

# MOHAMMAD ALKANAKRI

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Assistant Manager People Advisory Services  
MENA HR, Immigration, Labour and GCC Social Security

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## PROFILE

With over a decade of experience in HR, immigration, labor, pension, and government compliance across the MENA region, I specialize in navigating complex regulatory landscapes for businesses and individuals. My core focus lies in UAE, KSA, and Jordan, where I've successfully guided clients through strategic workforce and mobility solutions. I began my career helping small businesses establish their presence in the UAE and have since advanced to leading multiple international clients at EY. Passionate about delivering tailored solutions, I combine deep regional expertise with a client-centric approach to ensure seamless compliance and operational success.

## CONTACT

+971-50-9010193

MOHAMMEDDRX@GMAIL.COM

## EDUCATION

Abu Dhabi University  
03/2014 – 07/2018

**Bachelors in civil engineering**

## SKILLS

-Advisory: provide guidance on international HR policies, immigration processes, social security obligations, and payroll considerations.

- Compliance support: Ensure adherence to labor laws, immigration regulations, social security requirements, and payroll compliance standards

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-Talent Acquisition & Onboarding

-Process Automation (AI/GenAI)

-Team Leadership & Training

-Project Management

- Government relationships

-Data Protection & Information Security

## EXPERIENCE

### **Ernst & Young – Assistant Manager – People Advisory Services**

01/2023 – current

- Support international companies with their global mobility challenges as they expand into the MENA region, covering immigration, social security, tax residency, payroll and labor law. As the primary point of contact, I lead regular client meetings to discuss strategic plans and proactively develop solutions that consider tax, social security, and other factors such as Emiratization. My role spans both advisory and execution—overseeing compliance and coordinating with relevant teams.
- Assist MENA-based headquarters with local compliance and international expansion. I collaborate with EY offices worldwide to provide clients with comprehensive insights on tax, social security, immigration, and payroll implications when deploying their workforce overseas.
- Build and train specialized teams to manage daily immigration and social security casework. This includes creating training materials, protocols, and guidebooks to ensure consistent, high-quality service delivery.
- Conducting due diligence for mergers and acquisitions by evaluating potential red flags related to labor law, social security, immigration, and payroll compliance within the target entity.
- Support the client HR teams in aligning the internal policies with UAE labour and immigration law. This includes designing new policies, auditing the current HR policies considering the applicable legislation and best market practice.
- Active role within the PAS recruitment team: interviewing new potential hires for our department and introducing them to EY policies and protocols.

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## **Certificates:**

### **Year 2025:**

AI Training on Copilot  
and agents creation  
Responsible Use of  
Microsoft 365 (M365)  
Copilot eLearning  
ChatGPT Generative AI  
For Business Leaders |  
Gen AI Primer

### **Year 2024:**

Ensuring Successful  
Presentation Delivery  
CAPM Exam Prep  
Seminar -Updated for the  
2023 CAPM Exam  
Data Protection and  
Information Security

### **Year 2023:**

Data Protection  
Fundamentals  
Anti Money Laundry  
essentials

## **LANGUAGE**

Arabic: mother tongue  
English: fluent

- Managing engagement financials and profitability, ensuring cost efficiency (e.g. by introducing and implementing automation initiatives)
- EY AI Champion with knowledge in creating AI agents and building automation process maps for IT team.

## **Sesam Business Consultants – Immigration Consultant**

09/2018 – 12/2022

- Managed all immigration and business-related cases, including Free Zone and Mainland setups, business visas, and family visas.
- Served as key account manager for large multinationals, supporting 800+ employees.
- Implemented operational improvements that reduced costs and improved profit margins.
- Oversaw employee enrollment and cancellation in UAE and GCC pension systems.
- Advised clients on labor law, immigration regulations, and compliance requirements.
- Coordinated with local and international HR teams and monitored PRO workflows for efficiency.
- Responsible for preparing the weekly company newsletters to inform clients on legislative updates.

## **Al Kanakri Typing Center**

08/2013 – 08/2018

I began my career in a family-run business, which laid the foundation for my expertise in global mobility. Starting with the basics—such as typing immigration applications and visiting government institutions as a Public Relations Officer (PRO)—I gradually developed my skills, knowledge, and experience. Over time, I took over the business and became its owner, assuming full responsibility for client acquisition, financial management, and overseeing the team's work. Leading the organization successfully gave me invaluable hands-on experience in managing operations and delivering client solutions. However, I recognized the importance of gaining exposure to larger international companies and deepening my understanding of the global mobility market. This led me to continue my journey to expand my expertise.