



SONDES AMMAR

Head of Training Engineering Department | Learning & Development Specialist

Sousse, Tunisia | +216 53 837 973 | ammar.sonds@gmail.com | linkedin.com/in/ammamr-sondés-53aa178b/
Nationality: Tunisian | Driving License

PROFESSIONAL SUMMARY

Head of Training Engineering Department at STEG (Tunisian Company of Electricity and Gas) with over 7 years of experience in Learning & Development within the energy sector, including over 3 years leading end-to-end training coordination for 350 employees at Tunisia's largest electricity production facility. Expert in training needs identification, vocational training design and delivery, and stakeholder coordination across internal departments and external providers. Directly involved in ISO 9001 Quality Management, internal audit, and continuous improvement processes supporting Quality Assurance objectives, with strong awareness of workplace health & safety compliance. Brings a distinctive technical foundation as a former CAD Designer (Senior Technician) in aeronautical acoustic/thermal insulation, having worked on Airbus A380/ACJ programs. Proficient in Power BI reporting and actively engaged in AI-driven Learning & Development innovation.

CORE COMPETENCIES

Training Needs Identification & Assessment (TNA) • Training Coordination & Vocational Training • Learning & Development (L&D) Strategy • ISO 9001 Quality Management & Internal Audit • Risk Management & Continual Improvement Support • Health & Safety Compliance • Internal & External Stakeholder Coordination • Training Budget & KPI Monitoring • Project Management • Change Management • Power BI Reporting & Data Analysis • AI Tools & Digital Transformation Awareness

PROFESSIONAL EXPERIENCE

Head of Training Engineering Department

STEG – Sousse Electricity Production Group | Sousse, Tunisia | Dec 2022 – Present

- Identify training needs and define training priorities for 350 employees, in line with the strategic orientations of the Sousse Electricity Production Group.
- Coordinate the design, planning, and delivery of vocational training programs, ensuring alignment between operational needs and available training resources.
- Liaise with internal business departments and external training providers to clarify needs, define scope, and validate training content and delivery quality.
- Manage external provider relationships, including tender follow-up and quality control, to secure high-standard vocational training delivery.
- Support Quality Assurance and Continuous Improvement initiatives within an ISO 9001-certified environment, ensuring compliance with internal regulations and workplace health & safety requirements.
- Oversee the training budget and monitor performance indicators (KPIs) to evaluate training effectiveness and report outcomes to management.
- Manage training records and individual development plans for all employees, ensuring accurate tracking, traceability, and personalized follow-up of each training journey.
- Supervise and coordinate the follow-up of university and professional trainees, ensuring structured onboarding, monitoring, and personalized guidance throughout their training period.
- Actively participate in communication meetings with senior management to align training initiatives with organizational objectives.
- Appointed as GPEC Referent Member for the Strategic Workforce & Skills Planning Project (since Feb 2026), contributing to the identification of critical roles, competency mapping, and related workforce action plans.

Administrative Management Officer

STEG – Sousse Electricity Production Group | Sousse, Tunisia | Aug 2018 – Dec 2022

- Acted as Training Correspondent, coordinating training needs identification and implementing training actions aligned with business requirements — building the foundation of current L&D coordination expertise.
- Managed personnel administration and career development tracking, ensuring compliance with internal HR procedures.

CAD Designer – Aeronautical Thermal & Acoustic Insulation

Hutchinson | Sousse, Tunisia | Mar 2016 – Mar 2018

- Designed and studied thermal/acoustic insulation blankets for A380 and ACJ aircraft (CATIA V5) as Senior Technician (Draftsman/CAD Designer); validated drawings as checker/approver per Airbus quality standards.
- Managed FORM-A non-conformity reports and DQN deviations; completed an on-site installation mission at Airbus Toulouse (Aug 2016), reinforcing a strict quality and compliance mindset.

EARLY CAREER & INTERNSHIPS

Final-Year Internship

ICAR | Sousse, Tunisia | Feb – May 2015

- Design of two lifting tables for TATA ACE rear axle and front axle assembly, including load calculations and technical drawings (AutoCAD, SolidWorks).

Technical Internship

Sabena Technics | Monastir Airport, Tunisia | Aug 2014

- Assisted in aircraft main and nose wheel removal/installation, applying international aeronautical safety standards and AMM procedures.

Technical Internship

Aero Care | Tunisia | Jun 2014

- Studied aircraft weighing procedures for A320/A321 weight and balance calculations.

EDUCATION & CERTIFICATIONS

- Master's Degree in Digital Organizations Management (in progress) – Horizon School of Digital Technologies, Sousse | Since Sept 2025
- ISO 50001 Energy Management Training – Borj Cédria Training Center, Tunis | June 2025
- Carbon Footprint Assessment Training (Bilan Carbone) – Borj Cédria Training Center, Tunis | June 2025
- Training Engineering Certification – CIFEDE Formation, Tunis | March 2022
- Coaching Training Certificate – Declic Coaching, Monastir | Nov 2015
- Applied Bachelor's Degree in Electromechanics, specialization in Industrial Mechatronics – Institut Supérieur des Sciences Appliquées et de Technologie de Sousse | June 2015
- Internal Quality Auditor Certificate – ISO 9001:2008 & ISO 19011, High Tech Learning, Tunis | March 2015
- Quality Management Officer Certificate (RMQ) – ISO 9001:2008, High Tech Learning, Tunis | Feb 2015
- Business Creation Training Certificate – Pépinière de Sousse | Feb 2015
- Preparatory Cycle Certificate (1st Year 'MP') – Preparatory Institute for Engineering Studies of Monastir | June 2011
- Baccalaureate Diploma, Mathematics Track (Main Session) – Jammel Secondary School | June 2010

PROFESSIONAL DEVELOPMENT

- Workshop: "AI Agents for Business" — hands-on exposure to AI-driven tools and their application in enterprise Learning & Development (2026).
- Power BI: working knowledge of dashboard building and data reporting for training KPI tracking.
- Foundational knowledge of digital marketing principles, acquired through Master's coursework.

TECHNICAL SKILLS & IT TOOLS

- Data & Reporting: Power BI, MS Excel (advanced), KPI dashboards
- HR / ERP Systems: SIGA'GRH, Alpha, Amin, Simeg, Malek (STEG internal HR & management systems) — general ERP proficiency
- Design Software: CATIA V5, SolidWorks, AutoCAD, GILDA, DVise, Vault
- MS Office Suite: Word, Excel, PowerPoint
- Operating Systems: Windows, Android

SOFT SKILLS

Leadership • Team Management • Problem Solving • Communication • Pedagogical & Coaching Approach • Stakeholder Coordination • Analytical & Detail-Oriented • Proactive

LANGUAGES

Arabic — Native | French — C1 (Fluent) | English — C1 (Fluent)

INTERESTS

- Pedagogical innovation and digitalization of learning
- Conferences and workshops on skills development
- Community involvement: Founder & President of the "ISSATRONIC" club, ISSAT Sousse
- Entrepreneurship