



Zeynep Mine Alptekin

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Professional Summary

Dynamic and results-driven Human Resources Executive with over 20 years of experience transforming organizational cultures and driving strategic HR excellence across multinational companies in retail, pharmaceutical, education, and infrastructure sectors. Adept at spearheading HR digitalization, optimizing workforce strategies, and fostering high-performing, inclusive environments. Recognized for delivering innovative solutions in Talent Management, Organizational Development, Labor Relations, and Change Management while serving as a strategic partner to the C-suite. Proven expertise in aligning HR strategies with business objectives, building sustainable workforces, and enabling operational excellence.

Core Competencies

Strategic HR Leadership, Digital HR, Career Management, Talent Acquisition & Development, Performance & Compensation Management, Organizational Design & Transformation, Executive Coaching & Succession Planning, Internal Communication & Culture Development, HR Technology

Professional Experience

Ipekyol Group – Fashion Retail Brands, Istanbul, Türkiye

Human Resources Director | Dec 2020 –August 2025

- Lead the **end-to-end HR function** for the organization, overseeing HR business partnering, talent management, and HR technology adoption.
- Spearheaded **Digital HR and Analytics transformation**, enhancing data-driven decision-making and operational efficiency.
- Designed and implemented **career management**, high-potential development programs, and company-wide **performance appraisal systems**.
- Successfully recruited senior executives, leveraging advanced HR technologies, resulting in improved retention and leadership pipeline quality.
- Championed **training and development initiatives**, fostering organizational growth and a high-performance culture.
- Manage a team of **30 HR professionals**, including 4 direct report managers, ensuring alignment with strategic objectives.

MEF University – Istanbul, Türkiye

Faculty Member, Human Resources Management | Sep 2019 – Present

- Delivered undergraduate and graduate courses on **Human Resources Management**, bridging academic theory with real-world HR practices.
- Specialize in **Digital HR**, Recruitment, and Organizational Development topics.

Metro Gross Market – Istanbul, Türkiye

Head of Human Resources | Jan 2018 – Dec 2020

- Directed HR operations across national and international offices, ensuring alignment with global standards.
- Implemented **flexible benefits frameworks** and led national **compensation and grading projects**.
- Designed and executed **talent management systems**, enabling leadership readiness and organizational scalability.
- Digitalized HR processes, enhancing efficiency and employee experience.

IC Holding Infra – Istanbul, Türkiye

HR Director | May 2017 – Dec 2017

- Standardized HR policies across subsidiaries and introduced a **performance-linked bonus structure**. Led **360° feedback initiatives** for senior leaders, driving a culture of accountability and development. Recruited and onboarded **C-level executives**, ensuring alignment with strategic objectives.

Actera Group (Soobe Retail Brand) – Istanbul, Türkiye

HR Director | Sep 2016 – May 2017

- Established the HR function for a **fast-growing retail startup**, supporting national and international expansion. Designed and implemented **HR infrastructure**, including recruitment, onboarding, and performance management systems. Built a **performance-driven culture**, aligning people strategy with business objectives.

D&R (Retail) – Istanbul, Türkiye

HR Director | Mar 2016 – Sep 2016

- Led HR reorganization efforts, supporting the company's **omnichannel retail transformation**. Established a company-wide **grading and job architecture system**, ensuring transparency and consistency. Introduced **career planning frameworks** to improve retention and internal mobility.

Toksöz Group – Istanbul, Türkiye, Italy, Spain

HR Director | *Sep 2012 – Mar 2016*

- Pernigotti Chocolate – Italy, Zumasol beverages- Spain, Sanovel Pharma, Montero baby food, Arven Biotech, Vinero Wine, Lera Presca Ice Cream
- Directed HR functions across **multiple industries**, including pharmaceuticals, confectionery, and beverages.
- Successfully integrated HR practices following major acquisitions in **Italy and Spain**.
- Built HR infrastructure from scratch, focusing on **talent management** and **leadership development**.

Sanofi Genzyme – Türkiye, Italy, Israel

HR Business Partner Manager | *Sep 2009 – Sep 2012*

- Established HR functions for the Turkey office, aligning with global HR strategies.
- Designed and implemented **competency-based frameworks** for job profiles and evaluation systems.
- Supported leadership teams in **change management** and **cultural integration initiatives**.

M.H. Alshaya Co. – Kuwait & GCC

People Potential Manager | *Aug 2005 – Sep 2009*

- Worked as Organizational Development Manager, based in Kuwait, responsible for the employees at UAE, Saudi Arabia, Qatar, and Oman.
- Designed and delivered **leadership training programs** across diverse markets in Fashion, Food, Coffee, and Pharmacy.
- Created and coordinated Assessment and Development Centers for the new hires and internal employees
- Interviewed candidates as the certified responsible for Wave international questionnaire
- Led executive talent assessments and regional succession planning initiatives.

JTI (Japan Tobacco International) – Türkiye

Training & Recruitment Manager | *Jan 2000 – Aug 2005*

- Designed and facilitated **competency-based training programs** aligned with organizational goals.
- Implemented global onboarding programs tailored to local cultural contexts.

Education

- **PhD in Public Relations & Communication** – Istanbul Ticaret University (2017 – 2021)
- **MA in Communication & Development Studies** – Ohio University, USA (1995 – 1997)
- **BA in Counseling Psychology** – Marmara University, Istanbul (1989 – 1993)

Languages

- English: **Fluent**
- Italian, Arabic, German: **Limited Working Proficiency**

Memberships

- Çağdaş Yaşamı Destekleme Foundation
- Bebek Lions Club
- C-Suite Leaders Group