

Curriculum Vitae

Forward thinker, strategist, and expert in developing human capital and organizations, with 25 years of working experience in higher education, government, private, and NGOs have occupied the following positions: faculty member, director, senior consultant, and researcher. Expert in public policy & administration, NGOs & civic human resources, management, leadership & organization development strategic planning, training, and research.

Personal Information

Name: Raed Awashra

Current address: Oman

E-mail: raed.awashra@asu.edu.om

Oman No. + 96890960140

Academic Qualification

4/2013 Ph.D. in Management, Public Administration.
Flinders University, Australia. (Flinders Rank Top 2 % in the World).

8/2004 Masters of Public Administration in International Management
Like double masters (MPA & MBA)
Monterey Institute of International Studies, USA.

6/1999 Bachelor's in Business Administration
Birzeit University, the West Bank.

6/1997 Certificate in Media Journalism

Obtained PhD equivalency from the Ministry of Higher Education.

Languages: Bilingual in English & Arabic

Work Experience

- ❖ Sept. 2022 – current: Assistant Professor, Department of Management, A' Sharqiyah University, Oman.
Teaching courses: Project Management, Principles of Marketing, Marketing Management, International Business, Business Communication, Entrepreneurship, Leadership, HR. and Research Methodology.
Role:
 - Teaching postgraduate and undergraduate courses.
 - Serving as a thesis advisor for postgraduate students.
 - Providing academic advising for students.
 - Conducting research and studies.
 - Serving as a focal point for students.
 - Participating in extracurricular activities to enhance student development.
 - Reviewing research and studies.
 - Conducting internal and external examinations for postgraduate students.
 - Serving as an internal and external thesis examiner.
 - Serving as external moderator for MBA students
- ❖ 12/ 2020 - 8/2022 **Consultant, Researcher & Trainer**,
Consulting, the West Bank
Scope of work: Consulting, Training, Coaching and Research

Places of work: the West Bank

Area of Works:

Market Research Business plans,
Human Resources, Leadership & Organization Development.
Public Policy, Public Governance, Local Government.
Strategic Planning, Restructuring organizations,
Societal and Internal Auditing

❖ 12/ 2015 - 11/2019 **Consultant, Researcher & Trainer**

GCC Consulting, Ajman, UAE

Consultant in business and management

❖ 3/ 2014 - 11/ 2015: **Senior H.R Consultant, Dubai** Government Human Resources, UAE.

Area of work: Human Resources, Strategic Planning, Public Policy, Organization Development, Leadership Development, Learning & Training, Research, and Governance

Role: (1) Review and Advise on the Emirates human development and sectors strategic plans and policies, (2) Review, advice, develop and conduct projects - assignments on a wide scope of work (Governance, Strategy, HR, Organization & Policies, and Change Management). This includes Localization, Strategic Plans, Business Plan, HR Governance & HR Audit, HR Systems - Policies- Procedures, and Manuals, HR Development, learning and training, Restructuring Organizations and Units, HR Core Events & Projects; Ex: International Conferences, Succession Management, Knowledge Management, Business Cases, HR Innovation, Talent University, Talent Management, and Suggestion of Public - Business Partnership. (3) Design leadership Development Programs, Learning & Development, Talent Projects, and Developing Training Curriculum. (4) Conduct research and studies on several topics: education, HR, policies, partnership, pension ...etc.

❖ 8/2013 - 1/2014 **Assistant Professor**

Birzeit University, the West Bank.

- Teaching four courses: Governance & Accountability & Anti-Corruption, Public Policy, Public Administration, and Financial & Budgeting Analysis.
- Advising students in groups and individually.
- Playing core roles in the faculty as a member of the Development Committee to develop new programs, and
- Active faculty in supporting students with training and providing community and voluntary services.

❖ 9/2004- 8/2008 & 9/2009- 2010 **Consultant, Lecturer & Trainer,**

Ramallah, the West Bank

- Conducted a variety of consulting assignments in: HR, strategic planning, management, governance, business, and marketing research. Conducted projects over private and NGO sectors.
- Carry out research: Industry
- Deliver courses: in HR, management, strategic management, Small Business and Entrepreneurship, Business Plans, market research, and marketing management.

