



**SENIOR ADVISOR (ORGANIZATIONAL DEVELOPMENT & CAPACITY BUILDING)**

Strategist | Global Policy | Good Governance | Partnership Building | Stakeholder Management

Trusted Senior Advisor with career track record of success in providing strategic guidance and reform strategies. Recognized for consistently driving strategic initiatives and efforts to support corporate goals. Demonstrated expertise in developing and implementing cost-effective solutions that align with development requirements. Recognized for ability to develop strategic roadmaps, solutions, and interventions to drive performance improvements. Profound understanding of geopolitical dynamics, intricate policy landscape, and extensive experience in challenging environments. Ability to formulate implementation strategies to address multifaceted challenges and drive impactful change.

**Areas of Excellence**

Strategic Planning – Program Development – Stakeholder Management – Organizational Development – Team Building – Partnership Building – Strategic Guidance – Risk/Threat Analysis & Mitigation – Security Risk Management – Development & Leadership – Commission Planning & Development – Change Management – Management Consulting – Performance Improvement – Reform Strategies – Resource Mobilization – Grant Management – Project Management – Integrated Solutions – Technical Proposal Design & Evaluation

**PROFESSIONAL EXPERIENCE**

**Deutsche Gesellschaft für Internationale Zusammenarbeit - GIZ Palestine** 2021 – Present  
**SENIOR PROGRAM ADVISOR**  
**GERMAN – PALESTINIAN POLICE PARTNERSHIP PROJECT**

Provide strategic direction for partners on reform strategies, change management methodologies, and resource mobilization to drive operational improvements and ensure quality service delivery. Provide strategic support for project steering at the political and technical levels, direction for earmark budget and operationalizing project activities. Partner with actors to conduct assessments to determine the need for driving organizational change. Engage in strategic communication with in-house technical and leadership teams (local and international staff, SMEs) and other actors to develop reform roadmaps, and short/long – term implementation plans. Contribute to commission planning and development. Lead, supervise, mentor, and provide guidance and support to local and international subject matter experts. Write progress and ad-hoc reports to senior management. Conduct situation assessments on the Palestinian context (political and security).

- **Guide the capacity development** for the partner institution in the area of leadership development and training development.
- **Establish strategic partnerships with international, local institutions, including government agencies, academic institutions, and civil society organizations.**
- **Contribute to project reporting, knowledge management and briefing and visibility material.**
- **Contribute to GIZ Governance Cluster strategy.**
- **Co-develop program risk assessment and mitigation strategies.**
- **Represent the project and GIZ in various cross-sector forums** i.e. ministries, high-level meetings, international donor coordination meetings (USSC, EU, INL, OQ, UNDP, EUPOLCOPPS, BST, government agencies, civil society representative forums).

Managed the implementation of the institutional development component. Advised the partner institution in developing their capacities in organizational matters including organizational structures, job descriptions, and standard operating procedures for better service delivery. Developed stakeholders' management matrix. Supported in community engagement and outreach. Wrote progress, ad-hoc, and contribute to final reports.

- **Managed and co-developed a tailored Leadership Development programme.**
- **Advised, steered the partner institution in partnership-building** with regional, international academic institutions.
- **Orchestrated the crafting and signing of a cooperation agreement** between the Palestinian police and German Police University.
- **Steered, supervised the implementation of project activities** on operational planning, training material development, and training delivery.
- **Provided technical assistance, guidance, and supervised national and international experts** in carrying out their work on behalf of GIZ within the framework of the project.
- **Led, supervised the implementation of the construction intervention.**
- **Spearheaded the conceptualization of the 'Prevention of Violent Extremism' proposal.**
- **Safety and security focal point**, coordinating with the Risk Management Office (RMO) on all safety and security measures.
- **Coordinated GIZ operations with the Ministry of Interior and police** to facilitate movement and delivery of materials during COVID-19 pandemic.

Provided advisory services and supervision on administrative and financial processes for partners in compliance with GIZ rules and regulations. Formulated project's action plans and managed the implementation of project's activities in cooperation with the project's stakeholders.

- **Supported the Team Leader in implementing GIZ policies, procedures, rules and regulations.**
- **Responsible for contract management**, including local subsidies, grant agreements, financial agreements, and service contracts.
- **Prepared Terms of Reference documents** for international and national consultants according to the technical and conceptual needs of the project and **followed-up on deliverables to ensure quality outcomes.**
- **Brought in to implement a 'Tourism development Project'**, included action planning, managed project finances, procured goods and services, and ensured quality deliverables.
- **Prepared project progress and ad-hoc reports.**

Ensured financial and contractual compliance with all GIZ rules and regulations and reporting requirements. Assisted the project team with all organizational and management issues.

- **Responsible for all administrative, financial, procurement and contracting matters for the project according to GIZ regulations.**
- **Prepared Requests for Proposals (RFPs) for the project.**
- **Contract award and technical evaluation.**
- **Assigned with technical responsibilities** and assisted the technical team in developing institutional and organizational capacities of the Ministry of Interior.

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#### Education

<b>MSc. International Relations, Strategy, &amp; Security</b> – Neapolis University Paphos, Cyprus	2024 (Fall)
<b>BA. English Language</b> – Arab American University of Palestine	2008

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#### Professional Certificates / Trainings

• Certified Management Consultant (CMC) – Global Institute (License No CMCGI-00053)	Recertified June 2023
• Security Sector Reform certificate – European Security & Defence College	2022
• Project Risk Management Professional certificate – PMI	2019
• Business Process Management & IT (academic course) – Utrecht University, the Netherlands	2019
• Project Management Professional Certificate – PMI	2017
• Managing & Monitoring for Development Results – AIZ Academy, Germany	2016
• GIZ Management Toolkit – CAPACITY WORKS – Ramallah	2016
• Sustainable Development (14-week online course) – Columbia University, USA	2015
• Leadership Development Training ‘Public Speaking, Lobbying & Advocacy, Negotiations, & Presentation Skills’ – OneVoice Movement, Ramallah, New York	2009

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#### Language Proficiency

English – Fluent  
Arabic – Native  
German – Basic (Level I)