
MR JUNAID ALLIE

2007

PERSONAL DETAILS

Education B. Pharm, University of Cape Town, 1992

Languages English and Afrikaans, some Arabic

CAREER SUMMARY

September 2007-Present

Group Five
Executive Director Human Resources

August 2005-August 2007

ESKOM
 General Manager: Human Resources. (Strategy and Assurance)
 Responsible for designing HR strategy, the associated policy and assurance for the Eskom group. The department consisted of functional HR specialist which included Health and Wellness, Industrial and Employee Relations, Remuneration and Benefits and Organizational Effectiveness and Change Management, Talent and Skills Management.

1994 – July 2005

ELI LILLY

1994 – 1994 **Medical Representative – Townships (Johannesburg)**

Medical representative initiating business in all townships and associated provincial hospitals in Gauteng previously not covered by Lilly. The portfolio of products included both retail and hospital products.

1995 – 1995 **Sales Training Associate (Johannesburg)**

Training role encompassing the development and/or customisation of training programmes directed at developing Lilly's sales capability; included the delivery of the programmes to all sales people i.e. Medical Representatives, Sales Management and Medical Staff.

1996 – 1996 **Sales Manager Western and Eastern Cape (Cape Town)**

Sales Management role reporting to the National Sales Manager; responsible for the sales of all retail products in the Western and Eastern Cape with a team of 9 Medical Representatives; management of the relationships between the distributors in the region and key medical professionals.

1997 – 1997 **Sales Manager, Central Nervous System Products (Johannesburg)**

Sales Management role reporting to the Business Unit Manager; responsibility included the management of a sales force of 8 Specialist CNS representatives located throughout South Africa; products included two company “blockbusters” Prozac and Zyprexa.

1998 – 2000 **Human Resources Manager (Staffing-South Africa)**

Reporting to the Human Resources Director in South Africa; responsible for the attraction and retention of employees by implementing a staffing strategy, which included the identification of new recruits; on-boarding; internal employee development; succession management and off boarding of non-performers; the staffing strategy included the implementation and integration of the Employment Equity strategy linked to the business objectives and the related submission to the Department of Labour.

2000 – 2001 **Human Resources Manager (Saudi Arabia)**

Head of Human Resources in an affiliate with an expatriate staff complement of 60 employees. Responsibilities included: human resources strategy development and establishment of a human resources department; development of policies and procedures covering all aspects of human resources and aligning them with affiliate strategy; identification and development of a successor and management of relationship with country sponsor.

2001 – 2005 **Human Resources Manager Near East and Gulf (Lebanon)**

Head of Human Resources based in Lebanon, the regional office for the Near East and Gulf countries; a member of the management committee; covering 15 countries i.e. Malta, Cyprus, Lebanon, Syria, Jordan, Palestine, 5 Gulf States, Iran, Iraq, Yemen and Libya; staff complement of 180 employees. Reporting to the affiliate Managing Director based in Lebanon with dotted functional responsibility to the Area Human Resources Director (Africa, Middle East, Central and Eastern Europe) based in Vienna; role entailed all aspects of human resource management; development and implementation of a human resource strategy to complement the business and the anticipated growth of the affiliate over the next 3 to 5 years; establishment of a human resources department and development of an organisational human resources capability; 4 direct reports and 4 indirect reports based in the satellite offices (Cyprus, Jordan, Syria and Dubai); reports include Compensation and Benefits Administrator, Staffing Manager, Training and Development Managers, Admin Assistant all based in Lebanon and responsible for the region and dotted line with 4 Satellite Offices Admin/ Human Resources Representatives; compensation and benefits planning and delivery; staff planning, including organisation structure development, employee deployment and succession management; development and implementation of a pay-for-performance organisational culture including the implementation of a corporate performance management system, appropriate incentive and recognition and reward programmes to compliment a culture of performance while limiting the growth of the

payroll budget; development and implementation of a training strategy covering technical skills, soft skills and leadership skills with the ultimate objective of improving the organisations capability; management of labor relations and establishment of legal entities in the abovementioned countries or seek alternative methods to conducting business in these countries; implementation of corporate initiatives such as managing the company brand and holding employees and management accountable to the ethics of the business; business partnering with other department heads to ensure the future growth and sustainability of the business in the area.