- Develop training packages and curriculum.
- Evaluate training courses.
- * 1/2010 - 9/ 2010 **Lecturer**, Faculty of Economic and Business, An- Najah University, the West Bank. (Part-time)
Delivered courses in Business management, marketing, HR, and leadership.
Teaching in faculty of honors, most gifted students
- * 10/2008- 8/2009 **Lecturer**, Department of Management American University of Sharjah, UAE.
 - o Teaching courses: business & management
 - o Senior coordinating outreach school activities.
- * 1/2005-10/2005 **Lecturer**, Department of Development Studies, Al Quds University, the West Bank. (part-time)
Teaching: entrepreneurship and small business, management, HR, strategic planning, and development.
 - Developing programs curriculum
 - Heading training & career unit,
- ❖ 8/2003- 9/2004 **Director**,
National Institute for NGOs & Central Elections, the West Bank
Role: managing organizations and their services. Planning, organizing, directing, implementing, and monitoring HR, finance, PR, logistic, and overall organization activities.
- ❖ 8/1999-6/2001 **Credit Analyst**, Bank of Jordan
Regional Management Office, the West Bank
Analyzing all credit application: companies, individuals, and other facilities, responsible for a few branches.
- ❖ 1/1996- 6/ 2001 **Researcher & Coordinator** (Part-time)
Jerusalem Media & Communication Centre, the West Bank
Conduct research on political, social, & economic issues, and polling.
- ❖ 1/1994-1998 **Researcher & Reporter** (Part-time)
Al-Quds Centre for Strategic Studies, the West Bank
Reporting on social- political- women- and youth issues
- 1996 T.V researchers on women issues, Women Technical Affairs Committee (Part-time).

Publication

In progress projects

-Unlocking Entrepreneurial Leadership: The Influence of Knowledge Transfer, Acquisition, Sharing, and Team Composition on Employees' Creativity Under Saudi Vision 2030. (Research collaboration)

- Enhancing Employee Creativity through Knowledge Sharing: The Role of Entrepreneurial Leadership in Oman (Research Collaboration)
- The Influence of Wise Leadership on Employee Creativity via Knowledge Sharing: A Collaborative Research Perspective. (Research Collaboration)

Under review articles.

- The Impact of Leadership Roles on Employee's Job Satisfaction, Case of the Ministry of the Interior, Oman
- Omani private universities: debates between progress in human development and weak education quality
- A Comparative Study of Leadership Perceptions in Government and Education Sectors: Insights from the UAE and Oman
- Navigating the Potential Pitfalls: Ethical Implementation of AI in Higher Education
- Registered Job Seekers: Evidence from North A'Sharqiyah Governorate.
- An efficient episodic Intelligent AI Agent for Human Resource Management

Published Articles

Awashreh, R & Omri, I. (2024). Factors determinant of career happiness in Oman Banking Sector. SA Journal of Human Resource Management ISSN: (Online) 2071-078X, (Print) 1683-7584 <https://sajhrm.co.za/index.php/sajhrm/article/view/2384/3699>

Awashreh, R., Abo Eisheh, A., Mohamed ,Y., Al-Abdali,S. (2024). The Leading Role of the Ministry of Housing and Urban Planning in Monitoring the Implementation of the Urban Strategy, Oman. Kurdish Studies,12 (2): 3720-3733 .ISSN 2051-4883 & online 2051-4891

Awashreh, R., Al Naqbi, Sh., Gharbi, M. (2024). Ethical Decision Making by Arab Universities' Advisory and Shadow Committees: Forms of Corruption, Implications and Solutions. Kurdish Studies, 12 (1): 4197-4209 .ISSN 2051-4883 & online 2051-4891

Al, Naqbi, Sh., & Awashreh, R. (2024). Youth-led Innovation for Social Transformation: A Pathway to Change Communities. Kurdish Studies, 12 (1): 4184-4196. .ISSN 2051-4883 & online 2051-4891

Awashreh, R., & Sayyad, N. (2023). Leadership Programs: Framework for Creating Real Leaders . Migration Letters, 20 (S11):1000-1018

Awashreh, R & Al Naqbi, Sh. (2023). Societal and Internal Auditing: Establishing Good Governance Framework in Palestinian Local Governments. Migration Letters, 20 (7):1-22.

