

BiscoMisr Organization Chart 2014

Board Of Directors

Chairman (Non-Executive)- Eng. Aref Hakki



Eng. Aref was the Chairman and CEO of BiscoMisr since 2008. In January 2013 he reflected his desire to step back from executive roles and hence as of January 17th 2013 he became the non-executive chairman of BiscoMisr. He has an engineering degree from Cambridge University and an MBA from Seattle University. He sits on the boards of several other industrial companies. Previously, he served as Chief Executive Officer of ABB Egypt (1978 to 1998) and as Chairman until 1999, after working for Brown Boveri in the U.S. and Switzerland (1970 to 1978).

CEO & Vice Chairman – Dr. Eng. Ahmed Elsayad



Dr. Eng. Ahmed Elsayad has been on the board of directors of BiscoMisr since 2005. He was also head of the company's audit committee since 2008. He has assumed the full executive role for BiscoMisr as CEO and VP since January 2013.

Dr. Elsayad is an Ass. Professor of international business, and is a recognized international consultant and counselor in the fields of industry, investment and innovation. He has a wide range of experience in consultancy and has conducted long-term and short-term missions for multilateral organizations such as the European Commission, World Bank, USAID, WIPO, Arab league, CIDA, and others. He has also contributed as speaker on sovereign mega projects, investment and innovation on many official missions, conferences and panels, globally. Earlier in his career that extends 24 years, Dr. Elsayad held the positions of country manager for Digital Equipment Corporation (later Compaq), deputy director of Euro EU-Egypt association agreement program, and also served for eight years as counselor to the Egyptian government on mega national projects where he was responsible for identifying, conceptualizing, steering and supporting (at cabinet and ministerial levels) several multi-billion national projects and industrial clusters. He is a current member of board of directors of entities such as the General Authority for Investment (GAFI) alongside firms in industry, consulting and finance fields. He is also member of board on NGOs and several professional bodies.

Dr. Ahmed Elsayad has a BSc in Electrical Communications Engineering (Cairo University), an MBA (American University in Cairo) and a PhD in technology transfer from foreign investments (University of Strathclyde, UK).

Sales Director - Shahir Nathan



Mr. Shahir has more than 20 years experience in FMCG, leading a team of 600 employees and more than 200 distribution vans covering Egypt, with broad network in the markets of Africa, North Africa and the Middle East countries. Mr. Shahir joined BiscoMisr in Jan 2010. He has a recognized track record of managing sales teams and achieved records in local and export business. His career started in 1992 with private and multinational companies where he worked his way up from Sales Rep to Sales Director in multinational companies as Xerox, Henkel and Anasia. He got his degree from the institute of commerce, computer section in 1988 and completed the Executive Management Program from the American Management Association (AMA) in 2003.

C. F.O - Mahmoud Abdel Sattar Hammam



Mr. Mahmoud joined Bisco Misr since October 2009 and oversees all Finance divisions. Mr. Mahmoud graduated from Helwan University, 1984. He is Chartered Accountant, Fellow of Egyptian Society for Accountants and Auditors in 2004 and Fellow of Egyptian Society for Taxation in 2004. He has worked for Multinational Companies such as Arthur Andersen and Sinai White Cement Company. Through his career, he has received many training courses such as In-charge Course, Switzerland, 1987, Methodology and Accounting Policies for Oil and Gas, Jordan, 1989, Management of Hospitality, Cornell University, United Kingdom, 1991, New Manager Course, USA, 1992, Energy, Chemicals & Utilities, United Arab of Emirates 2002, Focus Team Coaching, as a coach, United Arab of Emirates 2003, Energy, Chemicals & Utilities, United Arab of Emirates 2003 and Decision Making Base Diploma 2005.

Operations & Supply Chain Director - Eng. Samir El Sebai

He has more than 25 years experience in diversified industrial fields. His experience started as Engineering and Manufacturing manager in Kohler Egypt, then promoted to the capacity of Operations Director. Also he held the position of Supply Chain Director in Universal Group for home appliances then extended his experience in food sector where he held the position of Supply Chain director in Americana group of companies.

He is managing Operations & Supply chain sector in BiscoMisr since July 2013. He holds BSc of production engineering, June 1983; he holds Manufacturing Engineering, Project Management diplomas from AUC and Supply chain excellence management professional certificate from USA and acquired many specialized training courses such as Black belt Champion training-Six Sigma, Lean manufacturing and Kanban system and Mini MBA in management, human resources and marketing.

