

MOHAMMED KHADER GHANNAM

Commercial & Operations Director | Building Materials, Construction & Fit-Out | GCC

+966 546 567 666 | Moh_ghan@yahoo.com | linkedin.com/in/mohammed-ghannam86 | Al-Khobar, Saudi Arabia | Jordanian

EXECUTIVE SUMMARY

Commercial & Operations Director (MBA, B.Sc. Civil Engineering) with 16+ years of leadership across building materials, industrial products, construction, and fit-out sectors in Saudi Arabia, Kuwait, Bahrain, and the Levant. Currently leading a contracting firm with full P&L ownership. Proven track record in business growth, profitability improvement, and commercial leadership across regional markets, with strong experience in specification-driven sales, contractor relationships, and operational performance.

PROFESSIONAL EXPERIENCE

Business Development & Operations Director

April 2023 - Present

Tanasog Al Bina | General Contracting & Fit-Out | Saudi Arabia

- Hold full P&L accountability across contracting, fit-out, and building materials operations, leading a multi-functional organization.
- Established a bid governance framework with risk assessment and stage-gate reviews, contributing to 50% growth in awarded projects and stronger commercial discipline.
- Drove 8% gross margin improvement by restructuring procurement and renegotiating supplier contracts across all divisions.
- Oversee a portfolio of concurrent projects, managing budgets, resources, and key subcontractor and supplier relationships.
- Reduced execution rework through stronger coordination between design, procurement, and site teams, improving cost efficiency and delivery reliability.
- Strengthened management controls across bidding, project reporting, and commercial review to improve decision-making, margin discipline, and portfolio visibility.

Regional Manager - KSA, Kuwait, Bahrain & Levant

Aug 2015 - April 2023

Construction Specialties Inc. | Building Materials & Architectural Products | Saudi Arabia

- Directed full commercial strategy across Saudi Arabia, Kuwait, Bahrain, and the Levant, with total ownership of regional revenue, pricing architecture, and market penetration.
- Steered the projects negotiations and regional opportunity conversion via direct engagement with consultants, contractors, and key decision-makers on high-value infrastructure and commercial developments.
- Grew regional revenue by 40% in the first two years through targeted market expansion, vertical penetration, and enhanced commercial execution.
- Managed high-value accounts and established strategic partnerships with contractors, architects, and key stakeholders in the construction industry.
- Restructured pricing across 4 markets, improving gross margin by 10% without losing competitive positioning.
- Led and developed regional teams with clear accountability, performance management, and operational discipline.
- Collaborated cross-functionally with all departments, and senior leadership to ensure execution alignment, and client satisfaction.

Senior Business Development & Operations Manager

Jun 2011 – Aug 2015

Al Turki Group | Contracting & Industrial Services | Saudi Arabia

- Managed client development, commercial coordination, and operational delivery for an industrial services business unit serving major clients in the Eastern Province.
- Led end-to-end project coordination from technical approvals through execution, consistently delivering on schedule and strengthening repeat business performance.
- Directed project operations including team supervision, invoicing, and QA/QC across all projects, maintaining high service levels with no major client escalations.
- Strengthened the BD pipeline, leading to a 15% increase in repeat business through long-term client relationships and structured post-project follow-up.

Business Development Executive

2009 –2011

Space Structures Company | Pre-Engineered Buildings & Steel Structures | Saudi Arabia

- Managed the full bid cycle across industrial and commercial sectors, from lead generation and technical-commercial proposals through negotiation and award support.
- Developed early exposure to contractor-led project sales, industrial clients, and specification-driven opportunity development in Saudi Arabia.

KEY SKILLS

Business Unit Growth | Commercial Strategy, Tendering & Bid Governance | Building Materials & Industrial Product Sales | Regional Market Expansion & Key Account Development | Commercial Strategy Execution | Procurement, Cost Control & Margin Improvement | Contract & Commercial Risk | P&L Leadership | Organizational Development | Specification Sales & Consultant Relationships | Operational Leadership, Reporting & Performance Controls | Team Leadership & Multi-Country Performance Management | Digital & AI Expert

EDUCATION

Master of Business Administration (MBA) - University of London, UK	2022
B.Sc. Civil Engineering - University of Jordan, Amman	2009

CERTIFICATIONS & AFFILIATIONS

Saudi Council of Engineers | Jordan Engineers Association | Chartered Management Institute (CMI)
HR Management & Leadership Development | Advanced Sales Strategy (CS Inc.)