

ALI ALBASRI

HR Director | HR & Administration Executive

Al Khobar, Eastern Province – Saudi Arabia

☎ +966 56 8920 161 | ✉ basri394@gmail.com

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.

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