Accounting Manager - Walid Farouk



Mr. Walid joined Bisco Misr since Dec.2006 in the position of Accounting Manager. His previous experience included the position of Senior auditor in KPMG Hazem Hassan (Egypt) firm from Nov. 1998 till Dec.2006; Al-khaleej auditing & Accounting (Qatar) from Jan 2004 till June 2005 and an Auditor at Egyptian Office for Audit (Egypt) from August 1997 till August 1998. He contributed in the establishment of integrated accounting system, financial and other cycle. Also participated in examining the applied accounting policies and systems in various companies including costing systems, inventory systems, receivables ...etc. He prepares the audit plans and audit programs, examining the financial statements of various activities and issue reports. He participated in various due diligence assignments and the preparation of the report Mr. Walid is accredited in the Egyptian Society of Accountants & Auditors in may,2006. Member of the General Register Of Accountants & Auditors.

Quality Manager – Karam El Kazaz

Eng. Karam El Kazaz hold the position of Quality Director as of BiscoMisr in leading a team of 78 engineers and technicians. He is the head of quality assurance, quality control and quality systems departments. His expertise included 32 years working in BiscoMisr where he escalated from quality engineer till he reached head of the division for both Cairo and Alex plants.

He holds BSc of agricultural engineering sciences, June 1997; and acquired many specialized certificates and training courses such as; ISO17025, OHSAS 18001, ISO14001, ISO22000 and HACCP.

He is the member of sugar and confectionery industries syndicate (Egyptian Chamber of Food industries) and other specialized quality organizations.

Budgeting Manager – Hossam Zikry



Mr. Hossam joined BiscoMisr in 2006 where he shared in establishing and developing Budgeting Department and Budget control system including external and internal reporting system in BiscoMisr. Also he is one of key persons in AX Dynamics system implementation. Mr. Hossam expertise of 22 yrs included different positions in industrial companies as; Costing Department Supervisor - Suez Cement Group (Italcementi) ; Costing And Stock Controlling Department Supervisor - Galva Metal and Senior Accountant Arab British Dynamics. He established and developed Controlling and budget department in Suez cement group, established full costing and stock controlling system in Galva Metal. Also he shared in establishing fixed assets register and grouping after re-evaluation. He holds BSc of Commerce 1989 and Studying CMA – part 1

Human Resources Director - Sahar Youssef



Mrs. Sahar is the Director of Human Resources and Administration at BiscoMisr; she joined BiscoMisr since 2006 and escalated during 7yrs until she reached this position. She shared in establishing and developing HR division after privatization in 2005. She possess over 20 years of human resources, organizational development and administrative experience in PSO 'pharmaceutical Co' AUC and BiscoMisr. Her expertise includes organizational development, staffing and recruitment, training and development, performance management and leadership and management coaching.

She developed and implemented new practices helping businesses make the most of its resources and talent helping individuals make the most of their job requirements. Enforced and rebuilt constructive connections with Ministry of Labor and improved the status of labors' social insurance. She has successfully implemented the automated HR Management system.

Sahar holds a BSc of Commerce and Management, Cairo University; professional diplomas in Human Resources Management and Train the Trainer. She also acquired specialized certifications as professional targeted selection tools, decision making and problem solving, crisis management and employees relations.

Costing Manager -Samir Moawad Lotfallah



Mr. Samir joined BiscoMisr as a Costing Manager in 2006 in this current position. He established and designed integrated costing system for 3 industrial sites in BiscoMisr; also contributed in the establishment of integrated accounting system, financial and warehouses cycle. He intensively contributed in the reduction of the raw materials deviation percentages. He is responsible of preparing feasibility studies of new projects, lines and products. His previous expertise for 11 years included costing capacities in International Company for Food & Milk products- Milky Land as Costing and auditing Supervisor and International Company for Agro- Industrial Projects – Beytl – IGI Group as Costing & Budgeting Manager. He holds BSc of Commerce in 1986.

Plant Director(Cairo) - Adel Mahmoud



Eng. Adel has more than 32 years experience in Quality and Production fields in BiscoMisr, Currently is leading a team of 900 employees including labors; production engineers and production managers.

He achieved a high level of expertise in developing new products and implemented quality techniques in the different stages of production processes. He improved production efficiency and developed new SKUs which positively increased the products' mix volume more than 400%.