ALWahibi, F., Al Naqbi, Sh., Awashreh, R. (2023). The Effect of Value Added Tax On Low-Income People In Oman, Journal of Namibian Studies: History Politics Culture, Special Issue in Business 35(1): 1042-1059

ALMaghribi, A. Awashreh, R. Al Naqbi, Sh. (2023). The Impact of Strategic Planning Governance Process on Employee Performance at the Ministry of Social Development. Journal of Namibian Studies, Special Issue in Business 35(1): 1027- 1041 .

Awashreh, R. (2023). Social Networks and Future Works; Professions, Jobs in Oman. *Russian Law Journal* *Russian Law Journal XI* (3): 1767-1777.

Awashreh, R. (2023). Enhancing Innovation among Business Colleges at Omani Universities: A Theoretical Framework. *Seybold-Report*, 18 (02).

Awashreh, R. (2023). Uses social networks paved the way for scientific emergence techno-sociology and techno-psychology. *Russian Law Journal XI* (3): 165 -1171.

Awashreh, R. (2021). Leading Changes-Why Transformation Explanation Fails: An Article Critique. *Journal of Al-Maarif University College*, V32, 1 (476-4810).

Doi: <https://doi.org/10.51345/.v32i1.200.g203>

Awashreh, R. (2021). Leadership Development Programs from Different Perspective *Journal of Human Resources Development for Studies and Research*, V 3, 12 (26-45) Berlin, Germany.

Awashreh, R. (2021). Initial Innovation Model for Human Resources Management. *Journal of Human Resources Development for Studies and Research*. V2, **10** (200- 217) Berlin, Germany.

Awashreh, R. (2021). Action Learning and Leadership Development: An Article Critique. *Journal of Business and Management Studies (JBMS)*, 1(1), 23-25.

Awashreh, R. (2020). Palestinian NGO Sector: Development & Major Characteristics. *Journal of Asian Multicultural Research for Social Sciences Study*, 1 (1), 25-36

Doi: <https://doi.org/10.47616/jamrsss.v1i1.2.44>

Awashreh, R. (2020). Leadership Development in Government of the UAE: An Article Critique. *International Journal of Law and Politics Studies (IJLPS)*, 2(1), 01-03

(Awashreh, R. (2020). NGOs Agenda and Palestinian National Goals. *International Journal of Education and Human Developments*, 6 (2), 31-45. ISSN 2415-1270 (Online), ISSN 2415-1424 (Print)

Awashreh, R. (2020). Palestinian Perspectives on Foreign Aid. *International Journal of Research – Granthaalayah*, 8 (6), 236-251. ISSN (Print): 2394-3629 ISSN (Online) :2350-0530 doi.org/10.29121/granthaalayah.v8.i6.2020.539

Awashreh, R. (2020). Internal Governance, Management, and Democratic Participation: A Case studies of the West Bank Organizations. *International Journal for Research in Business, Management and Accounting*. Vol 5, No. 7. ISSN:2455-6114

Awashreh, R. (2020). Critique for Organization Development. *International Journal of Law and Politics Studies (IJLPS)*, 1(1), 01-03

<https://al-kindipublisher.com/index.php/ijlps/article/view/59>

Awashreh, R. (2019). Civil Society, Nongovernment Organizations, and Palestinian Context: Literature Review. *Global Journal of Advanced Research* Vol 6, No 2, pp 31-50. ISSN- 2394-5788

Awashreh, R. (2018). Palestinian NGOs: External Governance, Stakeholders, and Accountability. *Journal of Governance and Public Policy* Vol. 5, No. 2, pp 165-210. ISSN (print) 2460-0164 (online) 2549-7669 .

Awashreh, R. (2017). Legalization of Corporate Social Responsibility in Dealing with Environmental Issues. “Examples from Moroccan Arab Countries”. *International Journal of Trend in Scientific Research and Development*. IJTSRD. Vol.1, issue 5 ISSN: 2456-6470

Awashreh, R. (2017). Leadership Development Failure: Responsibility of Top Management. *International Journal of Economics and Business Administration*. Vol.3, No.4, pp. 32-37. ISSN (print): 2381-7356 ISSN (online) 2381-7364.

