

Nathalie Salame GM, COO - Healthcare



UAE Employment Visa



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Barsha, Dubai, UAE



LinkedIn



Resume Website

SKILLS

- Business Process Optimisation
- Cross-Departmental Coordination
- Staff Restructuring & Performance Systems
- Internal Audit & Risk Management
- Crisis Planning & Continuity Protocols
- Health Insurance & Claims Management
- Policy Development & Compliance Reporting
- Cultural Transformation & Change Leadership
- Corporate Governance & Executive Advisory

Technical Skills

- Software: AutoCAD (for technical understanding), MS Project, SAP ERP
- Compliance & Auditing Tools: Risk Management Frameworks, Internal Audit Systems
- Digital Transformation: HRMS, Procurement Systems, Facility Management Software

Industry Experience

- Healthcare & Medical
- MEP, Construction & Infrastructure
- Facilities Management
- Corporate Administration
- Group of Companies & Holding Structures
- Public Sector & Regulatory Bodies

PERSONAL INFO

Marital Status: Married
Children: 2
Age: 42
Driving License: Yes

LANGUAGES

English (Fluent)
Arabic (Fluent)
French (Fluent)

Strategic and results-oriented executive with **24+ years of leadership experience** in **healthcare operations, corporate administration, and business services management** in the UAE. Proven ability to streamline operations, manage high-compliance facilities, and lead cross-functional teams across HR, finance, and procurement.

Currently managing **two active UAE-based companies** under the ORPEA Middle East Group. Previously oversaw a total of **five entities across the region**, including three in the UAE (two mainland, one DIFC), one in KSA, and one in Bahrain. Delivered the **conversion of an outpatient unit into a 36-bed inpatient facility** in under six months and achieved a **reduction in insurance rejection rates from 40% to 5%** through system reform. Recognised for hands-on leadership and tangible results in **patient care operations, administration, and business support infrastructure**.

- Healthcare Operations & Clinical Support Management
- General Administration & Executive Leadership
- Budgeting & Financial Oversight
- HR, Talent Management & Organisational Design, Audit
- Regulatory Compliance (DHA, ISO, OHSAS, MOHRE)
- Strategic Planning & Operational Streamlining
- CARF Standards and Compliance

- Multi-Entry Governance & Holding Group Oversight
- Facilities Management & Risk Mitigation
- Procurement & Vendor Negotiations
- Stakeholder Engagement & Government Liaison
- IFRS Standards & UAE Tax Compliance
- Corporate Governance & Board Advisory
- JCI Accreditation Preparation & Clinical Quality Oversight

Career Overview:



General Manager

ORPEA Middle East (Healthcare & Medical) | Dubai, UAE | 2021 – Present
ORPEA Middle East Investments LLC (Healthcare Investments)
(formerly Dubai Physiotherapy & Rehabilitation Center LLC) *Healthcare & Medical*



Deputy Director – Technical & Operations

ORPEA Middle East (Healthcare & Medical) | Dubai, UAE | 2021 - 2022



Head of Business & Technical Operations | Corporate Services Lead

Albanian International Electromechanical Works | Dubai, UAE | 2005 – 2021



Finance, Quality Control & Audit Specialist

Early Career Experience | Lebanon | 2001 - 2005

Education, Certifications & Professional Affiliations:

Bachelor of Applied Accounting & Audit Studies

SSCC Cortbawi | Adma, Lebanon | 2001 - 2004

Advanced Diploma in Commercial & Business Foundations

SSCC Cortbawi | Adma, Lebanon | 1999 - 2001

CERTIFICATIONS & COMPLIANCE

Certified: ISO 9001:2015 – Quality Management Systems

Certified: ISO 45001:2018 – Occupational Health & Safety Management Systems

Certified: BS OHSAS 18001:2007 – Occupational Health & Safety Mgt. Systems

Integrated Management System (IMS) Implementer

Project Management Professional (PMP – In Progress)

