



Alina Shagidullina

Talent & Learning Partner

WORK EXPERIENCE

Zurich Insurance Group | Dubai, UAE

May 2025 - Present

HRBP

- Act as HR Business Partner for senior leaders across UAE, Qatar, and Bahrain, delivering strategic people advisory.
- Partner with leadership to drive talent, succession, and engagement strategies that enhance leadership strength and retention.
- Advise on employee relations and complex people matters across GCC countries, ensuring fair and compliant practices.

Amazon.com | Dubai, UAE

May 2020 - April 2025

HRBP

June 2023 - April 2025

- Acted as HR Business Partner for senior stakeholders across UAE, KSA, and Egypt, providing strategic people and organizational advisory focused on capability building and leadership effectiveness.
- Partnered with leaders to identify skill gaps, design targeted development plans, and strengthen succession and career growth pipelines across key functions.
- Led regional talent management initiatives, including performance reviews, promotions, and retention strategies, ensuring continuous development of high-potential employees.
- Supported culture and engagement programs to foster continuous learning, employee motivation, and team collaboration in fast-paced environments.
- Championed DEI efforts to create an inclusive environment that values growth, development, and equitable opportunities.
- Drove change management and organizational transformation projects, enabling smooth transitions through effective communication and leader enablement.
- Collaborated with cross-functional teams on onboarding and learning initiatives to accelerate new hire integration and performance.

HR Associate Partner

July 2021 - June 2023

- Managed regional engagement initiatives, fostering a culture of continuous learning and professional growth.
- Analyzed HR metrics and feedback to identify development needs and support leadership in enhancing team performance and retention.
- Supported workforce planning and capability-building initiatives to align talent development with business priorities.

HR Assistant

May 2020 - July 2021

- Designed and implemented a Rewards & Recognition program to enhance engagement, motivation, and continuous learning culture.
- Supported onboarding and orientation programs, ensuring effective knowledge transfer, employee integration, and early development.

SwissGulf Partners | Dubai, UAE

Mar 2019 - December 2019

Jr. IT Recruiter (temp. assignment)

- Supported Sr. Recruiter with sourcing, CV screening, job postings, and conducting interviews.

IT Sector | Kazan, Russia

November 2016 - November 2018

HR & Recruitment Experience

- Managed end-to-end recruitment for IT roles, including sourcing, interviewing, and onboarding.
- Developed and implemented hiring processes and induction programs, including 360° recruitment strategies and group education for interns.
- Organized events and initiatives to attract and engage IT talent, including IT festivals and university collaborations.
- Gained foundational HR and HSE knowledge through early generalist and internship experience.

SUMMARY

Strategic and people-driven HR professional with 9 years of experience in HR Business Partnering, Talent Management, and Employee Engagement within fast paced, multicultural environments. Passionate about learning and development, with a proven track record of coaching leaders, supporting career growth initiatives, and enhancing the employee experience. SHRM-CP certified (02/2025) and currently pursuing a Master's in Psychology to deepen expertise in adult learning, behavioral science, and leadership development. Seeking to leverage this unique combination of HR insight and passion for learning in an L&D-focused role.

CONTACT DETAILS



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United Arab Emirates

EDUCATION

Master's (MS) in Psychology

Arizona State University

2025 - 2027

Bachelor's in Management

Kazan National Research Technical University

2014 - 2019

LANGUAGES

- English (Advanced)
- Russian (Native)
- Arabic (Basic)