Migrations

2025



UAE Talent Summary

Logistics & Maritime

Native

Logistics

Talent Movements Summary 2025

45%

senior hires within Freight Forwarding & Contract Logistics

50%

hires at Director & above levels

45%

senior hires came from Asian nationality

20%

diversity hires

***Note:** The analysis is confined select talent pool within the mid to CXO level in the UAE for the year 2025.

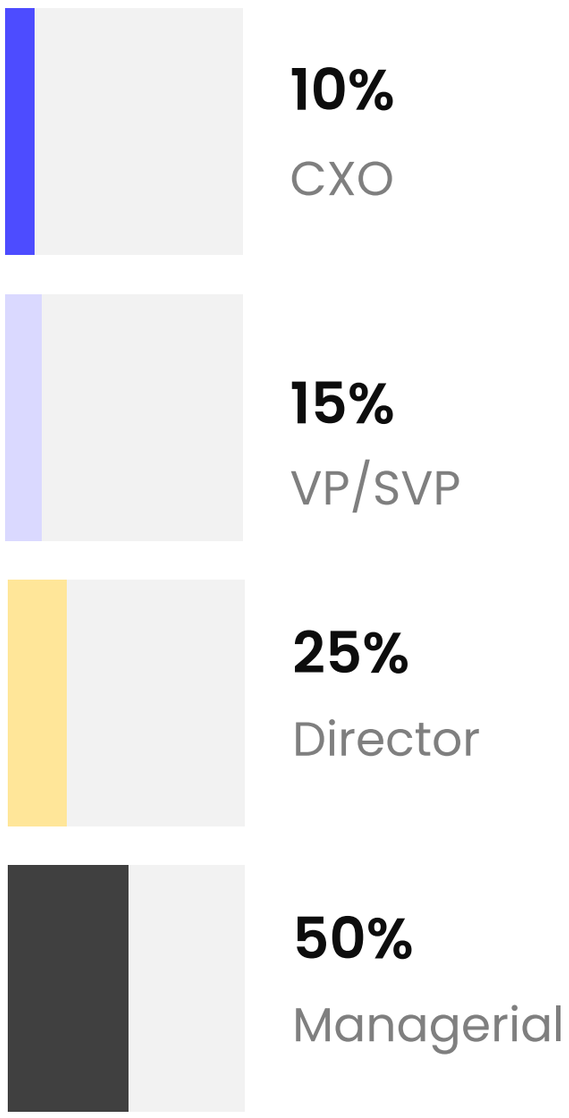