EXECUTIVE CAREER ACHIEVEMENTS

- Scaled a regional engineering group from 140 to over 3,000 employees, building HR, finance, and administration from the ground up.
- Delivered 160+ MEP, infrastructure, and healthcare projects across the UAE over a 24-year career.
- Converted a 36-bed inpatient rehabilitation facility in under 6 months - managing full execution, compliance, and staffing.
- Onboarded 7+ health insurance companies, enabling direct billing access and boosting market reach.
- Reduced insurance rejection rates from 40% to 5% by standardising treatment documentation and approval protocols across key providers including Enaya, Saada, Nextcare, Daman, Almadallah, MSH, NAS, and Neuron.
- Reduced patient no-show rate from 25% to 2% through effective follow-ups & reminders.
- Negotiated over AED 1.2 billion in contracts across healthcare, utilities, and MEP/construction.
- Achieved 100% audit compliance with DHA, Dubai Municipality, Civil Defense, and MOHRE inspections.

General Manager | Healthcare Operations Manager | Chief Administrative Officer | Corporate Services Director | Head of Business Operations | Senior Facilities & Administration Manager | Chief Operating Officer | Director of Administration | Head of Business Services

Work Experience | Career Journey:

GENERAL MANAGER

DUBAI, UAE | 2021–PRESENT

CHIEF OPERATING OFFICER | DIRECTOR OF CLINICAL OPERATIONS | FACILITY DIRECTOR

ORPEA Middle East (Healthcare and Medical) | EMEIS Group | *Healthcare & Medical industry*

ORPEA Middle East Investments LLC (Healthcare Investments)

ORPEA Middle East Health Consultancies LLC | (formerly Dubai Physiotherapy & Rehabilitation Center LLC)

Reporting to: Group CEO (France) and Regional CEO (Dubai)
Company Size: Over 78,000 employees worldwide across 20+ countries (Global Group)
Team Size: 13 (holding company: UAE, KSA, Bahrain) + 90 at physiotherapy center (60 in-house, 30 outsourced), with corporate support from France & Italy.

- **Strategic Operations Leadership:** Directs end-to-end operations across ORPEA's licensed healthcare entities in the UAE, DIFC, and GCC (KSA and Bahrain), with oversight of corporate services, clinical support, finance, and administrative units.
- **Regulatory Compliance Management:** Leads all facility interactions with DHA, Civil Defense, and MOHRE to ensure ongoing operational licenses, medical approvals, and audit readiness.
- **People Leadership & Organisational Development:** Oversees over 150 staff across clinical and support functions, including performance planning, restructuring, and cross-functional development.
- **Health Insurance & Revenue Cycle Oversight:** Collaborates with revenue teams and insurance providers to ensure streamlined approval cycles, reduce denials, and enhance claim reimbursement efficiency.
- **Policy & Systems Integration:** Spearheads implementation of ISO-based policies, IMS compliance, and procedural frameworks aligned with healthcare regulation and corporate standards.

Key Achievements:

- Converted an outpatient unit into a 36-bed inpatient rehabilitation facility in under six months.
- Reduced insurance rejection rates from 40% to 5% by standardising case documentation and treatment records.
- Achieved 100% compliance during inspections from DHA, Civil Defense, and MOHRE.
- Implemented ISO-based Integrated Management System to elevate operational standards.
- Designed and rolled out KPI frameworks for each department to support executive reporting.

DEPUTY DIRECTOR – TECHNICAL & OPERATIONS

DUBAI, UAE | 2021–2024

DIRECTOR OF OPERATIONS | HEAD OF TECHNICAL SERVICES | HEALTHCARE FACILITIES LEAD

ORPEA Middle East | *Healthcare & Medical*

Reporting to: Group CEO (France)
Company Size: Approx. 3,000 employees (Group)
Team Size: 80+ employees

- **Project Development & Expansion:** Supported the executive board in developing new healthcare facilities and managing technical and operational scope across rehabilitation projects.
- **Construction & Facility Handover:** Oversaw project coordination, vendor management, and licensing to ensure timely facility setup and delivery within regulatory constraints.
- **Patient Engagement & Attendance Improvement:** Cut patient no-show rate from 25% to 2% via follow-ups and reminders.
- **Stakeholder Management:** Acted as liaison with DHA, municipality departments, fire safety authorities, and insurance companies for operational approval and commercial launch.
- **SOP Development:** Designed operational procedures across patient intake, transfer, discharge, and clinical handover in collaboration with quality and nursing leadership.
- **Compliance Assurance:** Conducted regulatory mapping exercises, internal audits, and risk mitigation workshops to prepare teams for DHA audits and post-launch inspections.
- **Cybersecurity Awareness & Compliance Training:** Conducted MetaCompliance training on cybersecurity and phishing e-learning platforms.

