



SAMA AMAN

Organization Transformation | People Management | Certified Director



75 B II Kh-e-Hilal, DHA Phase 7,
Karachi, Pakistan



sama_aman@hotmail.com

Mrs. Sama Aman is an accomplished and results-driven Human Resources Specialist with a sound background in strategic People & Culture Management and a fervent commitment to social governance. She has demonstrated success in steering organizations towards excellence by aligning HR strategies with overarching business goals. Known for fostering inclusive cultures, driving talent development, and contributing to the community through socially responsible practices.

Mrs. Aman is a Certified Director from the Pakistan Institute of Corporate Governance and is armed with a Master of Science in Management from the University of Geneva, Switzerland and a Bachelor's in Business Administration from the Institute of Business Administration (IBA) in Karachi. The Director holds strong academic credentials apart from being an alumnus of the prestigious Karachi Grammar School.

With over a decade of experience in HR and specifically in Executive Search, Mrs. Aman has executed C-level assignments for Fortune 500 companies such as PepsiCo and Hershey at Signium International. She currently advises companies on talent acquisition, people management, workforce analysis, organizational change and gender equality based out of Karachi.

Her experience also extends to the role of COO at WARHAM Healthcare, where she founded two healthcare-related services and established a forward-thinking company culture, recognized for implementing initiatives that enhance social impact, diversity, equity, and inclusion within her organizations.

Mrs. Aman actively engages in mentorship programs, philanthropy, and community outreach. She brings a unique blend of strategic HR acumen and a deep commitment to social governance, making her a valuable asset to any organization aiming to thrive in a socially conscious and dynamic business landscape.

SAMA AMAN

Certified Director

Contact

Address

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Phase 7 DHA Karachi

Phone

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E-mail

sama_aman@hotmail.com

Skills

Planning and execution

Excellent

Recruitment strategies

Excellent

Negotiation

Excellent

Analytical and Critical Thinking

Excellent

Accomplished Human Resources Professional with a sound background in strategic People & Culture Management. Results driven and demonstrated success in steering organizations towards excellence by aligning HR strategies with overarching business goals. Known for fostering inclusive cultures, driving talent development and contributing to the community through socially responsible practices.

Knowledgeable about changing industry and employment market demands. Leadership skills with proven ability to manage a diverse range of stakeholders and coordinate the efforts of the team to meet organizational goals. Skilled in negotiation and mentoring team members to reach their full potential.

Work History

2018 -
Present

HR Consultant

Karachi

- Develop and implement comprehensive HR strategies aligned with organizational goals.
- Conduct workforce analysis to identify talent gaps and recommend recruitment and retention strategies.
- Led end-to-end recruitment processes, including sourcing, interviewing, and onboarding.
- Implement effective employer branding strategies to attract top talent in a competitive market.
- Facilitate organizational change by developing and implementing change management strategies.
- Assist leadership in communicating changes and managing employee transitions.
- Collaborate with cross-functional teams to address organizational challenges and achieve business objectives.
- Implement initiatives to promote diversity and inclusion within the workplace.

2016 - 2018

COO

WARHAM Healthcare, Karachi

- Founded two web-based and mobile application based Health Care related services in Pakistan,



Mysehat.pk and Clinic On Wheels.

- Defined company roles and responsibilities to establish and enhance processes.
- Cultivated forward-thinking, inclusive and performance-driven company culture to lead industry innovations.
- Established, optimized and enforced business policies to maintain consistency across industry operations.
- Identified business development challenges and customer concerns for proactive resolution.
- Established and maintained strong relationships with customers, vendors and strategic partners.
- Represented organization at industry conferences and events.
- Developed innovative sales and marketing strategies to facilitate business expansion, including social media and digital marketing.

2010 - 2012

Executive Search Consultant

Signium
International

Signium International, Karachi

- Executed C-level search and contingency assignments for Fortune 500 companies across industry verticals including consumer goods, engineering, heavy industries, oil & gas, construction and public sector.
- Extensive research and mapping conducted in various geographical regions such as Middle East, Europe, North America, South East Asia and handled hardship mandates in Africa, Iran and Iraq.
- Analysis of key industry players, operations, organization structures, compensation benchmarks, talent concentration and recruitment strategies.
- Proposal development and preparing position description based on needs analysis.
- Interviewed and evaluated candidates based on competency framework and other defined parameters.
- Mentored and trained a team of 4 researchers in all aspects of executive search and developed their research skills.

2009 - 2010

Strategy & Marketing Analyst

The Resource Group PVT Ltd, Karachi

- Developed and executed external and internal branding strategy for trg tech, to create brand image distinct and separate from the call center image of TRG.
- Spear headed the collaboration and launch of the trg tech Research & Development Lab at NUST Islamabad.
- Handled all marketing budgets, worked with agencies on print advertisements, branding campaigns and events.
- Designed and developed marketing collateral across Karachi, Lahore and Islamabad offices
- Revamped and upgraded content of the official trg tech website
- Created collateral for the launch of trg tech's services and product offerings in the local market.

2008

Bancassurance Intern

Standard Chartered Bank, Karachi

Education

2013 - 2016

Master of Science, Management

University of Geneva - GSEM Switzerland

2005 - 2009

Bachelors of Business Administration

Institute of Business Administration - Karachi

2003 - 2005

A'Levels

Karachi Grammar School - Karachi

Trainings

2024

Director Training Program

Pakistan Institute of Corporate Governance