
- Managed and supported Employee Relation cases, including disciplinary handling and grievance management, fostering a fair and compliant work environment.
- Acted as an interim Lead Talent Consultant for the KQOB region, ensuring the completion of essential tasks and contributing to the strategic talent management at year-end.
- Handled HR operations in Acquisition of new business within EY.
- Policy and SOP development i.e. standard approach on ER cases, Internal transfer SOP, Attendance SOP etc

Iqra University | Karachi, Pakistan
Visiting Faculty - Human Resources Management

Feb 2025– June 2025

Goldwind International Holdings | Karachi, Pakistan
Human Resources Business Partner

Aug 2021– Mar 2022

- Managed the HR Department for the MENA, Sri Lanka, Turkey, and Pakistan region, overseeing employee relations, recruitment, training, compensation, policy development, benefits, and talent management.
- Ensured HR initiatives were aligned with business strategies through regular interactions with key stakeholders and collaboration with the Global Centre of Excellence to implement new competency frameworks.
- Launched engagement, retention, and performance programs, reducing skills gaps in collaboration with engineering management, and managed strategic HR functions like succession planning and organizational restructuring.
- Reviewed and updated regional policies and procedures, implemented HR programs across operational sites, and led recruitment drives to maintain consistency and corporate standards.
- Supported Goldwind International University projects to promote continuous learning, retained top talent through engagement and coaching, and aligned career development with skill development and succession planning.
- Drove key HR programs, including Performance Management, Annual Compensation Cycle, and Engagement Survey, and developed the employee handbook for clear staff guidelines.
- Conducted exit interviews to analyze trends and improve HR processes and the overall employee experience.

National Logistics Cell (NLC) | Karachi, Pakistan
Human Resource Officer

Dec 2020 – Jul 2021

- Led an HR team to support a workforce of over 2000 across 16 facilities, developing an effective orientation and onboarding process for seamless integration into the company.
- Enhanced recruitment and onboarding efficiency, enabling quicker staff placement, and ensuring adequate staffing for operational needs through effective manpower planning.
- Maintained the Table of Human Resources for strategic planning, provided insights for business restructures, and assisted in succession planning for organizational growth.
- Collaborated with hiring managers to meet staffing needs, processed contract extensions, and coordinated an Internship Program to build a strong talent pipeline.
- Contributed to the Annual Promotion/Upgrade and Remuneration Board, prepared HR presentations for better policy communication, and managed terminal benefits claims.
- Managed HRIS systems, ensuring smooth operation and addressing employee issues, while also gaining experience in employee investigations and industrial relations.
- Played a pivotal role in managing employee relations, applying systematic approaches to resolve conflicts and promote a positive workplace environment.

Hisense Electronics Private Limited | Karachi, Pakistan

Nov 2018 – Dec 2020

HR & Admin Executive

- Maintained meticulous records for all national staff, including job descriptions, leave, disciplinary actions, appraisals, and contracts, ensuring up-to-date and accurate documentation.
- Optimized recruitment processes to efficiently source, screen, and interview candidates, filling vacancies effectively and managing employee engagement activities to enhance company culture.
- Addressed employee grievances, recommended disciplinary actions, and formulated HR policies to maintain a fair, compliant, and high-performing workplace.
- Administered attendance and leave management, supported the annual appraisal process, and managed office expenses and procurement to ensure operational efficiency.
- Kept HR databases and spreadsheets current, assisted with payroll and final clearances, and conducted initial interviews for field force recruitment.
- Facilitated interview logistics, coordinated training and inductions for new hires, and monitored daily attendance to uphold punctuality and attendance standards.
- Acted as an Internal Auditor for ISO 9001, creating SOPs for various departments and ensuring adherence to quality management protocols.