Key Achievements:

- Led multidisciplinary team through design, approval, and staffing of new rehabilitation centre.
- Coordinated with DHA and insurance bodies to establish centre recognition and claims readiness.
- Onboarded 7+ insurance providers to enable direct billing and improved admissions capability.
- Developed SOPs and safety frameworks in line with UAE healthcare mandates.
- Provided strategic reporting to board and liaised with global counterparts on investment matters.

Additional Contributions & Committee Roles:

- **Events & Training:** Organised the **Multiple Sclerosis Conference 2022** and **Annual Seminar on Sports Injury Prevention & Management 2023** (both CME-accredited by DHA); prepared for the event and served on the Training & Education Committee.
- **Industry Representation:** Exhibitor, presenter, and construction overseer at **Arab Health Exhibition & Congress 2022**.
- **Committee Memberships:** Member of the **Governance & Directorship Committee**, **Facility Management & Safety Committee**, and **CARF Accreditation Committee** for the center (**CARF Champion**).

Albanian International Electromechanical Works | MEP, Construction & Infrastructure

Reporting to: Chairman & Board of Directors
Company Size: Approx. 3,000+ employees (UAE-wide)

Team Size: 120+ staff

- **Corporate Services Management:** Oversaw administration, HR, and compliance structures for a regional MEP and infrastructure group scaling from 140 to over 3,000 staff across Jordan, Lebanon, Nigeria, and Saudi Arabia.
- **Project Operations & Delivery:** Directed technical and project execution across infrastructure, residential, and commercial sectors, coordinating end-to-end lifecycle activities.
- **HR & Talent Development:** Established HR frameworks, onboarding systems, training procedures, and performance appraisal tools to support long-term workforce growth.
- **Procurement & Contracts:** Led commercial vendor negotiations and procurement processes for multi-million-dirham infrastructure packages across UAE.
- **Financial Compliance:** Ensured all reporting, budgeting, and procurement activities were aligned with IFRS and UAE tax standards, including early-stage VAT adoption protocols.

Key Achievements:

- Scaled the company from 140 to 3,000+ staff by building HR, finance, and admin divisions.
- Negotiated over AED 1.2 billion in contracts across commercial, government, and infrastructure sectors.
- Implemented BS OHSAS 18001 in 2007, laying the foundation for structured safety management.
- Achieved and implemented ISO 9001 certification twice – initially in 2007 and successfully recertified in 2015.
- Achieved and implemented ISO 14001:2015 certification, strengthening occupational health and safety protocols.
- Delivered over 160 MEP and infrastructure projects, including residential, commercial, and utility-based developments.
- Implemented digital procurement and payroll systems, reducing manual workload by 40%.
- Negotiated over 60 major contracts valued at AED 1.2 billion with public and private sector clients.

EARLY CAREER EXPERIENCE**Responsibilities:**

- Conducted internal audits and assisted in preparing risk assessment reports for finance-driven departments.
- Supported the implementation and documentation of ISO 9001:2000 quality management systems.
- Monitored compliance procedures and assisted with internal policy development.
- Participated in quality control reviews, data analysis, and operational workflow improvements.
- Collaborated with auditors and quality teams to track vendor and procurement-related compliance.

Key Achievements:

- Successfully supported ISO accreditation audits, helping one SME achieve first-time certification — the first hospital in Lebanon to be accredited at that time in 2005.
- Streamlined audit documentation processes, improving internal review efficiency by 25%.
- Developed standard operating procedures (SOPs) adopted across three departments.

