



الرقم: م ب / 2021/223

التاريخ: 2021/02/01

السادة هيئة الوراق المالية المحترم

تحية واحتراماً ،،،

اشارة الى تعليمات افصاح الشركات، والمعايير المحاسبية ومعايير التدقيق المعمول بها، نود اعلامكم بعدم ممانعة البنك المركزي على تعيين الفاضلة (رانيه فيصل علي سعيد - المدير التنفيذي/دائرة الموارد البشرية) وذلك اعتباراً من تاريخ 2021/02/01، استناداً الى كتاب البنك المركزي رقم 758/2/10 تاريخ 2021/01/13 والمستلم بتاريخ 2021/01/17.

مرفق لكم ما يلي:-

-السيرة الذاتية.

وتفضلوا بقبول فائق الاحترام ،،،

بنك الاردن
الادارة العامة
عمان
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تصديق



No: HR/223 /2021

Date: 01/02/2021

To: Jordan Securities Commission

Subject: disclosure

According to the Instructions of Issuing Companies Disclosure, Accounting and the Auditing Standards

Kindly be informed that the Central Bank of Jordan has approved the appointment of **Mrs. (Rania Faisal Ali Saied as Executive Manager/Human Resources Dept).** as of **01/02/2021**, as stated in their letter number 10/2/758 date (13/01/2021) & received by bank of Jordan on 17/01/2021.

Attached:-

-Mrs. Rania's CV

Bank of Jordan
Head Office

BANK OF JORDAN P.L.C.
HEAD OFFICE
P.O.BOX2140

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HUMAN RESOURCES EXECUTIVE

Seasoned Human Resources leader with extensive global experience (US, MENA region) in managing and aligning people, jobs, and special programs to support business strategy and outcomes. Sectors include Financial Services & Investment, Energy, IT. Experience includes start-ups, Fortune 500, listed, and semi-government companies.

Summary of Qualifications / Areas of Expertise

- Strategic Workforce Planning and Talent Management
- Compensation and Benefit Management (incentive / bonus schemes, co-investment plans, carry interest & retirement plans)
- Budgeting, Reporting, and Analytics
- Succession Planning
- Employee Experience & Engagement
- Performance Management
- Talent Acquisition
- Training and Development
- Culture /Team Management
- Wellness Programs
- Policies and Procedures
- Regulatory Compliance
- HRMS (Oracle, PeopleSoft)
- HR Digital Transformation
- Restructuring & Change Management

Professional Experience

THE NATIONAL INVESTOR | Abu Dhabi, UAE | *Listed investment and advisory services firm*

Jul 2017 – Mar 2020

Vice President / Head of Human Resources and Administration

Responsible for alignment of HR function and budget with the Firm's overall strategy and performance targets to obtain optimum utilization and engagement of staff at all levels, while ensuring compliance with industry regulatory bodies, ie. Securities and Commodities Authority (SCA). Responsible for oversight of HR functions at Firm's subsidiaries. Served as an advisor to Boards, CEOs, HR heads and Secretary of Firm's Remuneration and Compensation Committee (REMCOM). **Key Accomplishment:**

- Designed and introduced a comprehensive compensation and benefits scheme in line with industry (fixed & variable pay, special "Deal by Deal" incentive, co-investment, and long term incentive plans.)
- Introduced and administered a performance measurement program to ensure alignment of staff's objectives with budget targets, monitored individual performance against the Firm's budget, provided analysis and insights on overall individual performance outcomes with the business.
- Continuous roll out of different employee engagement initiatives to enhance employee experience and "connection" with the Firm. Includes wellness programs to create more efficiencies in insurance plans.
- Launched and enhanced training program to improve utilization and ROI, and to ensure completion of regulatory mandated training such as AML and CPD for selected staff.
- Represented the Firm in Dubai Declaration and ADX initiatives geared towards promoting and reporting on sustainability in financial services.

