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Top Skills

Recruiting
Sales
Management

Languages

Arabic (Native or Bilingual)
English (Native or Bilingual)

Honors-Awards

Top Performer in Q1
Efficiency
Top Performer

Publications

How Video Is Changing The Way
You Will Be Hired In The Middle East

Ahmad Basheer

Turning CEOs 'To-Do' into 'Ta-Da'!| Expert Recruiter | Tech-Savvy
Leader | Leveraging AI to Enhance Recruitment and Productivity
Saudi Arabia

Summary

Over 10 years of experience leading and managing high-performance recruitment teams

Developed and executed effective talent sourcing strategies that attracted top-tier candidates

Optimized recruiting efficiency by leveraging automation, AI, and data analytics

Built trusted relationships with stakeholders through transparent communication

Passionate about innovating the candidate experience through emerging technologies

Known for providing an outstanding level of service and satisfaction to hiring managers

Created tailored solutions that ensured optimal organizational fit and high retention

Experienced in full-cycle recruiting, pipelining, employer branding, and compensation analysis

Keep up-to-date on trends and best practices in recruitment and HR technologies

Skilled at assessing needs and mapping solutions to unique business objectives

Excel at nurturing talent communities and passive candidate pools

Ability to overachieve KPIs including time-to-hire, cost per hire, and retention

I am the Managing Director at Assisted.VIP, a company that provides innovative solutions to maximize productivity and success for individuals and businesses. With over 10 years of experience in the tech and recruitment industries, I have a proven track record of delivering high-quality results and customer satisfaction.

My core competencies include leading and managing teams, developing and implementing effective recruitment strategies, leveraging technology and data to optimize efficiency and effectiveness, and building and maintaining strong relationships with clients and partners. I am passionate about using technology to

simplify people's lives and increase their efficiency. At Assisted.VIP, we combine the power of AI with the personal touch of a virtual assistant, offering a unique blend of services such as virtual assistant services, LinkedIn profile enhancement, resume writing, and application tracking systems. Contact us today to learn more about how we can help you achieve your goals.

Experience

Assisted.VIP

Director

July 2021 - Present (3 years 8 months)

I lead a team of professionals committed to empowering individuals and businesses to reach their peak productivity and success. With over a decade of experience in the tech industry and a strong background in recruitment, I have a demonstrated history of leveraging technology to address real-world challenges and positively impact lives.

At ASSISTED.VIP, I oversee all facets of the company, from product development and customer service to financial management and strategic planning. I am dedicated to delivering the highest level of service to our customers and am constantly seeking innovative ways to harness technology to simplify and enhance their lives.

We understand that every individual and business has unique needs. That's why we prioritize matching you with an assistant who aligns with what's important to you, ensuring a personalized and efficient service.

At ASSISTED.VIP, Ahmad is responsible for overseeing all aspects of the company, from product development and customer service to financial management and business strategy. He is dedicated to providing his customers with the highest level of service and is constantly exploring new ways to use technology to make their lives easier and more efficient.

We match you up with an assistant based on the things that are important to you.

Healthcare Resourcing

Head of Healthcare Recruitment

March 2022 - August 2023 (1 year 6 months)

Manchester, England, United Kingdom

As the Head of Healthcare Recruitment at Healthcare Resourcing, I am responsible for overseeing and managing the end-to-end recruitment process for our clients in the healthcare sector. My key responsibilities include:

Developing and implementing effective recruitment strategies to attract, source, and retain high-quality healthcare professionals for our clients.

Leading and managing a team of dedicated recruitment consultants, ensuring they achieve their targets and deliver exceptional service to both clients and candidates.

Building and maintaining strong relationships with clients, understanding their unique staffing needs, and providing tailored solutions to meet their requirements.

Continuously improving our recruitment processes and systems, leveraging technology and data to optimize efficiency and effectiveness.

Staying up-to-date with industry trends, regulatory changes, and best practices in healthcare recruitment to ensure our services remain competitive and compliant.

Representing Healthcare Resourcing at industry events and conferences, fostering partnerships, and expanding our network of healthcare professionals.

JOIN Solutions

4 years 1 month

Operations Director

March 2019 - March 2023 (4 years 1 month)

Al-Riyadh Governorate, Saudi Arabia

My role is primarily focused on recruitment, but it also encompasses managing a multitude of projects involving sales, government work, LinkedIn partnerships, and communication. I am responsible for growing and managing a team, and assisting companies within KSA and the MENA Region in hiring top talent

also responsible for steering and coordinating businesses and ensuring their profitability across all functions, from human resources to production. This includes controlling expenses, managing staff, overseeing goods production, and supervising various departments. Being highly organized and having a keen attention to detail, I am flexible and adept at working with different aspects of a business.

My responsibilities are not limited to overseeing manufacturing, purchasing, and sales departments. I also identify and target areas where a business

can improve its operations, monitor revenue margins, and oversee employee productivity. I am constantly researching and implementing new directives for business growth and prosperity. Additionally, I develop and implement guidelines for employee evaluations, recruitment, and HR.