TECHNICAL TOOLS & PLATFORMS

SAP ERP	Enterprise resource planning across operations and procurement.
HRMS / Oracle HR Cloud	Human resource management and compliance workflows
Bayzat	Cloud-based HR and payroll management software.
MS Project	Project planning, scheduling, and resource alignment
Primavera	Enterprise project portfolio management including risk and schedule control.
AutoCAD (Review Level)	Reviewing engineering layouts and technical schematics
Sage / Tally ERP	Financial management and procurement reconciliation
DocuWare / SharePoint	Document control, archiving, and cross-team collaboration
QuickBooks / Zoho Books / Xero	Finance, audit trail, and SME-level accounting platforms
Zoho People / Zoho Creator	HR automation, custom workflows, and approval routing
Power BI	KPI dashboard creation and data-driven performance reporting
Board (CPM Software)	Corporate Performance Management & business intelligence dashboards.
Oracle HFM	Financial consolidation and reporting using Hyperion Financial Management.
ISO Tracker / IMS Audit Software	Quality and Safety Compliance Tools
MetaCompliance	Cybersecurity awareness and eLearning platform for risk mitigation.
EPIC – Salama	Unified healthcare system for streamlining procedures and accessing patient data.
Office365 / Google Workspace	Cloud-based productivity tools for cross-company collaboration
Asana / Trello	Project and task management for team coordination
Slack / MS Teams	Cross-functional communication and real-time updates
JIRA (light use)	Workflow follow-up in facility and IT integration contexts
DEWA / DHA / DIFC e-Portals	Licensing, inspection tracking, regulatory and authority submissions.
FTA e-Services Portal	VAT filing and compliance with UAE Federal Tax Authority

1. General Manager – Healthcare Group or Multi-Entity Holding

Why? With 24+ years of experience scaling companies and managing cross-functional teams in healthcare and infrastructure, I am positioned to lead enterprise operations across UAE-based medical entities. My track record includes regulatory compliance (DHA, MOHRE), HR/finance/procurement alignment, and organisational growth — making me ideal to oversee multi-site operations and deliver measurable performance outcomes.

2. Head of Corporate Services – Group of Companies

Why? My strength in corporate governance, compliance, and operational structuring makes me a strong candidate to lead corporate services across entities. I have built departments from the ground up, including HR, admin, and procurement, and have navigated audits and reporting for holding structures. I bring a unique blend of strategy and operational clarity to executive teams.

3. Healthcare Operations Manager – Medical Institutions

Why? With deep exposure to the regulatory ecosystem in Dubai’s healthcare landscape, I bring executive-level oversight to facility licensing, clinical operations, and insurance onboarding. I successfully converted and expanded an outpatient centre to a licensed inpatient medical facility, achieving full compliance and operational excellence.

4. Director of Administration & Facilities – MEP or Healthcare Sector

Why? My MEP and infrastructure leadership experience across 160+ projects, combined with ISO/OHSAS certifications, positions me to manage facilities and back-office systems with precision. I have led internal audits, vendor negotiations, and organisational scale-ups in highly regulated, safety-driven environments.

5. Head of Operations – Public Sector Entity or Semi-Government

Why? I bring fluency in dealing with government authorities, including Civil Defense, DHA, and MOHRE, and can lead cross-functional teams in regulated environments. My background in operational risk mitigation, SOP creation, and performance benchmarking enables me to modernise internal systems and align departments with strategic KPIs.

6. Director of Compliance & Quality – Multinational or Healthcare

Why? I am certified in ISO 9001, ISO 45001, and BS OHSAS 18001, and have implemented Integrated Management Systems across multiple entities. My leadership in audit readiness, SOP frameworks, and regulatory inspections makes me ideal for roles requiring continuous quality improvement and internal policy leadership.

7. Chief Administrative Officer – Private Equity or Investment Portfolio

Why? I have successfully managed multiple legal entities under a holding group, aligned reporting to regional and global CEOs, and provided strategic input across HR, finance, and compliance. My ability to merge executive strategy with administrative execution makes me well-suited for CAO roles supporting portfolio efficiency and corporate oversight.

NOTICE PERIOD & AVAILABILITY

Available to transition with 1-month notice. Open to relocation within the UAE for the right opportunity.

RECOMMENDATIONS

Recommend Nathalie



Recommendation from Konstantina Kotsifi

Role: Physical Medicine & Rehabilitation Specialist

Company: Dubai Physiotherapy and Rehabilitation Center

Relationship: Worked with me on different teams (March 21, 2025)

LinkedIn: 2nd degree connection

"It's with great pleasure I write a recommendation for Ms. Natalie Karam, as we worked together in Dubai Physiotherapy and Rehabilitation Center for two years. Natalie always demonstrated high expertise in her role as Administrator Manager and Deputy Director and has been very helpful to others, always finding effective ways to improve the organisation and the results of the team. She has a kind and caring personality, and she is always willing to assist others. Natalie was always demonstrating appreciation for the efforts of the team. I am confident in her high level of service and commitment and wish her all the best, knowing that she will continue to work exceptionally and with her unique team player spirit!"