Awashreh, R. (2017). How Government-Owned Companies Deal with Customers “Reflection Experience from UAE”. *American Journal of Economics, Finance and Management*, Vol.3, No.4. pp. 33-35. ISSN (print) 2381-6864 ISSN (online) 2381-6902

Awashreh, R. (2017). Personal – Social Relationship: Key for Creating Debatable Corruption “Examples from Arab Countries. *Journal of Social Sciences and Humanities*: Vol. 3, No. 1, 2017, pp. 1-8. ISSN (print) 2381-7763 ISSN (online) 2381-7771

Awashreh, R. (2017). UAE Government Accountability: Business like Orientation. *Journal of Educational Leadership and Policy*. Public Science Framework. No. 5. P: 6-15.

Awashreh, R. (2016). Public Administration in Governmental Sector, a Case Study of Dubai. *International Journal of Humanities & Social Science Review*, Vol. 3 No. 2; May 2017. ISSN 2415-1157 (online) ISSN 2415-1335 (print)

Awashreh, R. (2016). Palestinian Leadership Alternatives After the Negotiations Failed in Establishing Independent State. *Journal of Law and Politics*. Arab Institute for Democracy, Germany. (Publication in Arabic)

Awashreh, R. (2014). NGO Strategic Planning in the Occupied Palestinian Territory: A Futile Exercise. *Social Science Research Network*. <http://dx.doi.org/10.2139/ssrn.2241323>

Awashreh, R. (2013). What Motivated the Creation of Palestinian NGOs? *International Open Journal of Management*. Vol. 1, No. 1, April 2013, PP: 01-09 ISSN: 2330-0256 (ONLINE)

Awashreh, R. (2013). Earned or given? A Question of Legitimacy of Palestinian Nongovernmental Organizations in the opt *Global Journal of Business Administration and Management* Vol. 1, No. 1, April 2013, PP: 01 - 14 ISSN: 2328-8302

Awashreh, R. (2013). Accountability: A Lingering Dilemma for Palestinian NGOs. *International NGO Journal* Vol. 7(4), pp. 64-72, November 2012 ISSN: 1993-8225 <https://doi.org/10.5897/INGOJ12.018>

Articles in further Journals

(2012). HR Recruitment, Selection and Staffing: Negative Phenomena in the Palestinian Territories “Between the Spiritual Institutionalization and Bureaucracy”. West Bank: Institute of Public Studies. Vol. 19, PP: 101-122. (Publication in Arabic)

(2012). Community work: a Unified Model for NGOs. *Critical Studies in Development in Palestine*. West Bank: Bisan. PP: 128-154 (publication in Arabic) 154.

(2011). Palestinian NGOs Identity, Community or unknown. *Tasamouh*, Vol. 35, 63-87. West Bank: Ramallah Centre for Human Rights. (Publication in Arabic)

(2011). Internal Governance, Board member, General Assembly Role in leading Palestinian NGOs. West Bank: Institute

Books

Awashreh, R. (2023). Enhancing Good Governance Practices in Palestinian Local Authorities. Noore Publishing. ISBN: 978-620-5-63724-1

Awashra, R. (2021). The Impact of the Corona Pandemic on the Independence and Pluralism of the Palestinian media (written in Arabic). Mada Centre for Development, supported by Open Society Foundations.

Awashra, R. (2013). Governance of Palestinian NGOs, a Case Study of the West Bank. Germany: Lambert Academic Publishing.

Conducted several professional research & studies to employers, developed programs, and a writer of several articles in printed newspapers and media websites.

Published Book chapter/ Conference paper.

Awashreh, R., Al Naqbi, S. (2024). Role of Tunisian Private Universities in Developing Community Leaders. In: Alareeni, B., Hamdan, A. (eds) Technology: Toward Business Sustainability. ICBT 2023. Lecture Notes in Networks and Systems, vol 925. Springer, Cham. https://doi.org/10.1007/978-3-031-54019-6_27

Book chapter/ Conference paper under publication

5/2024 Awashreh & Zabout (2024). the International Conference of Business and Innovative Technology (ICBIT) 2024, The University College of Bahrain)

Paper: The role of foreign companies operating in Omani freezone in revitalizing small and middle enterprises.