UAE: Logistics

Movements Analysis

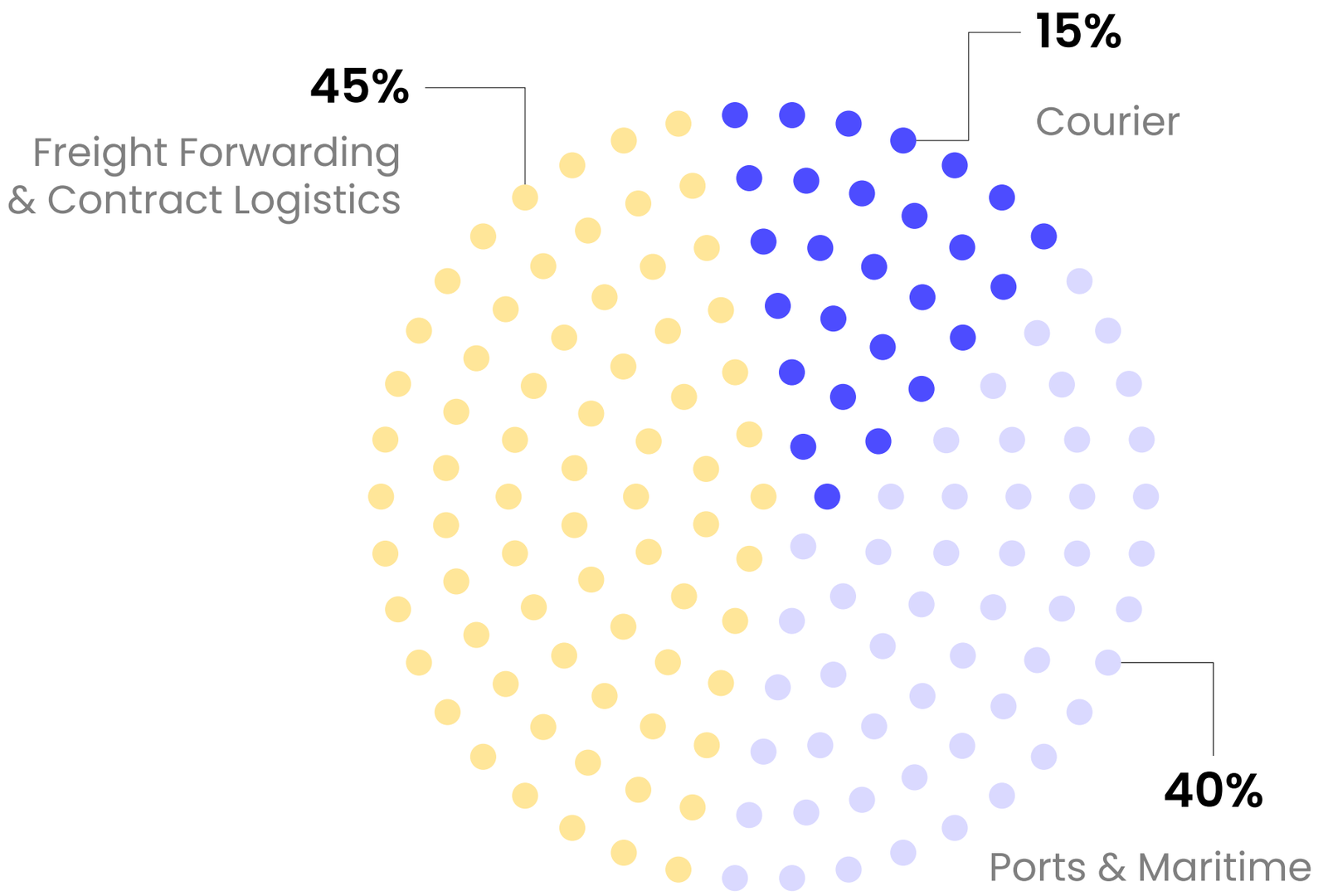
2025

Native

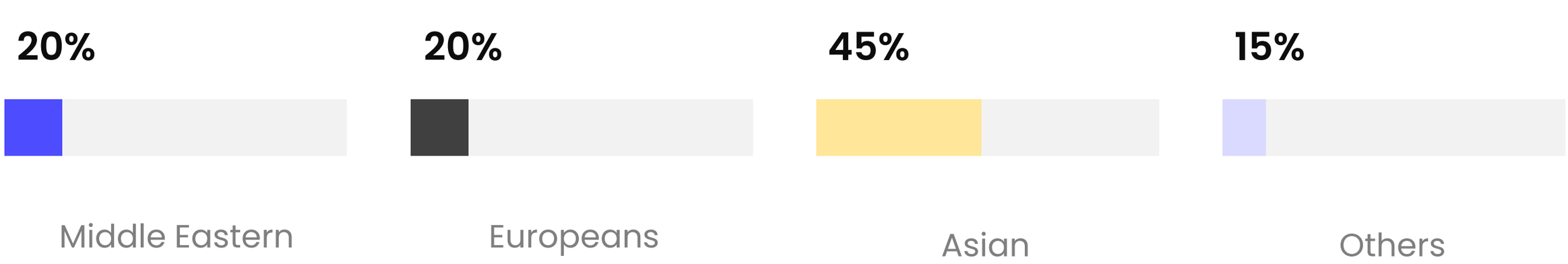
Seniority wise hiring split



Sector wise hiring split



Nationality wise movements



Gender Diversity

80% Male

20% Female

Insights

- Managerial roles account for 50% of movements
- Freight Forwarding & 3PL remains the dominant talent engine
- Asian professionals account for the largest share of leadership moves