Recommendation from Zahra Al Jabry

Role: Healthcare Quality, Risk Management and Patient Safety Professional

Company: Dubai Physiotherapy and Rehabilitation Center

Relationship: Worked with me on the same team (March 16, 2025)

LinkedIn: 2nd degree connection

"I had the pleasure of working closely with Nathalie Karam at Dubai Physiotherapy and Rehabilitation Center for 2 years, where she demonstrated an exceptional ability to excel in various projects, tasks and responsibilities. She meticulously worked with me on CARF accreditation project, where she was instrumental in developing the administration and operational policies and procedures.

During our time working together, she consistently exhibited natural leadership skills, effortlessly guiding her peers and contributing significantly to the success of our team. Her keen attention to detail and dedication to achieving excellence made her a crucial asset to the operation of the center.

Nathalie is a highly motivated and dependable individual who can seamlessly juggle multiple tasks while maintaining a high standard of work. Her problem-solving abilities and innovative thinking have led to the successful completion of several challenging projects and assignments. Furthermore, her strong interpersonal skills and collaborative approach have fostered a positive and productive work environment. She is always willing to lend a helping hand and share her knowledge, which has greatly benefited the team and contributed to the overall success of DPRC.

In summary, I wholeheartedly endorse Mrs. Nathalie Karam as an outstanding professional whose intelligence, diligence, and compassion make her an exceptional candidate for any position. I have no doubt that she will continue to excel and make a meaningful impact wherever she goes."



Recommendation from [Laila Zeid](#)

Role: Physiotherapist

Company: Mediclinic City Hospital, Mediclinic ME

Relationship: Laila and I worked together at Orpea ME; I was in a senior role but not her direct manager. (March 14, 2025)

LinkedIn: 2nd degree connection

"I worked as a physiotherapist for Orpea ME when Nathalie was the Managing Director there, and I couldn't recommend her enough. She is one of the most efficient and capable managers I've known. Nathalie always had the employees' backs in all matters — I felt reassured knowing I could go to her for support.

She consistently gave her all to ensure we were well taken care of, all while maintaining high team productivity. Nathalie was truly the heart of our team at Orpea.

I recommend her wholeheartedly to anyone considering her for a leadership position. She brings not only skill and competence but also genuine care for her people."



Recommendation from [Muhammad Bilal](#)

Role: Procurement Administrator / Certified Data Analyst / Administrative Executive / Core Projects / Budgeting

Company: Albonian International

Relationship: Reported directly to me during our four years working together (March 13, 2025).

LinkedIn: 2nd degree connection

"I had the pleasure of working with Miss Nathalie Karam for four years at Albonian International. During that time, she demonstrated exceptional leadership, strong problem-solving abilities, and an unwavering commitment to supporting her team's growth. Nathalie naturally fostered a positive work environment, always leading with integrity, empathy, and a clear vision.

Her guidance was invaluable, equipping me with the tools and knowledge to excel in my role. She strikes a rare balance between strategic thinking and hands-on involvement, making her an inspiring and motivating leader. I truly appreciated her approach to mentorship—always listening, offering constructive feedback, and celebrating team successes.

I highly recommend Miss Nathalie Karam for any leadership position, as her expertise and dedication would be an asset to any organisation."



Recommendation from Hala Elkot, BCPS, BCIDP

Role: Pharmacist in-charge, DHA license pharmacotherapist

Company: ORPEA ME

Relationship: Hala and I worked together at Orpea ME; I was in a senior role but not her direct manager. (March 12, 2025).

LinkedIn: 2nd degree connection

"Nathalie consistently demonstrated strong leadership, fostering a positive and collaborative work environment. She effectively managed a diverse team, ensuring that every member felt valued and supported. Her ability to resolve conflicts and motivate staff played a vital role in maintaining high morale and productivity."