5/2024 Awashreh & Al-Maskari (2024). the International Conference of Business and Innovative Technology (ICBIT) 2024, The University College of Bahrain)

Paper: Towards an effective student bodies and students' movement

5/2024 Al-Saadi & Awashreh. (2024). the International Conference of Business and Innovative Technology (ICBIT) 2024, The University College of Bahrain)

Paper: Enhancing the performance of Translation graduates through training: A proposed practical model

5/2024 Al-Touqi & Awashreh. (2024). the International Conference of Business and Innovative Technology (ICBIT) 2024, The University College of Bahrain)

Paper: Revolutionizing Employee File Management: Can Ejada Lead the Digital Transformation

5/ 2024 2nd International Conference on Science, Engineering and Advanced Technology (ICSEAT 2024), Gulf University, Bahrain.

Paper: General Managers and Executives Interacting on Social Media Platforms: Is it a Necessity?

2/ 2024 2nd International Conference on Economics, Business, and Sustainability.

Euro-Mid Academy of Business and Technology,

Sustainable Development and Green Economics: Shaping a Resilient Future through Sustainable Practices

Paper: A proposed framework for predicting the psychological determinants of youth entrepreneurship success: Gulf Region perspective.

Innovation

Introducing new ideas, new framework & models, new systems- policies- procedures, new implementation, and developing new projects on the concerned areas.

Conferences & Workshops

5/2024 Awashreh & Zanbout (2024). the International Conference of Business and Innovative Technology (ICBIT) 2024, The University College of Bahrain)

Paper: The role of foreign companies operating in Omani freezone in revitalizing small and middle enterprises.

5/2024 Awashreh & Al-Maskari (2024). the International Conference of Business and Innovative Technology (ICBIT) 2024, The University College of Bahrain)

Paper: Towards an effective student bodies and students' movement

5/2024 Al-Saadi & Awashreh. (2024). the International Conference of Business and Innovative Technology (ICBIT) 2024, The University College of Bahrain)

Paper: Enhancing the performance of Translation graduates through training:
A proposed practical model

5/2024 Al-Touqi & Awashreh. (2024). the International Conference of Business and Innovative Technology (ICBIT) 2024, The University College of Bahrain)

Paper: Revolutionizing Employee File Management: Can Ejada Lead the Digital Transformation

5/ 2024 2nd International Conference on Science, Engineering and Advanced Technology (ICSEAT 2024), Gulf University, Bahrain.

Paper: General Managers and Executives Interacting on Social Media Platforms: Is it a Necessity?

2/ 2024 2nd International Conference on Economics, Business, and Sustainability.

Euro-Mid Academy of Business and Technology,
Sustainable Development and Green Economics: Shaping a Resilient Future through Sustainable Practices

Paper: A proposed framework for predicting the psychological determinants of youth entrepreneurship success: Gulf Region perspective.

2023 Money Laundry, Oman Chamber of Commerce, Ibra.

2023 Euro-Mid Academy of Business and Technology, Turkey

Paper: Role of Tunisian Private Universities in Developing Community Leaders

2023 Conference – Strategic Human Capital. KSA

2023 Climate Change Disinformation, United Nation Event, Online

2023 Research Fund Programs, Ministry of Education, Oman.

2023 Innovatia, University of Technology and Applied Sciences, Oman

2023 Entrepreneurship scientific filed visit, SME, Muscat, Oman

2023 attended several developments workshops.

2020 Re-Imagining Core of Government After COVID-19 Confirmation.

Mohammed Bin Rashid Centre for Government Innovation.

2020 I-Being Precaution after COVID19, Hamdan Bin Mohammed Smart University

2020 Cost Management During Crisis, Hamdan Bin Mohammed Smart University

2014 R Light-house, training and development, UAE

2012 Alternative Development: Bisan for Research and Development, Ramallah

2007 the Muslim between Faith and politics. PSSIA, the West Bank

- 2004 Public Administration: The search for a model, Birzeit University
- 2002 Global Leadership, USA Companies and Stockholders Strategy, USA
- 2002 Micro Financing Project Design, USA, 2002
- 1999 The Role of NGOs in Economic and Social Development, USA
- 2000 Micro Financing, Birzeit Continues Education, Ramallah
- 1999 Obstacles and Problems of Economic Data Collection in West Bank
- 1997 The Role of Youth in Arab Society, Ramallah
- 1996 The Future of the Youth Movement, Ramallah

Delivered Training Courses (examples)

