

Anthony Hany

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Senior Human Resources Leader | Talent & People Operations

Professional Summary

Senior HR leader with 15+ years of progressive experience designing and leading end-to-end people operations across multinational, high-growth, and established organizations in Lebanon, Canada, and the GCC/Africa region. Proven track record building scalable HR infrastructures, driving talent acquisition, enabling performance, and advising senior leadership on workforce strategy, organizational design, and culture. Recognized as a trusted business partner with a pragmatic, data-informed approach and strong expertise in HR policy, compliance, and employee engagement.

Core HR Competencies

HR Business Partnering; Workforce Planning & Forecasting; Talent Acquisition & Employer Branding; Organizational Design & Change Management; Performance Management & Coaching; Learning & Development; Compensation & Benefits; Employee Relations & Conflict Resolution; HR Policy, SOPs & Compliance; HRIS (Workday, SuccessFactors, BambooHR); People Analytics & Reporting; Payroll & HR Operations

Professional Experience

MAR Group, Lebanon / Congo / Angola / UAE | HR Manager & Consultant

October 2024 – Present

- Serve as strategic HR Business Partner to executive leadership across multiple countries, aligning people strategy with business objectives and market realities.
- Lead workforce planning, headcount budgeting, and organizational design to support business growth and restructuring initiatives.
- Oversee end-to-end talent acquisition, including role scoping, sourcing strategy, structured interviewing, and offer management.
- Advise on complex employee relations matters, including investigations, disciplinary actions, and conflict resolution in compliance with local labor laws.
- Design and implement HR policies, employee handbooks, and SOPs, ensuring adherence to multi-jurisdictional legal and regulatory frameworks.
- Manage compensation and benefits structures including job leveling, salary benchmarking, and communication of total rewards.

- Drive HR operations across onboarding, offboarding, HRIS data integrity, payroll coordination, and compliance audits using tools such as Workday, ADP, and advanced Excel.

T.S.I.M, Montreal, Canada | HR Manager

2018 – 2024

- Acted as primary HR Business Partner for leadership, supporting organizational design, restructuring, and workforce optimization initiatives.
- Owned full-cycle recruitment for technical, corporate, and leadership roles, improving time-to-fill and quality-of-hire through structured processes.
- Developed and rolled out performance management frameworks including goal-setting, appraisal cycles, and feedback mechanisms.
- Led employee engagement initiatives, including onboarding programs, communication plans, and recognition activities to strengthen culture and retention.
- Managed employee relations, ensuring fair and consistent application of policies, and mitigating risk through proactive coaching and early intervention.
- Implemented and maintained HR policies, employee handbook, and SOPs in line with Canadian labor legislation and company standards.
- Oversaw HR operations and HRIS (Workday, BambooHR), ensuring accurate employee records, reporting, and support to payroll and finance teams.

Pulper, Jbeil, Lebanon | HR Generalist

2016 – 2018

- Managed full-cycle recruitment including job postings, screening, interviewing, selection, and onboarding for operational and office roles.
- Developed and implemented HR policies and procedures, ensuring compliance with Lebanese labor laws and internal standards.
- Administered employee benefits programs, including health insurance, leave management, and other statutory benefits.
- Conducted new hire orientation and training sessions to embed company culture, policies, and performance expectations.
- Provided day-to-day HR advisory support to employees and managers, resolving workplace issues and promoting a positive work environment.
- Maintained accurate and confidential employee records in HRIS and supported performance review cycles through data collection and tracking.

Education

Notre Dame University (NDU), Lebanon

B.A. in Industrial Psychology | Graduated 2011

Tools & Systems

- HRIS: Workday, SuccessFactors, BambooHR
- Payroll & Time Management: ADP and similar payroll systems
- Productivity: Microsoft Office Suite (Word, Excel, PowerPoint, Outlook)

Languages

Arabic: Native / Fluent

French: Fluent

English: Fluent

Interests

Paddle, soccer, basketball and other team sports that foster collaboration and resilience.