

RIM TANNIR, SHRM-CP, PMP®

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EXECUTIVE PROFILE

Strategic Human Resources Leader and Certified Career & Youth Coach with 15+ years of experience leading HR transformation, workforce restructuring, and organizational growth across entrepreneurial ecosystems, retail conglomerates, and banking sectors. Recognized for scaling organizations, leading crisis-driven downsizing and repositioning, and aligning HR governance with donor-funded compliance frameworks. Combines commercial acumen, development-sector governance, and coaching-based leadership to build resilient, high-performing cultures.

CORE EXPERTISE

HR Strategy & Organizational Design | Donor-Funded HR Compliance & PSEA | Workforce Planning & Restructuring | Talent Acquisition & Employer Branding | Performance Management Systems | Gender-Responsive Governance & DEI | HRIS Implementation | Change Management & Crisis Leadership | Leadership, Career and Youth Coaching | Stakeholder Engagement | Capacity Building & Training Facilitation

PROFESSIONAL EXPERIENCE

Berytech

Human Resources Manager – (2021–Present)

- Led the full HR governance and organizational development function, designing and institutionalizing a comprehensive HR framework aligned with donor compliance requirements, safeguarding standards, and international best practices within one of Lebanon’s leading entrepreneurship and innovation ecosystems.
- Scaled the organization from 40 to 100 employees during expansion, then strategically stabilized workforce structure (~70 employees) amid geopolitical and funding shifts.
- Appointed Gender Focal Point across multiple donor-funded programs, ensuring integration of gender mainstreaming principles in recruitment, workforce planning, and program staffing.
- Led DEI strategy development and implementation, embedding gender-responsive practices into HR policies, onboarding, and performance management systems.
- Oversaw compliance with PSEA and safeguarding requirements in coordination with program and donor stakeholders.
- Reduced time-to-hire by 25% through recruitment redesign and employer branding strengthening.
- Implemented HRIS and structured performance management systems to enhance accountability and data-driven decision-making.
- Conducted a comprehensive job evaluation and salary scale study to enhance the organization’s compensation structure and strengthen fairness, competitiveness, and overall reward mechanisms.
- Serve as strategic advisor to executive leadership on workforce sustainability, risk mitigation, and organizational resilience.

Calia Group

Human Resources Manager – (2019–2021)

- Led large-scale restructuring and workforce repositioning during Lebanon’s economic collapse.
- Directed centralized HR operations across 400+ employees.
- Designed and executed HR roadmap aligning workforce strategy with business continuity and cost optimization.

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Senior Talent Management - (2018-2019)

- Implemented KPI-driven performance management framework across business units.
- Improved retention and employee engagement through structured recognition and development programs.

Global Concept

Human Resources Executive - (2017 -2018)

- Established HR function from the ground up.
- Led recruitment, training, workforce planning, payroll oversight, and HR budgeting.
- Introduced structured manpower planning and cost-control processes.

Arab Bank PLC

Training & Recruitment Officer - (2012-2017)

- Centralized country-wide training agendas and budgets, ensuring optimal execution.
- Conducted internal HR & soft skills training, collaborating with external partners.
- Mentored regional internal certification program, elevating employee expertise.

COACHING & TRAINING PRACTICE

- Certified Career & Youth Coach supporting professional development and workplace readiness.
- Designs and facilitates leadership, employability, gender-awareness, and soft skills programs for youth and professionals.
- Regional exposure through European training collaborations and cross-cultural capacity-building initiatives.

EDUCATION

Master of Business Management – Saint Joseph University (USJ) - 2011

Bachelor of Business Management – Saint Joseph University (USJ) - 2009

CERTIFICATIONS

SHRM-CP | Project Management Professional (PMP®) | Predictive Index Assessment Practitioner | Gender Responsiveness Governance | Transcendence Coaching certification | Mental Health at Workplace

VOLUNTEERING ACTIVITIES

- Active Scouting Member (1998–Present)
- Co-launched youth-support initiative “أحلى بيروت” in collaboration with USAID, local NGOs, and businesses to support struggling youth and local enterprises.
- Coordinated the Municipalities and Administrative Decentralization Seminar under the patronage of the President of the Lebanese Republic (2010).

LANGUAGES

Arabic (Native) | English (Fluent) | French (Fluent)