Also, he is responsible for the direction and coordination of businesses and keeping them profitable throughout their every function, from human resources to production, growth, and profitability of companies, including expense control, staff management, goods production, and department supervision. He is an individual extremely organized, who has a keen attention to detail and the flexibility to work with different aspects of a business.

My responsibilities include but are not limited to overseeing manufacturing, purchasing, and sales departments, identifying and targeting areas in which a business can improve operation, monitoring revenue margins, overseeing employee productivity, researching and implementing new directives for business growth and prosperity, developing and implementing guidelines for employee evaluations, recruitment and HR

Co-Founder - VP of Operations

March 2021 - January 2023 (1 year 11 months)

Carry delivery

Call Center Recruitment & Training Executive (QA/Coaching)

April 2018 - February 2019 (11 months)

Amman Governorate, Jordan

As a Quality Assurance, Coaching & Recruitment Executive, he had a call center team of 23-30 employees. He was Carry Delivery recruiter who helped hiring everyone therein, monitored their overall performance in terms of how they were performing as well as their cause.

Also, he devised and conducted their training programs, such as onboarding process, how they connect and get engaged with us, create process and training materials, back office, interviews, recruitment, quality assurance to make sure the quality of the cause and the team exceed the expectations of the management and the clients.

His job involved coaching, training & monitoring of employees, providing assistance in terms of “on boarding” process, constantly working on creating a solid process by creating content and material for coaching and training purposes, creating a strategy for the company’s employment branding, while ensuring a healthy and a fair environment for employees, conducting quality review of telephone representatives’ performance within functionally specific

units to ensure that quality service goals and standards are met and/or identify areas where improvement can be achieved, conducting audits representatives' inbound and outbound phone calls and/or correspondence, observing performance, techniques, and application of guidelines and procedures, coordinating with department Team Leaders and Managers to ensure that appropriate number of audits is performed for each phone representative and that representatives are available during audit periods.

Visage.Jobs

Recruitment Consultant

2017 - January 2019 (2 years)

(Remote)

In this job Ahmad basically engaged in recruiting employees on headhunt basis where he used to identify and approach competent employees to fill business positions with hiring employers, and conduct screening and background checks. He sourced candidates on behalf of clients for highly specialized positions, fostered partnerships with customers to get a clear view on their strategic and financial objectives and hiring needs, assessed candidates to ensure qualification match, cultural fit and compatibility, conducted confidential interviews and checking references, presented shortlisted candidates and provided detailed profile summaries, networked and built long-lasting client relationships, and researched and developed recruiting leads.

Unifonic Inc

Talent Acquisition Executive

December 2018 - 2019 (1 year)

Remote

My responsibilities as "Talent Acquisition Executive" included sourcing candidates through various channels, planning interview and selection procedures and hosting or participating in career events. I was able to develop long-term recruiting strategies and nurture trusting relationships with potential hires and created strong talent pipelines for our company's current and future hiring needs.

The responsibilities included also coordination with hiring managers to identify staffing needs, determining selection criteria, sourcing of potential candidates through online channels (e.g. social platforms and professional networks), planning interview and selection procedures, including screening calls, assessments and in-person interviews, assessing candidate information,

including resumes and contact details, designing job descriptions and interview questions that reflect each position's requirements, leading employer branding initiatives, organizing and attending job fairs and recruitment events, forecasting quarterly and annual hiring needs by department, and fostering long-term relationships with past applicants and potential candidates

Talenty.net

Founder & Director of Storytelling

2016 - 2017 (1 year)

Amman Governorate, Jordan

It is an entrepreneurship business which Ahmad has created from zero. He started with a practicable idea that he successfully transformed into a source of opportunities that comprised hiring people as volunteers or interns, and teaching and training them on how to get engaged in the business world and the job market, eventually many fresh graduates benefitted a lot from our services.

Ahmad began with a recruitment platform availing companies, where he talked about the company or client that is served and took pictures of its staff, and made videos with them as well as videos of the interviews we made with young people in which they talk about their interest to work for such company.

Talenty Company was the first company to combine employment branding & crowd-recruiting and bring them together under one service platform.

He built a team-generating interest, presented and demonstrated Talenty services, scheduled and held sales meetings with HR Directors, and identified recruitment needs

Carmudi.com

Jeddah City Manager - "Business Development"

September 2015 - August 2016 (1 year)

Jeddah -Saudi Arabia

In this company Ahmad's job was centered on ensuring that he achieves the company's sales goals in Jeddah. It included attending meetings with car dealers and brand-holders, scaling up Jeddah operations, establishing and improving team processes such as content quality, sales, etc., playing a very active role in partner acquisition and account management, and managing a whole range of operations in the City of Jeddah

FHI360 -USAID Funded Project

Recruitment User Experience Specialist

February 2015 - September 2015 (8 months)

Iraq - Erbil

This job was centered on everything related to USAID activities, such as conducting training programs and training clients and explaining to them how the platform operates, while giving them the materials necessary during the presentation. He trained and oversaw a team of 10 persons.

