

# ALI ALBASRI

HR Director | HR & Administration Executive

Al Khobar, Eastern Province – Saudi Arabia

 +966 56 8920 161 |  [basri394@gmail.com](mailto:basri394@gmail.com)

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## EXECUTIVE PROFILE

Senior **HR & Administration Executive** with **18+ years of leadership experience** across logistics & ports, construction, hospitality, oil & gas services, manufacturing, and F&B sectors in Saudi Arabia. Recognized for leading **HR transformation, Saudization strategies, organizational restructuring, ERP/HRIS digitization, and governance compliance**. Trusted advisor to CEOs and Board members, with strong exposure to government and regulatory stakeholders.

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## EXECUTIVE STRENGTHS

- HR Strategy & Governance
  - Workforce Planning & Saudization (Nitaqat)
  - Compensation, Benefits & Payroll Oversight
  - ERP / HRIS & Process Automation
  - Saudi Labor Law & Compliance
  - Government & Regulatory Relations
  - Budgeting & Cost Optimization
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## CAREER HIGHLIGHTS

- Designed and implemented salary structures, manpower plans, and HR budgets aligned with Saudi market benchmarks.
  - Successfully managed **Saudization, WPS, GOSI, and labor inspections** with zero critical violations.
  - Played a key role in **HR digitization and ERP-driven workflow automation**.
  - Extensive interaction with **MAWANI, HRSD, GOSI, MISA, ZATCA, Aramco, and SPSP**.
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## PROFESSIONAL EXPERIENCE

**Saudi Development & Export Services Co. Ltd. (SDES) – Dammam Port, KSA**

HR, Administration & Services Manager | Jan 2025 – Present

- Report directly to the CEO and support executive leadership across HR, administration, and support services.
  - Lead HR strategy for a port-based logistics and warehousing operation.
  - Oversee manpower planning, Saudization, payroll, performance management, and compliance.
  - Drive ERP coordination, HR automation, and policy governance.
  - Act as company focal point with port authority and government entities.
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## **BRP Group (Construction & Manufacturing) – KSA**

**Human Resources Director | Dec 2022 – Dec 2024**

- Executive HR leadership reporting to CEO and partners.
  - Designed organizational structures, salary scales, and recruitment strategies.
  - Managed HR budgets, payroll, benefits, and workforce optimization.
  - Led employee relations, policy enforcement, and leadership development initiatives.
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## **Arabian Brands Company (Wusoom) – F&B Sector, KSA**

**HR & Administration Director | Jan 2022 – Dec 2022**

- Directed HR operations for **60+ restaurant and retail locations**.
  - Led multi-site HR teams and ensured consistent policy implementation.
  - Supported executive management in scaling operations and workforce control.
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## **Ascott Corniche Al Khobar Hotel – KSA**

**Human Resources Manager | Jun 2019 – Jan 2022**

- Managed full HR operations and pre-opening activities for an international hotel brand.
  - Reported to GM and regional leadership (Dubai & Singapore).
  - Implemented manpower plans, compensation frameworks, and compliance systems.
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## **Sinopec International Petroleum Service Corporation – KSA**

**HR Senior Supervisor | 2011 – 2019**

- Senior HR leadership support for oil & gas services operations.
  - Led Saudization, HRIS implementation, WPS compliance, and government relations.
  - Coordinated with Aramco, HRDF, SPSP, and regulatory bodies.
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## **EDUCATION & CERTIFICATION**

**Bachelor's Degree – Management Information Systems (MIS)**  
Lake Hurst University, Saudi Arabia

**Qualified HR Specialist – 2012**