

OLA SYAGHA

Talent Development & Acquisition Specialist

96176726138

olasyagha7@gmail.com

<https://www.linkedin.com/in/ola-syagha-9658811b>

Beirut

EXPERIENCE

Talent Development & Acquisition Specialist ICC Group

08/2021 Beirut, Lebanon

- Lead talent development initiatives including performance management cycles, onboarding, training needs assessments, and employee development plans.
- Design, coordinate and deliver structured in-house training programs across multiple companies and business units.
- Manage and coach a team of two Recruitment Executives, ensuring quality, consistency, and timely delivery.
- Oversee full recruitment lifecycle across technical and non-technical roles, including sourcing, behavioral interviews, and offer negotiation.
- Serve as a primary point of contact for employee requests, concerns, and ongoing HR support.
- Support new hire orientations and conduct follow-ups, including coordination of 30-60-90 day plans.
- Plan and execute HR calendar activities that support employee development, engagement, and well-being.

Recruitment Specialist IHR Lebanon

09/2020 08/2021 Beirut, Lebanon

- Source and attract candidates using databases, social media, and other platforms, reducing time-to-hire by 25%.
- Conduct interviews and filter candidates for open positions in the medical field.
- Ensure thorough onboarding for new hires and build lasting relationships through regular follow-ups to foster trust and engagement, resulting in a 10% increase in employee retention.

Career Guidance & Office Assistant Lebanese American University

01/2018 05/2020 Beirut, Lebanon

- Facilitate the distribution of job opportunities among students to enhance their professional prospects.
- Manage the career portal page and provide guidance to students in their vocational and academic growth.
- Conduct workshops and training sessions to prepare students for the job market, resulting in a 20% increase in student employment rates post-graduation.
- Organize and conduct career workshops, resulting in a 95% satisfaction rate from attendees.
- Manage the career portal with over 1000 active users, facilitating seamless job opportunity dissemination.

SUMMARY

Results-driven Talent Development and Talent Acquisition professional with experience across recruitment, learning and development, performance management, and employee engagement. Skilled in designing development programs, conducting training needs assessments, and mentoring two HR Recruitment Executives to support effective talent delivery aligned with business objectives.

ACHIEVEMENTS

Enhanced Employee Retention

Developed and implemented onboarding and training programs that led to a 20% increase in employee retention within the first year.

High-Impact Training Sessions

Coordinated and executed over 20 in-house training sessions, resulting in a 90% satisfaction rate among participants.

Candidate Placement Success Achieved a 95% success rate in candidate placements through meticulous screening and interview processes.

SKILLS

Analytical Critical Thinking Skills

Influencing skills

Conflict Resolution

Interpersonal & communication skills

Technical Interviewing

Performance Management

Learning and development

Certifications

Learning & Development Certificate –
Academy to Innovate HR (AIHR), 2026

EDUCATION

Lebanese American University

01/2018 06/2020 Beirut, Lebanon

- Masters In Human Resources
Management
Graduated with Distinction

Lebanese American University

09/2013 05/2016 Beirut, Lebanon

- Bachelors in Business
Management

LANGUAGES

Arabic Language

Native



English Language

Proficient