CONSULTANCY AND ENTREPRENEURSHIP | Abu Dhabi / Dubai, UAE

Jan 2012 – Jun 2017

HR Consultant and Entrepreneur

- **Human Resources On-Site Transformation Consultant (limited contract term):** Provided on-site HR consulting services for the **National Reference Laboratory, managed by LabCorp** (a Mubadala Healthcare company). **Key Accomplishments:** Recruited key senior medical staff from overseas, created strategic partnerships for talent acquisition, reviewed / enhanced business proposals /contracts for outsourced staff, supported transition of a new UAE National HR Director into the company.
- **Human Resources and Operations Director/Co Founder:** Set up and managed an eCommerce business, **RBasketCompany.com** (an online business that offers customers with choices of customized gift hampers and delivery services directly to recipients in the UAE). **Key Accomplishments:** Managed outsourced staff / service providers, lawyers, and consultants, completed comprehensive market research, business plans and strategy, conducted presentations for potential investors, created and managed partnerships.

MASDAR | Abu Dhabi, UAE | *A Mubadala company focused on renewable energy investments*

Jun 2007 – Apr 2010

Corporate Human Resources Manager

- Set up and managed HR division covering all HR functions to support company's rapid growth into 4 major multi-billion dollar business units. Grew company to 430+ employees with 30% Nationalization target.
- Conducted comprehensive job evaluation and compensation benchmarking activities, established company reward scheme, inclusive of fixed pay, short term incentive plan, and long term incentive plan for executives (carried interest plan). The carried interest plan was based on private equity and venture capital practices to reward executives on investment returns above the approved hurdle rate.
- Provided staffing solutions and advice for immediate needs of spin-offs, Masdar Institute, and IRENA.
- Automated individual performance management and monitored alignment with corporate performance
- Implemented career development framework and a learning and development plan for all staff.
- Managed and launched a comprehensive HRMS (ORACLE), including payroll and employee self-service portal.

THE BANK OF NEW YORK CORPORATION | Syracuse, NY | *Listed global financial services firm*

Apr 2003 – Aug 2006

Manager of Human Resources

- Led mass recruitment campaign and staff onboarding for new branch in upstate NY (750+ staff)
- Managed bank's internship program and built relationships with universities in the upstate NY area.
- Introduced a comprehensive and competitive new retirement (401K) programs to all employees.
- Completed compensation projects including job benchmarking, job descriptions, and adjustments.
- Prepared and presented headcount, turnover analysis, and other special reports to upper management.
- Conducted employee attitude surveys/questionnaires to identify and report on areas of improvement.

ONEWORLD SOFTWARE SOLUTIONS | Amman, Jordan | *Private, global, US-based IT startup*

Nov 1999 – Feb 2002

Manager of Human Resources

Recruited IT professionals for company's five global offices from international market and grew company by 150% in first year. Led global resource allocation process to ensure proper staffing for all projects. Developed company-wide Career Development and Mentorship program. Managed the performance evaluation process to ensure timely, frequent feedback. Supported company in restructuring and change management.

Previous Experience

Manager of Human Resources and Administration, Computer and Engineering Bureau, Amman, Jordan
Personnel and Administrative Assistant, Center for Heart and Special Surgery, Amman, Jordan

Education

- B.S.B.A. International Business, University of Denver, CO, USA, June 1994
- SHRM-Senior Certified Professional (SHRM-SCP), SHRM, USA, December 2020
- Senior Professional in Human Resources- International Certification (SPHRi™), HRCI, USA, November 2020
- HR Digital Strategy, AIHR, Amsterdam, The Netherlands, May 2020
- HR Analytics Certificate, Cornell University, Ithaca, NY, USA, November 2019

Other

Languages: Fluent in Arabic, English, proficient in French

Memberships: *Society of Human Resource Management (SHRM), WorldatWork, Academy to Innovate HR (AIHR)*