During her time as Deputy Director, the facility operated seamlessly. Nathalie implemented efficient workflows, streamlined operational processes, and ensured full compliance with industry standards. Her attention to detail and proactive problem-solving approach greatly enhanced the overall patient experience.

She placed a clear focus on patient satisfaction and care quality, launching initiatives that strengthened patient engagement and communication. Her dedication to creating a welcoming and supportive environment was reflected in the consistent positive feedback from patients.

Nathalie also played a strategic role in the facility's growth. She identified key areas for improvement, introduced innovative solutions, and successfully led projects that elevated our services.

Her professionalism, integrity, and work ethic set a high standard. Always approachable and dependable, Nathalie went above and beyond to support both staff and patients. Her contributions left a lasting impact.

I highly recommend Nathalie for any future leadership role. Her dedication, strategic insight, and human-centric leadership ensure she will continue to thrive and inspire those around her."



Recommendation from Mundakkal Antony Job

Role: Chief Compliance Officer

Company: Albonian International Electromechanical Works & Construction LLC

Relationship: Senior to me during our 15 years together; we worked closely but he was not my direct manager. (March 12, 2025).

LinkedIn: 2nd degree connection

"I had the pleasure of working with Nathalie Karam Salame from 2007 to 2022 at Al Bonian International Electromechanical Works & Construction LLC. She was truly the backbone of the company, ensuring that all processes were managed efficiently and accurately — from the tender process through to project handover."

Nathalie was instrumental in developing and formalising company processes and procedures, and played a key role in achieving ISO 9001 certification. She consistently approached new challenges with a mindset that nothing was impossible, and always delivered what was required. She's a results-driven professional who acts more than she speaks."

Her ability to solve problems, lead teams, and apply creative thinking has always stood out. Nathalie is a dependable, impactful leader with strong team-building skills.

She would be a true asset to any organisation, and I wholeheartedly recommend her. For further details, I can be contacted at rajjob@gmail.com or on +971 50 652 4882."



Recommendation from [Tony Karam](#) BE CS, MCSE, CCNA, CEH, PMP®

Role: IT & Helpdesk Manager

Company: Albonian International Electromechanical Works & Construction LLC

Relationship: Worked with me for 16 years on cross-functional initiatives (March 10, 2025).

LinkedIn: 1st degree connection

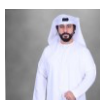
"It is my pleasure to recommend Mrs. Nathalie Salame, with whom I worked closely for approximately 16 years at Albonian International. Her professionalism, leadership, and organisational skills make her an invaluable asset to any team.

Nathalie consistently managed administrative operations with efficiency and precision, ensuring seamless coordination across departments. Her attention to detail, problem-solving mindset, and proactive approach were vital in maintaining smooth operations.

We collaborated on numerous IT-related initiatives, including ERP and HRM implementations, server security processes, and policy enforcement. Nathalie was always open to innovation and quick to adopt technology-driven solutions that enhanced overall productivity.

Beyond her technical and managerial strengths, she brought a positive, professional attitude to the workplace and was always willing to go the extra mile to support others.

I fully recommend Nathalie for any leadership or administrative role requiring strategic thinking, operational excellence, and a collaborative spirit."



Recommendation from [Khalid Albaloshi](#)

Role: Patient Relations Manager

Company: ORPEA ME

Relationship: Reported directly to me (March 10, 2025).

LinkedIn: 2nd degree connection

"I highly recommend Nathalie, who excelled as both HR Director and Administration Manager / Deputy Director. She is a strategic leader with exceptional organisational skills, balancing employee needs with business goals.

Her ability to foster a positive work culture, manage complex executive tasks, and drive operational efficiency made her an invaluable asset to our organisation.

Nathalie's professionalism, reliability, and leadership make her a tremendous addition to any team. I have no doubt she will bring great value to her next role."



Recommendation from [Amir Abdullah Mir](#)

Role: Administration, Business Development, Logistics, Talent Acquisition, Operations, Supply Chain, Compensation & Benefits Administration

Company: Albonian International Electromechanical Works & Construction LLC

Relationship: Worked with me on the same team for 14 years (March 10, 2025).

LinkedIn: 2nd degree connection

“A kind-hearted human, an exceptional professional, and a true asset to any team — that’s Nathalie Salame.

