



**Wasan Hijazi**  
**CURRICULUM VITAE**

1. Mobile +962797557397 Email: hih300@gmail.com

2. Education:

Institution from - to	Degrees and Diplomas obtained
Yarmouk University, Irbid, Jordan 1984 – 1988	Bachelor's of Arts in Industrial Design
Yarmouk University, Irbid, Jordan 1989 – 1991	Master's in Social and Economic Anthropology

3. Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Arabic	Mother tongue		
English	1	1	1
French	3	3	3

4. Gender Experience, Leading Role and Regional/ international Experience

**International experience:**

**1. Specific international experience:**

Jordan, Yemen, Bahrain, UAE, Egypt, Saudi Arabia, Syria, and India

**2. Professional experience in the above-mentioned Countries:**

**Organizational and Managerial Skills:** Proficient Planning and Organizational Skills; Leadership; Team Building and Development, Capacity Building and Motivation; Excellent command of Counseling Skills; Excellent Moderation Skills and ZOPP practitioner; Good Fundraising and Negotiation skills; and Excellent command of training materials development.

**Human Resource Development – Capacity Building Professional:** Highly qualified as Facilitator and Trainer with excellent knowledge of methodology for identification of training needs; development, customization, organization and delivery of training programs. Facilitated/delivered many workshops on management and interpersonal skills including but not limited to: Gender and gender analysis, Team Building, Leadership, Business plan preparation (Planning), Micro lending programs, Products development, Financial analysis, Marketing, Customer satisfaction, and Accounting for non-accountants; and Participatory Local Development Planning and Governance.

**2016-2019**

**Gender Supervisor USAID LENS Project – Jordan**

1. Advising and implementing WEE projects activities as a Trainer and Expert, specialized in Women Economic Empowerment Handling legal and policy, registration and procedural issues with the governmental bodies and NGOs for Women in Non traditional Sectors, Women Employment, Informal Savings and Lending Groups (concept, Formation, training, follow up based on sustainable profitable scheme complies with Global Best Practices), formation of 5 active groups, training of 179 woman, developing 3 training packages. Follow up and monitoring of the groups operations and performance (Administrative and Financial).

**2014-2016**

**Career Development Specialist, International Youth Foundation (8 month assignment from April-December)**

1. Managed team of 17 trainers, researchers and data entry staff
2. Outreach of 10600 students at five Jordanian universities with Career guidance services, training of 12 trainers in career guidance, training of 25 career counsellors on career guidance tools and implementation, M&E of the project's achievements.
3. Economic Consultant, work force development project – USAID, to develop the national strategy of Hands on Labs / incubators with VTC institutes (two-month assignment)

**2005-2013 Saudi Arabia**

4. Managed, developed and assisted the Society in improving their networks, management systems, employment system, assessment of micro finance program, capacity building of projects' staff, identify borrowers, training needs assessment and design adequate training material and deliver training. Managing staff of 36 staff member all departments
5. Establishing the survived women form violence center and dorm, networking and working with police department and Al-Qassim province staff to track cases, incidents and post survival psychological, social and economic habitation. Supervising the work of family counseling center on domestic violence cases and research. The center had been awarded by KAWTAR Tunisia and UNWOMEN for their high standard performance and researches conducted under the supervision provided by Wasan Hijazi as a senior consultant team leader
6. Conducted Training of training course of potential trainers.
7. Enhanced and Developed Al-Baraka Fund at King Abdul Aziz Charity
8. Developed tools and strategies for lending, increased clientele base (from 25 borrower to over 500 in 3 years); expanded their the portfolio from (US\$ 100,000 to \$3 million); trained 5 loan officers, developed their operational manual with all forms; developed financial forms and lending procedures; assisted in applying and achieving the Alexandria Library Award by end of 2009; finalized and automated the full procedure of credit analysis, borrower analysis and lending procedures in collaboration with ABA – Alexandria
9. Establishment of the Youth Training Institute in Gassim – Supervising all infra-structure as well as developing the ready to be operated operational manual and staff recruitment and training on communication skills, organizational skills, team building, establishing and managing work groups
10. Networking with national, regional and international agencies for partnership as well as funding
11. Over 15 million Saudi Riyal had been raised through project proposal writing and initiatives followed by strong and efficient negotiating meetings
12. Training of board members, middle and upper management within the NGO on Strategic Planning, NGOs Establishment Procedures, Good governance, Sustainable Development, Women Empowerment, Budgeting and Financial Planning, and Preparation of Feasibility Plans
13. Acting as Princess Nora Bint Mohammed Development Senior Consultant (side mission)
14. Scientific Committee Coordinator and member of the Final Recommendations Committee of the "First Women Charitable Organizations Forum in KSA" Conference, held in Gassim from 8 - 12 November 2009 (8 month of preparation, papers analysis and selection of speakers)
15. Establishment of the first women cooperative in KSA - Gassim district (planning, staff merging and training (Team Building, Leadership Skills, Follow-up and Monitoring) and supervising the establishment of policies and procedures
16. Supervised the establishment of the Breast Cancer Branch of Zahra Association, including drafting of MOUs and writing the operational manuals
17. Supervised the activation of the "Friends of the Environment Committee" and moving it to institutionalization
18. Establishing and operating Females Youth Business Incubators'
19. Establishing Volunteers' Program and Volunteers' Bank
20. Establishing Local Females' Councils in Gassim – Training and operating as well as monitoring and evaluation
21. Supervision of volunteers' initiatives – Prince Faisal Bin Bandar Excellence Award / Females Branch
22. Capacity Building of the Ladies Committee staff on: Leadership, Team Building and Formulation of teams, Planning, Communication, Negotiation, Fundraising, and Follow-up and Monitoring techniques