Fundamentals of Management	Managing campaign
Advocacy and lobbying	Leadership courses
Public Relations Strategies	Public Relations Management
Public Administration	Policy Formulation.
Develop plans	Human Resources Management
Monitoring, Appraisal and Evaluation	Managing training effectively.
Managing public relations	Managing marketing campaigns
Train of trainers	Job design, Analysis & descriptions
Conducting needs assessments	Market research
Strategic Planning: process and	Business plans implementation
Start your own business	small business.
Managing NGOs	Good Governance- process & Implementation
Marketing & Public relations skills	Marketing Skills and marketing plans
Presentation skills	Building and managing teams.
Communication Skills	Coordination and Public Relations Skills
Conduct strategic plans	Annual & action Plan.
Managing Advocacy campaign	

Funded projects

2024: The impact of job happiness on the job performance of faculty members in Omani higher education institutions.
University of Nizwa, Oman.

2023 Levels of Career Burnout for Faculty Members in Omani Private Universities and its Impact on their Research Productivity.

2023 The Role of Strategic Leadership of Security Media in Achieving Social Safety in Oman.

Reviewer

Current:

- Wesas Journal, Business & Economics
- Evidence-based HRM: a global forum for empirical scholarship
- Sage Open Journals
- Business and Professional Communication Quarterly
- Library Leadership & Management (LL&M)
- Asian Journal of Agricultural Extension, Economics & Sociology
- Asian Journal of Economics, Finance and Management

Was: reviewer

- Asian Journal of Management
- Asian Journal of Economics & Sociology
- Academic Management – business Journal
- Academic Social Sciences Journal
- African Journal of Political Studies & Management

Reviewed article

Postgraduate -Thesis Supervisor & Examiner		
Supervisor	Workplace bullying and its impact on job performance in the Directorate General of Health Services in the Governorate of Muscat, Sultanate of Oman.	Salim Altobi
Supervisor	The Impact of Strategic Leadership of Security Media on Achieving Social Security: "Drugs and Psychedelics as a Model in the Sultanate of Oman	Saif Alshuhoomi
Supervisor	The impact of job burnout on research productivity among the faculty members in higher education institutions in the Sultanate of Oman.	Murshid Al-Touqi
Supervisor	The practical training for graduates of translation colleges in the Sultanate of Oman and its impact on their job performance.	Ahmed Alsadi
Supervisor	The effectiveness of T.V. programs in managing the job seekers crises , Oman.	Ali Sa'ar
Supervisor	The impact of logistics management on customer satisfaction. Case study of International Logistics Group“ASYAD” , Oman.	Hussein Khater
Supervisor	The Ministry of Housing and Urban Planning leadership role in monitoring the implementation of the urban strategy, Oman.	Salem Al-Abdali
Supervisor	The impact of leadership roles on government satisfaction employees, Oman.	Malik Al-Bahir
Supervisor	The extent to which the dimensions of social responsibility are applied to oil sector institutions, Oman.	Sultan Al Shukaily
Supervisor	The role of Foreign companies in revitalizing small and medium enterprises in the Al Mazyouna Free Zone,Oman	Mahfoud Zaanbout
Supervisor	The impact of practical training programs during study on graduates job performance of translation,Oman .	Ahmed Al-Saadi
Supervisor	The effect of job rewards over municipalitiesemployees performance, South A'Sharqiyah.	Muath Al-Jilani
Supervisor	Governance of the strategic planning process over employee performance In the Ministry of Social Development, Oman .	Ahmed Issa
Examiner	The impact of strategic leadership practices and employee motivation on institutional excellence in the government sector,Oman .	Fatima Al Mughairy
Examiner	The impact of strategic leadership and organizational factors on institutional performance	Salim Al-Hakmani
Examiner	The impact of transformational leadership on developing administrative creativity among employees of the Ministry of Education, Oman .	Harith Al Rasbi
Examiner	The impact of strategic planning on crisis management in the field of air transport, Oman.	Jamal Al-Abrawi