I had the privilege of working alongside Nathalie for 14 years, and I can confidently say she is one of the most dedicated, hardworking professionals I’ve ever met. She was a constant source of motivation, especially during the early days of my career.

Her work ethic is unmatched. She consistently delivered outstanding results and set a high standard that inspired the rest of us to aim higher. We often referred to her as ‘the Dinosaur’ — a rare breed of professional whose integrity, attention to detail, and ability to manage multiple responsibilities with grace are hard to find today.

Nathalie is not only a skilled and results-driven professional but also a team player who brings positivity, collaboration, and a strong sense of ethics to every situation. She is a trusted colleague and a supportive friend who leaves a lasting impression on both work and people.

I wholeheartedly recommend Nathalie to any organisation seeking a reliable, inspiring, and high-performing professional. She will undoubtedly be a valuable asset to any team.”

Recommendation from [Mohammed ALShahrani](#)

Role: Senior Occupational Therapist

Company: Dubai Physiotherapy & Rehabilitation Centre

Relationship: Mohammed and I worked together at Orpea ME; I was in a senior role but not his direct manager.

LinkedIn: 2nd degree connection

“I have no doubt that Ms. Nathali will bring immense value to any team or organization she joins. I strongly recommend her for any leadership or managerial position, confident that she will exceed expectations and contribute significantly to the success of any endeavour.”



Recommendation from [Doyline Dsouza](#)

Role: Registered Nurse

Company: Dubai Health

Relationship: Doyline and I worked together at Orpea ME; I was in a senior role but not her direct manager.

LinkedIn: 2nd degree connection

"It is my honour to recommend Nathalie Salame Karam. I had the pleasure of working closely with her for three years at Dubai Physiotherapy and Rehabilitation Center (DPRC), part of Orpea Middle East LLC. During this time, Nathalie demonstrated exceptional dedication, skills, and leadership.

She served in multiple roles — Assistant Director, Manager, and Coordinator — consistently delivering creative solutions to complex challenges. Her ability to think outside the box, pay close attention to detail, and go above and beyond ensured that all tasks were completed on time and to the highest standard.

Nathalie is both a fantastic team player and a natural leader. She motivates and inspires those around her, which consistently leads to outstanding results. Her collaborative spirit and ability to work seamlessly with people from diverse backgrounds are truly commendable.

I highly recommend Nathalie Karam. She will undoubtedly be a valuable asset to any organisation she joins. Please feel free to contact me should you need any further information."



Recommendation from [Guillaume HUART](#)

Role: CEO – Orpea Middle East

Company: ORPEA Middle East Investment LLC

Relationship: Guillaume and I worked together for 4 years at ORPEA ME Holding and DPRC Rehab Center (Al Safa 2, Dubai)

LinkedIn: 1st degree connection

"I am writing to wholeheartedly recommend Nathalie KARAM SALAME for any executive position. I have had the pleasure of working alongside Nathalie for 4 years at our Holding Company ORPEA Middle East Investment LLC and our Operational Company DPRC Rehabilitation Center LLC, and I can confidently say that she is among the most outstanding professionals I have encountered in my career.

During our time together, Nathalie has consistently demonstrated exceptional skills in project planning, operations management, and all executive tasks. Her ability in problem-solving, leadership, and creativity was particularly impressive. For example, she seamlessly evolved from an Executive Assistant to Head of Administration, and later to Deputy Director of our rehabilitation hospital in Al Safa 2, Dubai — all within just 18 months.

Furthermore, Nathalie possesses remarkable interpersonal skills. She has a unique ability to foster collaboration and create a positive working environment, making her not only a respected colleague but also a trusted friend to many on the team. Her commitment to ORPEA Middle East and excellence reflects an exceptional level of loyalty and drive for excellence.

In summary, I highly recommend Nathalie KARAM SALAME for any executive position without reservation. She will bring the same dedication, skill, and passion to your organisation that she brought to ours."

Targeted Job Roles:

General Manager | Healthcare Operations Manager | Chief Administrative Officer | Corporate Services Director | Head of Business Operations | Senior Facilities & Administration Manager | Chief Operating Officer | Director of Administration | Head of Business Services