TCS Private Limited | Karachi, Pakistan **HR Officer (Talent Acquisition)**

June 2018 – Nov 2018

- Refined the courier recruitment cycle, improving sourcing, interviewing, onboarding, and orientation to streamline talent acquisition.
- Managed project-based hiring end-to-end, ensuring timely recruitment of specialized talent for specific initiatives.
- Integrated new employee profiles into the Harmony HRIS system, enhancing the efficiency of HR data management.
- Collaborated with regional teams to guarantee comprehensive documentation and compliance for new hires, upholding HR operational standards.
- Provided exceptional customer service by promptly addressing queries from walk-ins, calls, and emails, and undertaking special tasks as needed.
- Advised on HR and work-related issues, ensuring adherence to policies and SOPs, and facilitated employee and management support.
- Developed talent sourcing strategies, maintained HR MIS reports for strategic insights, and coordinated employee training for ongoing development.

Quick Packer and Movers | Karachi, Pakistan **HR Officer**

Oct 2016 – June 2018

- Oversaw HR compliance and managed a diverse workforce of 150-200 employees, aligning with labor laws and company policies.
- Enhanced recruitment efficiency and candidate fit by optimizing the selection process for various company roles.
- Executed exit interviews to collect feedback, informing strategies to boost retention and workplace satisfaction.
- Delivered comprehensive administrative support, ensuring seamless HR operations and organizational effectiveness.
- Addressed employee inquiries, promoting a culture of open communication and support within the workplace.
- Supported a wide range of HR, financial, and administrative tasks, showcasing adaptability and a comprehensive skill set.
- Coordinated hiring and termination processes, adhered to legal standards, and facilitated smooth staff transitions and communication.

Education

- **Doctor of Philosophy – Ph.D** (Human Resources Management) – Iqra University, Karachi, Pakistan – 2025 (Awarded HEC Indigenous Scholarship)
- **MS** – COMSATS Institute of Information Technology, Islamabad, Pakistan – 2018 (Awarded HEC Indigenous Scholarship)
- **BS** – University of Sindh, Jamshoro, Pakistan – 2014 (Awarded Prime Minister Laptop for securing highest CGPA)

Additional Information & Certification

- **Language Proficiency** – English, Urdu & Sindhi (Fluent/Native)
- **Certified Human Resource Business Partner (April 2020 – No Expiry)**
CHRBP-MiddleEarthHR, Dubai
- **Certified Life Coach (November 2019 – No Expiry)**
Continuous Professional Development (CPD), UK
- **Train the Young Trainer (September 2019- No Expiry)**
TTYT- School of Leadership
- **Certified Global Recruitment Analyst (January 2019- No Expiry)**
CGRA-MiddleEarthHR, Dubai
- **Certified Human Resources Professional (August 2018- No Expiry)**
CHRP-PIQC, Karachi
- **Diversity and Inclusion in the Workplace (2018)**
ESSEC Business School, France on Coursera

Publications and Presentations

- **Ansari, H. U. H., & Khan, S. N.** (2024). Linking green transformational leadership and employee pro-environmental behavior: The role of intention and work environment. *Sustainable Futures*, 8, 100336.
- **Ansari, H. U. H., & Khan, S. N.** (2024). Exploring the Effects of Green Transformational Leadership on Job Satisfaction in Pakistan's Pharmaceutical Industry: The Mediating Role of Intention. *Journal of Asian Development Studies*, 13(1), 132-146.
- Khan, S. N., Ahmed, Z., Khan, A., & **Ansari, H. U. H.** (2024). Leader Organizational citizenship behaviour and Perceived Followers Support as Outcomes of Proactive Followership: A Social Exchange Perspective. *leadership*, 26(1).
- Mohy-Ud-din, K., Azam, M., **Ul Haq, H.**, & Aslam, S. (2022). Investigating determinants of localised corporate social responsibility: evidence from Pakistan. *Social Responsibility Journal*, 18(8), 1646-1659.
- **Haq, H. U.**, Salman, A., & Haq, F. U. (2021). Impact of Curriculum on Business Graduates' Skills: Evidence from Telecom Sector. *International Journal of Management Research and Emerging Sciences*, 11(2).