Examiner	The role of short- and long-term planning in establishing governance principles in government institutions, Oman .	KhalfanAl Shuaili
Examiner	The impact of technical and financial support in promoting social entrepreneurship, Oman.	Saeed Al-Touqi
Examiner	The impact of digital marketing on the quality of services and customer satisfaction in medium and small enterprises , Oman.	Suhail Al-Muthaymani
Examiner	The impact of administrative leadership in promoting sustainable human development	Haitham Al-Batashi
Examiner	The impact of entrepreneurial characteristics on the success of entrepreneurial opportunities among entrepreneurs, Oman.	Salem Al-Hajar
Examiner	The impact of job performance on managing the Covid-19 crisis in government institutions in the Sultanate	Sultan Al Hatami
Examiner	The role of human resources in achieving institutional excellence, Oman.	Rashid Al-Alawi
Examiner	The impact of training on improving productivity for workers at the Public Establishment for Industrial Estates, Oman.	Salem Al Wahaibi
Examiner	The impact of the Corona pandemic on training at the Ministry of Education, Oman	Zuhair Al-Salmi
Examiner	The impact of ethical leadership on job performance in the Omani Ministry of Health	Mona Al Maawali
Examiner	The role of successful management traits in enhancing creative behavior among workers in the Environment Directorate, Dhofar.	Saleh Al-Shehri
Examiner	The impact of administrative empowerment on institutional performance, a case study / General Secretariat of the Council of Ministers in the Sultanate of Oman	Sami Al-Aghbry
Examiner	The role of electronic management in improving the quality of services. An applied study in Mazoon Electricity Company SAOC.	
External Examiner	The role of re-engineering administrative processes in improving competitive advantage S tudy in Omantel&Ooredoo Telecommunications companies, Oman.	Abeer Al Olayaniya
External Examiner	The Impact of Psychological Empowerment on Creative Behavior in Dhofar Municipality	Mohammed Al-Kathiri
Examiner	The impact of participatory leadership on the job performance of workers in the health sector in AL Sharqiyah North Governorate	Sultant Aldri,
Examiner	The Effect of Increasing resignations on the performance of health administrations in the Omani Ministry of Health	Ali Al-Mahroqi
Examiner	Strategi public private partnership in achieving the competitive advantages: case study of ASYAAD, Oman.	Asad Al-Nabahani
Examiner	The Impact of Lean Management on Improving Quality Work Environment in The Government Hospitals. Case of the North Sharqiyah Governorate	Kawther Al-Shiba
External Examiner	Job Rotation and its Role in the Development the Performance of Administrative Employees at the University of Buraimi in the Sultanate of Oman	Amal Al-Maamariya
External Examiner	Factors affecting job satisfaction for the General Directorate of Housing and Urban Planning employees in Al Batinah North Governorate	AbdAlhussain Alajami

Internal Examiner	The Impact of Implementing Strategic Management Stages on Risk Management in the Warehouses of the Ministry of Education in the Sultanate of Oman.	Suleiman Hamid Al-Hamoudi
Internal Examiner	The impact of short- and long-term planning on strengthening governance principles in government institutions in the Sultanate of Oman from the view of executive leadership	Khalfan Mubarak Al Shuaili
Internal Examiner	Towards effective training strategy to support the critical thinking of master's students at private universities in the Sultanate of Oman	Samira Alblushi
Internal Examiner	The Role of Hierarchical Activities in Developing the Omani Economy: A Case Study on the Construction and Building Sector	Ahmed Almahdli
External Examiner	The Impact of Government Spending on Economic Growth in the Sultanate of Oman during the Period from (2010 to 2022)	Abdllah Salem Albadi
Internal Examiner	Impact of local administration empowerment on service quality: An applied case study of Al Wusta, Sultanate of Oman	Mubarak Alharsousi

Further Friendly Supervision

PhD: The effectiveness of using a training program based on the concept of continuous learning to achieve institutional leadership in organizations. UAE

PhD: The role of the political elite in generating social capital, Palestine.

MA: Declining of teacher's social status - causes & treatments, Palestine.

MA: A framework to analyze government open sources software adaptation benefits. UAE

Example of Projects

Talent University: project for developing talent university in Dubia
 Retired and Pensions project for the government of Dubai.
 knowledge management Project
 Workforce participation Project
 Design leadership programs and curriculum,

Feasibility Studies for Establishing a new vehicle company.
 Marketing Research : Automobile Brand (FIAT)
 market research studies including:
 Coca-Cola Products

Ph-M cigarette products,
Colon, and Baby Diapers

Polling Studies :

Participation in over 200 polling studies in the West Bank

Self-development

On-going development of human capital, excellence model, learning & development, Governance, education & evaluation.

