


## Moulay Youssef EL OUEDGHIRI IDRISSE

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 : <https://twitter.com/YELOUEDGHIRI>

Matrimonial status:

Married

Nationality:

Moroccan

Birth date:

June 4<sup>th</sup> 1978

Birth place:

Fez, Morocco

Children:

2 girls

Driving license:

B (1998) + D (2012)



### Key skills

Confirmed leader and approved communicator, I have a renewed ambition to take major projects and ongoing challenges.

The accumulation of professional experience in different business including ITs, industry, project business and service firms as well as in different professions and hierarchical levels, from information systems to social field through legal specialty and arriving to human resources, allows me to have the necessary perspective for an active participation in business strategies development and the implementation of the action plans and objectives related thereto.

Based on my know-how to be, I adapt easily to any situation / business allowing me to develop and apply my skills, my expertise and know-how.

### Experience

#### GRUPE ALSA NATIONAL EXPRESS – SINCE OCTOBRE 15<sup>TH</sup> 2019

**HUMAN RESOURCES DIRECTOR | ALSA ALBAIDA / ALSA NATIONAL EXPRESS GROUP / 3200 COLLABORATEURS SINCE OCTOBRE 15<sup>TH</sup> 2019**

Management of every human resource's related aspect in terms of strategic, development, administration and legal issues.

Change management related to the integration of 3.200 employee in ALSA NATIONAL GROUP's corporate culture putting people first to achieve excellence in every act. Clients, employees and public safety is also one of the primary Group's values.

In other hands, I also successfully conducted a downsizing plan initially planned for three years and targeting 1100 employees, reaching 84% progression in the first nine months without any social issues and leaving a global satisfaction for all stakeholders.

#### C.D.G. Group - From July 2004 to October 2019

**HEAD OF SUPPORT DEPARTMENT | SONADAC C.D.G. GROUP NOVEMBER 2017 – OCTOBER 2019**

CDG Group mobility initiated a comeback to SONADAC. Support Department includes Human Resources, Information Systems, Legal and litigation and purchases services.

**HUMAN CAPITAL DIRECTOR | M'DINA BUS C.D.G. GROUP - 4500 EMPLOYEES AUGUST 2012 – OCTOBER 2017**

*Please click to view related press publications: <http://elouedghiri.com/?s=m%27dina+bus>*

In charge of every Human Resources aspect from strategic to development, administrative and legal field through a multisite organization.

Organizational change management of an electronic ticketing system project in 2013 with direct and profound repercussions on the organization, jobs and other internal and external stakeholders.

Credibility, proximity, listening, giving sense, support middle management and empower them were the key factors for success of this huge project.

I am also in charge of Corporate Communication and spokesperson for the company.

#### **DEPUTY HUMAN CAPITAL DIRECTOR | M'DINA BUS C.D.G. GROUP - 4500 EMPLOYEES APRIL 2011 – JULY 2012**

In charge of human resources of m'dina bus an urban bus transportation company in Casablanca having more than 4.500 employee and a fleet of 866 autobus.

#### **SUPPORT & I.T.S. DEPARTMENT MANAGER | SONADAC C.D.G. GROUP JANUARY 2008 – MARCH 2011**

*Please click to view related press publications: <http://elouedghiri.com/?s=sonadac>*

In charge of Support & I.T. Department of SONADAC, a project-based company with the primary mission of "Avenue Royale" realization. The mission consists of buying and valorizing 48 ha of "Avenue Royale" future land zone and rehousing 16.000 families, of the ancient medina of Casablanca. Support & I.T. Department includes ITS, legal affairs management, institutional communication & press relations, human resources management and facilities management.

#### **ORGANIZATION, HR AND IT MANAGER | PAPELERA GROUPE C.D.G. JULY 2004 –DECEMBER 2007**

I am in charge of Organization, Human Resources and Information Systems of "Papeleria de Tetuan", industrial company, listed in Moroccan market place as paper manufacturer. I successfully conducted a workforce reduction plan with over 300 employees without any litigation.

### **DIVERS ENTITIES – FROM SEPTEMBER 1998 TO JUNE 2004**

#### **NETWORKS ENGINEER | FUSION JANUARY 2002 - JUNE 2004**

#### **COMPUTER PROGRAMMER | FREELANCE APRIL 2001 - DECEMBER 2001**

#### **DATABASE ADMINISTRATOR - COMPUTER PROGRAMMER | CYBERNETICA JUNE 1999 - MARCH 2001**

#### **TECHNICAL AND COMMERCIAL AGENT | EXTRA BIT SEPTEMBER 1998 - MAY 1999**

In charge of Network, servers and databases administration as well as the Hardware/Software Maintenance. SMS/EMS/MMS application platform specialist, I was also a software developer as well as reporting designer of different SMS operations in both windows and web-based applications.

## **Education**

#### **ESCA EM – HEC LIEGE (CASABLANCA – LIEGE, MAROC - BELGIQUE) 2021-2023**

##### **IMBA - International Master in Business Administration**

Strategic project: What development strategic options for ALSA business in a context of market dominance of urban and interurban public transport by bus in Morocco?

#### **ESCA EM - GRENOBLE EM (CASABLANCA - GRENOBLE, MOROCCO - FRANCE) 2015-2016**

##### **Master in Human Resources Management**

Head of all classes 2015/2016 (My speech video link: <http://elouedghiri.com/2017/05/20/mrh-esca-grenoble-discours-major/>)

Final project topic: Predictive turnover analysis in Mdinabus (<http://elouedghiri.com/2016/11/29/masterrh/>)

#### **HIGH SCHOOL OF TECHNOLOGY OF FEZ (FEZ, MAROC) 1998**

**DUT (Diplôme Universitaire de Technologie) (Technical University degree) in Electronics.**

#### **IBN HAZM HIGH SCHOOL (FÈZ, MAROC) 1996**

**Applied sciences Baccalaureate**

## **Trainings & certifications**

#### **DIORH - CDG (RABAT, MAROC) NOVEMBER 2009 – JUNE 2010 - OPERATIONAL HUMAN RESOURCES CYCLE CDG**

Administrative management and workforce law, Career management and HR development, HR function steering and Management development.

## **Various**

#### **ESCA ECOLE DE MANAGEMENT (CASABLANCA, MAROC) DECEMBER 2018 – DECEMBER 2021**

**Member of the Strategic Council of ESCA EM first AACSB accredited school in French-speaking Africa and first management school recognized by Moroccan state.**