Tariq Alessa

Strategic Workforce Planning

SUMMARY

Strategic workforce planning professional with 4+ years of experience in workforce planning, manpower forecasting, right-sizing, and strategic workforce studies across the telecommunications, government, and energy sectors, supporting large-scale organizations of 10,000+ employees. Skilled in headcount, turnover, FTE, and span of control analysis, with a proven ability to deliver actionable insights through advanced use of Power BI, Excel, and Python. Experienced in building multi-year workforce plans, scenario-based forecasts, and dynamic dashboards, and in preparing in-depth analytical reports for executive decision-making.

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EDUCATION

Bachelor's in Management Information Systems | 2016 – 2021

King Saud University

- GPA: 4.11

EXPERIENCE

Strategic Workforce Planning Principal | Aug 2026 – Present

Mobily (Etihad Etisalat Company)

- **Strategic Workforce Planning & Right-Sizing:** Support the development of the company's 3-year strategic workforce plan and headcount forecasts, translating business strategy into workforce demand. Conduct right-sizing assessments using workload drivers, FTE models, and productivity benchmarks.
- **Workforce Studies & Analysis:** Conduct in-depth analytical workforce studies, including a company-wide review of all activities and processes across business units, to map workload, identify duplication and overlap, and recommend opportunities to improve organizational efficiency.
- **Workforce Analytics & Reporting:** Lead the preparation of workforce reports and analyses, including recurring reports, ad-hoc analysis, and deep-dive studies on headcount, workforce cost, attrition, and productivity, delivering data-driven insights and executive presentations to senior leadership.

OD & Manpower Planning Lead Specialist | Jan 2025 – Jul 2026

Zakat, Tax and Customs Authority

- **Workforce Planning & Right-Sizing:** Developed and implemented a right-sizing model based on an activity- and location-based framework, incorporating FTE models and time standards, along with a 3-year strategic workforce plan using data-driven, scenario-based forecasting.
- **Workload Drivers & Analytics:** Reviewed workload drivers across organizational units using internal benchmarks and historical data to identify variance drivers, and evaluated span of control against targets to flag over/under-supervision and excess layers, improving organizational health.
- **Staffing Allocation & Deployment:** Built vacancy distribution and shift-scheduling models to allocate manpower across customs ports, airports, and land border crossings based on traffic volumes, operating hours, and seasonal demand peaks.
- **Dashboards & Automation:** Developed workforce dashboards in Power BI and Python ETL scripts to automate recurring reports, reducing manual effort and cycle time while improving data accuracy and decision speed.
- **Workforce Studies & Governance:** Conducted workforce studies to assess staffing needs, identify gaps, and recommend optimal sourcing strategies; developed supervisory governance frameworks (span of control and supervisory scope) aligned with organizational policies.

Workforce Planning Analyst | May 2022 – Dec 2024
Saudi Electricity Company

- **Workforce Analysis & Reporting:** Prepared comprehensive workforce reports with detailed analysis of turnover, headcount, retention, and Saudization.
- **Workforce Planning:** Conducted Full-Time Equivalent (FTE) calculations and supply and demand analyses, forecasting workforce supply by assessing current manpower, applying attrition rates, and evaluating future workforce needs.
- **Workforce Studies & Analysis:** Conducted workforce studies and benchmarking analyses to identify key trends and improvement opportunities, and performed critical job identification to highlight roles essential to operational success.
- **Visualization & Workforce Dashboards:** Developed interactive dashboards in Power BI and Excel that turned complex workforce data into clear insights for decision-makers.

PROJECTS

Workforce Right-Sizing
Zakat, Tax and Customs Authority

- Led the design and implementation of a right-sizing methodology across organizational units, conducting field visits to measure activity times and building an FTE-based framework to align workforce demand with operational and strategic objectives.

SEC Strategic Workforce Plan (2024 – 2028)
Saudi Electricity Company

- Developed a comprehensive 5-year workforce plan for Saudi Electricity Company (SEC), including supply and demand forecasting, manpower projections, and scenario-based workforce analytics. Led the workforce analysis and people analytics streams to guide strategic decisions.

Implementing SAP Analytics Cloud (SAC)
Saudi Electricity Company

- Led the Business Intelligence (BI) and analytics implementation in SAC, overseeing the full analytics stream. Designed dashboards, data models, and reporting frameworks to establish a centralized workforce analytics platform.

Automated Workforce Analytics Dashboard – SEC
Saudi Electricity Company

- Designed and developed a fully automated Power BI dashboard integrating data from multiple sources (5M+ records), covering headcount, turnover, and historical analysis, along with predictive models to forecast future workforce supply. Unified data pipelines with Python ETL into a single source of truth, cutting recurring report preparation time by more than 80%.

SKILLS

- **Workforce Planning**
- **Workforce Forecasting**
- **Right-Sizing & FTE**
- **Span of Control Analysis**
- **Data Analysis & Visualization**
- **Power BI**
- **Advanced Excel**
- **Stakeholder Management**
- **Python for HR Analytics**
- **Problem-Solving**
- **Fast Learning**
- **Teamwork**

CERTIFICATIONS

- **Certified Data Analytics Professional | Sep 2024**
  Google
- **Data Analytics Professional Certificate | Jun 2023**
  The KPI Institute

AWARD

- **Employee of the Year | 2023**
  Saudi Electricity Company