Training, workshop

November 2023: Generation Green, United Nations, UAE.

November 2023 The United Nations in the UAE and United Nations Climate Change (UNFCCC)

2022-2023 Attended various workshop and developmental sessions.

2022 Education and counselling

2018 Leadership theories & change

2018 Organization theories & change

2018 Education development and evaluation

2018 Training program on global governance, Europe University Institute,

2013 Trained on governance, anti-corruption, and integrity.

2010 Writing research proposal, Flinders University

2011 Mapping your research, gathering qualitative data,
analyzing qualitative data, writing research and journal articles

2005 train of trainers

2005 Planning & Conducting Candidate Forums, Tamkeen - USAID

2002 Good Governance: Concept and Implementation, Monterey Institute
of International Studies

2002 Practical Implementation on Good Governance,
Monterey and Pacific Grove Municipalities,

2002 organizations tours, visiting over 50 non-profit organizations, USA.

2000- Solve Problems of Micro Financing Program, USAID

2001 Credit Facility, Financial Analysis, Letters of Credit, Bank Guarantees,
Development and Recruiting Financial Deposit,
Note in the Jordanian Business Law, Bank of Jordan

1999 gathering economic data, World Bank & JMCC

1997 Research Methodology and Data Collection, Jerusalem Media & Communication
Centre

1996 Training in research methodology, sampling and data collection,
Bureau of Statistics

Community Services

2023 Developing Oman youth strategies.

2023 Delivery of training program to Omani employees

2023 Policy awareness sessions - Faculty promotion.

2022 Training programs to the university and local employees

2013 Member in Academic Committee, Birzeit University

2010 Ph.D Representative in the University Academic Committee, Flinders
University, Australia.

2005 Founder of career unit, Department of Development, Al-Quds University.

2002 Program Representative in Student Council, Monterey Institute of

- International Studies, USA .
- 1996-7 Member in academic committee, Birzeit University
- 1997 Founder of Media Club, Birzeit University
- 1997 Founder of Career Unit, Birzeit University
- 1996-1997 Volunteer with Model Parliament, Women's & Legislative.
- 1994-2013 Volunteer with professional NGOs and CBOs in the West Bank
- 1997-1998 Coordinator of Career Unit, Birzeit University
- 1996-1998 Member of Cultural & Academic Committee, Birzeit University
- 1997 Member in Public Relation Committee, International Festival
- 1996-1997 Founder & Director of Media Club, Birzeit University
- 1996 Member of Media Committee, Ramallah Cultural Festival
- 1995-1990 Volunteer with several community organizations.

Professional Memberships

- International Society on Multiple Criteria Decision Making (MCDM).
<https://www.mcdmsociety.org>
- The International Society for Development and Sustainability (ISDS).
<https://isdsnet.com/ijds.html>
- Researchers Centre – Engaged in the creation of new knowledge (researchers-center.org) . jilrc.com
- globalization & localization association
- European Society for Research in Adult Development
- Institute for Engineering Research and Publication (IFERP)
- Global Association for Humanities and Social Science Research (GAHSSR).
<https://gahssr.org>
- Was a member - American Association of Public Policy and Management (APPAM)

Computer Skills

Proficient in: Win-Word, SPSS, Excel, PowerPoint, Outlook, Internet, and E-mail.
Trainer: delivered training courses

Rewards & Acknowledgement

- ❖ Doctorate Scholarship to Study at Flinders University, Australia
- ❖ Acknowledgment from Department of Economic Development, Ras Al-Khaimah, UAE, 2009,
- ❖ Acknowledgment from Al Quds University, 2005,
- ❖ Awarded master's Scholarship from Academy for Educational Development, Clinton Scholarship Program, Washington D.C. - USA, 2001,
- ❖ Acknowledgments from Bank of Jordan:
 - Established micro lending rules and procedures, Ramallah, 2000
 - Excellent achievement in banking training courses, Ramallah, 2000
- ❖ Four Commerce Faculty acknowledgments, Birzeit University, Ramallah, 1996 – 1998 (three general and one regarding participation in the career unit)

Reference available upon request