UAE: Freight Forwarding & 3PL

Key Senior Movements

Native

2025

Arnold Le Roux Head – Logistics & Services Product [Ex-KONE]	**Matthias Kraus** Director - Freight Forwarding ME [Ex-DB Schenkar]	**Philippe Guettat** Interim CEO [Ex-Pernod Ricard]	**Mohammad Abdul Rauf** Regional Commercial Head [Ex-Expeditors]
Ras Masood Global Network Director [Ex-Reliance Freight Systems]	**Abdul Nasir** Head – Growth (Ocean Freight) [Ex-CEVA Logistics]	**Samira Korchi** Head – Airfreight [Ex-Kuehne + Nagel]	**Anuradha Rawat** Human Resources Director [Ex-DHL Global Forwarding]
Emirhan Turhan Global Director – KAM [Ex-WeFreight]	**Preeti Chowdhary** Global Finance – Project Manager [Ex-State Street Global Advisors]	**Gianmaria Beretti** GM – Fashion BU [Ex-Fiege Far East Holding]	**Martin Roberts** Director – Transportation [Ex-Momentum Logistics]
Priya Rajan District Customer Manager [Ex-Fount Flows]	**Michael Kurian** Head – Freight Trade Lane [Ex-Rohlig Logistics]	**Nihal Lambay** Group Director – Energy [Ex-Pentagon Freight]	**Monika Dziewinska** Regional Finance Manager, Middle East [Ex-Shawcor]
Amit Bablani Strategic Commercial Director – IMEA [Ex-DHL Global Forwarding]	**Mike Knobben** Head – Sales, UAE [Ex-CEVA Logistics]	**Vijesh Bharwada** Global CHRO [Ex-ECU Worldwide]	**Quinn Kurtz** General Counsel [Ex-AmCham Dubai]

UAE: Ports & Maritime

Key Senior Movements

Native

2025

Rafael Vicens VP – MPL, IMEA [Ex-DB Schenker]	**Abdulla Al Shehhi** Director Market Insights & Partnerships [Ex-Abu Dhabi Maritime]	**Mohit Chaturvedi** Director International Business Development [Ex-JM Baxi]	**Christoph Meier** VP – Communications [Ex-Swiss Port]
Mark Hawkes CFO [Ex-Petrochem Middle East]	**Beyza Alturk** Director – Risk Management [Ex-Deloitte]	**Chang Hang Choi** Director – Regional KAM (Tech) [Ex-DHL Global Forwarding]	**Hester Bennett** Senior Human Resources Business Partner [Ex-CJ logistics]
Maria-Fernanda Poveda Franco Director – Group Communications [Ex-Hapag Lloyd AG]	**Nihal Lambay** Group Director – Energy [Ex-Pentagon Freight Services]	**Marcel Botha – Mba** Commercial Director [Ex-Sonihull Ultrasonic Antifouling]	**Aju Abraham-Thomas** EVP & MD Marine & Logistics [Ex-Wilhelmsen Group]
Amila Vidanagamage Director – Network Operations [Ex-CMA CGM]	**Farid Belbouab** Group CEO [Ex-Meratus Group]	**Chandrasekar Santhanam** Regional Middle East M&R Management [Ex-Stellar Asia Logistics]	**Liz Ndaire Fcipd** VP – Human Resources [Ex-APM Terminals]
Jaya Desai VP – Marine Services [Ex-Wilhelmsen Group]	**Manish Seth** CEO [Ex-Arise is]	**Jon Mccarty** Commercial Director – Construction [Ex-KCPL]	**Mahesh Dakshinamoorthy B** COO [Ex-Mahesh Enterprises]

UAE: Courier

Key Senior Movements

2025

Native

Abdulaziz Al Kubaisi Supply Chain Leader	**Abhishek Sethi** Global Manager – Risk & Forensics	**Holger Schmid** VP – Risk & Compliance	**Clayton Meteyard** Global Insurance Director
[Ex-ADCAN Pharma]	[Ex-Landmark Group]	[Ex-AUDI]	[Ex-AGL]
Muna Alnuaimi Senior Director Strategic Programs	**Rajneesh Pal** Country Manager	**Joxily Kuriakose John** Manager – MEISA	**Jason Jacob** AVP – Special Projects
[Ex-Emirates Post Group]	[Ex-First Flight Couriers]	[Ex-DB Schenkar]	[Ex-First Flight Couriers]
Savin Sam VP – Growth & Commercial	**Muhammad Inam** RSM – Ecommerce & Express	**Tarek El Charif** RSM – Freight Forwarding	**Nour Chakif** Commercial Director
[Ex-Indian Army]	[Ex-The Net Global]	[Ex-Rail Direct]	[Ex-DHL]
Alex Dirdin Director – International BD	**George Abidaoud** Director – Logistics	**Hussein Abuiktish** CFO	**Wadih Mattar** Director – Commercial & Operations
[Ex-RSA Global]	[Ex-DEAL Group]	[Ex-Aramex]	[Ex-Kuehne + Nagel]

Contact Us

We back instincts with data, create perspective with context, and let experience guide the unexplored. We align purpose, ambition and values with an eye on the future. We call this our Informed Intuition. And we use it to seek that rare and powerful place where people and organizations grow, like it is the most natural thing to do .

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