In this job he was reporting directly to the Director of FHI360 -USAID Funded Project, and maintained continuous improvement plans, coordinated specific activities as needed, harmonized and coordinated appropriate training activities based on assessment of organizational priorities, supported rollout of new and existing IT systems through end-user training and dissemination of information and resources.

Also he tracked and reported progress of functional goals, with a focus on early identification and deviations, ensured that activities, processes and projects were aligned and in-sync with the agreed strategies, coordinated operational excellence and efficiency initiatives when providing training, implemented and adopted defined working processes and standards, confirmed data integrity and supplies business relevant information as requested, and actively sought customer feedback to identify their recruitment needs to adapt and meet customer expectations and deliverables.

Bayt.com

2 years

Recruitment Relationship / Account Manager Sales

2013 - 2014 (1 year)

Kurdistan / Erbil

Ahmad's job with Bayt.com was more like centered on the management of relationships. He generated leads, contacted clients, sold services, and conducted training on how to approach clients and how to get paid, sold recruitment solutions, showed clients how to access the platforms, did job postings, identified the needs of clients, proposed the right solutions, and much more. He held two positions, one in Amman, Jordan, and another in Erbil,

He constantly over achieved monthly targets of 35,000.00 USD monthly in sales, served as lead point of contact for all customer account management matters, built and maintained strong long-lasting client relationships, and negotiated contracts and closed agreements to maximize the profits.

Also, he developed trusted advisor relationships with key accounts, customer stakeholders and executive sponsors, ensured timely and successful delivery of our solutions according to customer needs and objectives, clearly

communicated the progress of monthly/quarterly initiatives to internal and external stakeholders, developed new business with existing clients and/or identified areas of improvement to meet sales quotas, forecasted and tracked key account metrics (e.g. quarterly sales results and annual forecasts), prepared reports on account status, collaborated with sales team to identify and grow opportunities within territory, and assisted with challenging client requests or issue escalations as needed

Recruitment Relationship Manager - Sales

2012 - 2013 (1 year)

Amman - Jordan

He had constantly been over achieving monthly targets of 18,000 USD in Sales*Follow up with companies/clients, supporting their recruiting needs and selling them the right recruitment products & services, initiated. He had developed a strong relationship with over than 130 customer locally& Globally, effectively managed business in assigned database through a transnational and solution oriented selling approach, determined customers' recruitment needs, and prepared proposals to sell services that address these needs, given online demonstrations to clients order to handle objections and convince customers to buy.

Essential Tasks: Initiate primarily telephonic outbound calls, effectively qualify through Recruitment Needs Analysis; using value-based selling, explain products or services and prices, and answer questions from customers, record names, addresses, purchases, and reactions of prospects contacted into CRM.

Accurately use CRM for sales processing; keep comprehensive, accurate notes in CRM, prepare proposal or agreements to complete sales, manage growth of the business by transitioning them to be loyal customers, oversee fulfillment of Training, Customer Care, and Executive Search. Relationship Manager (Hunter) : Acquire companies that have no significant revenue history with Bayt.com by selling online recruitment products & services, initiate and develop a strong relationship with potential clients, manage growth of new business by transitioning them to be loyal customers of Bayt.com, and achieve agreed upon sales target on a monthly basis.

Extensya

Customer Service Representative

2011 - 2012 (1 year)

Amman _ jordan

He worked as a Customer Service Representative where he handled calls and verified and made sure that high quality services were provided. He

won performance related awards at several instances and service areas. He worked for this call center for 7 months as a CSR Client "du" which is a telecommunication company based in Dubai, UAE, and provides cable TV, Internet and Landline services, and he handled calls with an average of 95 and above in quality

Ready Virtual

Telesales Supervisor

January 2010 - August 2011 (1 year 8 months)

Amman, Jordan

In this company he delivered prepared sales talks, reading from scripts that describe products or services, in order to persuade potential customers to purchase a product or service or to make a donation, contacted businesses or private individuals by telephone in order to solicit sales for goods or services, or to request donations for charitable causes, and explained products or services and prices, and answer questions from customers. He used to obtain customer information such as name, address, and payment method, and enter orders into computers, and record names, addresses, purchases, and reactions of prospects contacted.

He used to obtained names and telephone numbers of potential customers from sources such as telephone directories, magazine reply cards, and lists purchased from other organizations, adjust sales scripts to better target the needs and interests of specific individuals, answer telephone calls from potential customers who have been solicited through advertisements, telephone or write letters to respond to correspondence from customers or to follow up initial sales contacts, maintain records of contacts, accounts, and orders, and schedule appointments for sales representatives to meet with prospective customers or for customers to attend sales presentations