He is accredited with the improvement of seasonal products by achieving high level of quality and cost saving practices of raw materials and labors headcount and applying automated procedures in producing petit four products. He holds BSc Faculty of Agriculture 1981; (food industries specialization) and completed TQM certificate at 1994.

IT Manager - Hany A. Rahim



Eng. Hany joined BiscoMisr in 2009 as the Networks Operations Head and was successfully promoted to reach his current IT Manager position in 2011. He developed IT policies and Standards with the consent of the board of directors and monitored network scrutiny and supervise the entire network system of the organization. He leads his team and ensures an overall high level of performance in service. His experience of 10 years concluded in different capacities starting from IT-technical support engineer in HP Egypt, to technical support team leader in UIT, to systems and Networks Administrator in National Paints then BiscoMisr where he reached this capacity. Hany holds BSc of Science, Physics & Computer Science – Ain Shams University. Also holds various certifications as: Cisco Certified Design Associate (CCDA), Cisco Advanced Wireless LAN Design Specialist (CS-CAWLANDS) Microsoft Certified Solutions Associate(MCSA) 2008, Microsoft Certified Systems Engineer(MCSE) 2000/2003/2008, Windows Server 2008 Active Directory: Configuration, Windows Server 2008 Applications Infrastructure: Configuration, Windows Server 2008 Network Infrastructure: Configuration Enterprise Administrator 2008, Server Administrator 2008, Master Accredited Systems Engineer (MASE) (HP ProLiant High Availability and Clustering Solutions), Accredited Systems Engineer (ASE) HP ProLiant ML/DL Servers [2005 /2007], Accredited Integration Specialist (AIS) HP ProLiant ML/DL Servers [2005 / 2007], Accredited Integration Specialist (AIS) HP Integrity Servers [2005]. Also Design, Implement, Administration, Security and troubleshooting problems for LANs, WANs & Wi-Fi Networks, Managing and Configuring CISCO/3COMD-Link Switches, Access Points IO, Routers and Firewalls, Implement and Administration Voice over IP (VOIP) and IP Telephony Systems (Cisco & MITEL). Also, Implement, Configuring and Administration Hewlett-Packard Blade Systems & ProLiant Servers, HP SANs & Storage Works Backup Solutions. His core technical skills included Design, Implement, Configuration and Administration for various Servers and Services such as ORACLE, Microsoft Dynamics Axapta 4.0/2009/2012 (ERP Systems) & D.C. & A.D. (2000/2003-32bit&64bit /2008/2008R2/2012Datacenter), Exchange Server 2000/2003/2007&2010, ISA Server 2000/2004/2006&TMG , SQL 2000/2005/2008/2008R2, Microsoft Identity Lifecycle Manager 2007, Windows Server Updates Service (WSUS) 3.0, Microsoft Identity Integration Server (MIIIS) 2003, Microsoft SharePoint Portal Server 2007 / 2010EE, Microsoft Office Communications Server 2007R2, Microsoft Forefront for Server & Client Security & Endpoint, Microsoft SCCM 2007R3, System Center Operations Manager 2007.

Plant Director (Alex) – Ibrahim Imbaby

Eng. Ibrahim Imbaby joined BiscoMisr in 2014 in the position of Alex plants Director leading a team of 1000 employees including labors, production engineers and production managers. His expertise included 21 years working in multinational food industries companies such as Unilever for 16 years as he escalated from the position of maintenance engineering manager till he reached Operation Manager, His experience also included the positions of manufacturing director in different FMCG local and multinational companies as Lorenz Snack World-Egypt.

He had led successful projects thorough out his career; such as factory relocation and line expansions affecting the production plans. Also his achievements included the installation of new production lines and development the layout of production sites.

He holds BSc of agricultural engineering sciences, June 1983; and acquired many specialized training courses such as; regional TPM specialized certificates, HAAACP, CPIM certificates including execution and control of operations and managing behavioral safety for operation managers.

Legal Affairs Manager– Mostafa Abdel Aziz

Mr. Mostafa Abdel has been working in BiscoMisr for around 30 years. He started as a lawyer then promoted to acquire the highest position in the department since more than 20 years. He holds Faculty of law licence in 1984. Also he acquired many specialized courses and certificates in this field thorough out his entire career life.

Business planning and monitoring manager- Tamer Elkahki