



# MOHAMAD REZA ZAMANI

Human Capital Specialist

## OVERVIEW

I assist companies in different sectors to manage and optimize different aspects of their most precious asset namely human capital. I help them to develop, attract, motivate, manage performance and retain their valuable talents through employer branding initiative and other human resource widely accepted functions and through applying cutting-edge new findings on HR domain.

## NATIONALITY

Iranian

## CURRENT RESIDENCE:

Iran

## AGE

35

## CONTACT

Cellphone:  
+98-911-7055581

LinkedIn  
<https://www.linkedin.com/in/mohamad-reza-zamani-phd-417b1342/>

EMAIL:  
Mr.zamani@hotmail.com

## HOBBIES

Reading  
Learning new subjects  
Swimming \_

## EDUCATION

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### **BA – Azad University**

2003 - 2007

Public Administration and Management – Average Score: 16.35/20

### **MA – University of Tehran – (The Biggest and Top Uni in Iran)**

2008 - 2011

Entrepreneurship (New Venture Creation) – Average Score: 16.15 /20

**Thesis:** Evaluating the effectiveness of technology transfer strategies in Iranian high-tech startups

### **PhD –University of Tehran - (The Biggest and Top Uni in Iran)**

2012 – 2019

Public Administration and Management (Human Resource Management) – Average Score: 17.19 /20

**Thesis:** Designing the employer brand scale for Iranian knowledge-intensive firms

## WORK EXPERIENCE

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### **University of Guilan - Lecturer**

2013–Present

Top University in North of Iran – Teaching Management courses for Undergraduate and graduate degrees

### **Tabavaran Consultancy Firm – Head of Human Resources Division**

2017 -2020

Providing Advisory to different firms on management, production and staffing issues

### **Kasra Paint Factory - Human Resource Manager**

2010 – 2013

50+ Company – Organizing various human resource functions

### **Various Public and Private Companies – Human Capital Advisor**

2017–Present

Advisory and consultancy to firms in public and private sector (esp. high-techs) on various HR challenges and optimizations.

## LANGUAGE PROFICIENCY

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**Persian** Native

**English** IELTS 7.5 (Equivalent)

**German** A2 (Equivalent)

## RESEARCH INTERESTS

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Knowledge-intensive firms, High-tech management, Technology entrepreneurship, NGO management, Public Interest Policymaking

## HR EXPERIENCE AND SKILLS

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- ✓ Design and Implementation of employer brand of the company
  - Structuring the employer value proposition
  - Design and implementation of talent attraction strategies
  - Design and implementation of talent retention initiatives
- ✓ Design and optimization of talent recruiting, selection and onboarding programs
- ✓ Design, implementation and optimization of training pre-intervention, training and post-training evaluation programs
- ✓ Performance evaluation and management through HRIS and gamification
- ✓ Employee emotional support (motivation, engagement, loyalty, emotional exhaustion, burnout, turnover management)
- ✓ Human-based capital improvement of the firm
- ✓ Designing and implementing the improved organization layoff programs
- ✓ Employee union and groups negotiation
- ✓ Managing compliance with local and international regulations

## SOFTWARE AND IT

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### Software Proficiency:

- ✓ Microsoft Office
- ✓ SPSS
- ✓ SPSS AMOS
- ✓ C# Programming Language