## **Leading Roles**

### **Senior advisor/ manager SA 2005-2013**

1. Managed, developed and assisted the Society in improving their networks, management systems, employment system, assessment of micro finance program, capacity building of projects' staff, identify borrowers, training needs assessment and design adequate training material and deliver training. Managing staff of 36 staff member all departments
2. Establishing the survived women form violence center and dorm, networking and working with police department and Al-Qassim province staff to track cases, incidents and post survival psychological, social and economic habitation. Supervising the work of family counseling center on domestic violence cases and research. The center had been awarded by KAWTAR Tunisia and UNWOMEN

for their high standard performance and researches conducted under the supervision provided by Wasan Hijazi as a senior consultant team leader

### **GIZ project.**

2002-2005

**Gender Expert / Municipal Development Senior Expert, Poverty Alleviation through Municipal Development (PAMD) Project - GIZ**

1. Assisted in recruiting and managing the team of four consultants (local community development consultant, capacity building consulting firm, economic development consultant and Research and surveys consultant)
2. Identifying Municipal Development Vision, Mission and their Development Objectives through analyzing the current situation of three pilot Jordanian municipalities
3. Prepared Arabic and English "Gender Concept Paper, and "Local Development Policy Paper"
4. Prepared in Arabic and English "Communication Structure Policy Paper" to enhance municipalities' capacity in development dialogue.
5. Supervised the capacity building of the Local Development Units at the Ministry of Municipal Affairs, Cities and Villages Development Bank and the three pilot municipalities on preparing their Local Development Plans, and Strategic and Operational Plans.
6. Supervised Municipalities in developing their businesses and investments opportunities, analyze and manage available resources, develop Feasibility studies, and negotiate their plans with donors
7. Conducted awareness on CEDAW and Gender Mainstreaming and Gender Budgeting at the Municipalities.
8. Capacity Building of Municipalities' staff and local councils
9. Assess, monitor and evaluate impact of executed projects

## 5. Membership of professional bodies:

- Member of Amman Business and Professional Women Club (since 1995) / training Committee
- Member of the National Committee For Child Education (1992 – 1995)

## 6. Other skills: Certified SMEs Coach, Trainer and Expert

- Since 2005 WEE Trainer and Expert , specialized in Women in Non traditional Sectors, Women Employment, Informal Savings and Lending Groups (concept, Formation, training, follow up based on sustainable profitable scheme complies with Global Best Practices)
- Social Entrepreneurship Trainer with EU
- WEE expert with USIAD, FFHI360, World Bank WeMENA Judging committee Cities Resilience Competition (2017)
- Gender concepts, analysis, Gender Budgeting and Gender Auditing consultant and trainer
- Socio economic Expert, developed two studies, in Poverty Alleviation through Municipal Development,
- Train the Trainer
- Micro finance expert in designing micro lending programs, products development, financial analysis;
- Certified Business Trainer with Business Edge IFC since 2003 up to date;
- Excellent in designing and facilitating training programs and workshops with strong abilities to train and moderate workshops with people from different diversification using Smart Board in training;

## Coach, Trainer and Expert

- Master Trainer Artisanal and handicraft work – Established Herfah Cooperative 2009 -2015
- Excellent written and verbal communication and presentation skills; Computer skills: Proficient in MS Office Tools, Internet and E-mail; and Excellent command of financial software
- Certified Trainer with International Spring Board Program – British Council
- Certified Trainer International Labor organization, Business Edge (IFC), USAID;
- Good command of quality control processes;

## A. Publications, Research,

*Have published, and /or a team member in, co-authoring and developing many publications; some of which are the following:*

- 2017 Informal Savings and Lending Groups Manual (TOT Package) USAID LENS Project
- 2016 Gender Diversity for Small and Micro Enterprises Manual, USAID LENS Project
- 2015 E4E Yemen report Yemen 2015 APEX
- 2014 My career My Future manual YF, Amman Jordan
- 2014 YOUTH employability manuals (3 manuals: entrepreneurship, employability and Associations Manual to support Young Entrepreneurs – Jordan River Foundation Amman Jordan
- 2013 Gender Analysis Mission Yemen June – November 2013 – APEX - USAID
- 2012 "Fast MENA assessment for MFIs and Banks" with World Bank and IFC (Under processing till April 2013)
- 2010 / 2011 Income Generating Domestic Activities in Saudi Arabia (350 Female headed household was the sample size) – Published
- 2009 Hijab Study in Gassim Saudi Arabia 680 females had been interviewed and surveyed (UN Women)- Published
- 2006 Emmortyres Families Socio economic Analysis and Survey, Gassim Saudi Arabia (240 capita surveyed)
- 2005 Local Development Document for Municipal Development – GTZ published in Amman
- 2003 Participatory Communication Document – GTZ published in Amman
- 2002 Thematic Gender Evaluation in the Middle East (EU funding published research). “Thematic Evaluation of the Integration of Gender In EC Development Cooperation with Third Countries – Jordan, Contracted By PARTICIP GmbH Germany.
- 2001 Start and Improve Your Business (SIYB) Manuals adapted for Jordanian Entrepreneurs, twenty training manual combined with workbooks and action plans in costing, pricing, financial management, planning, stock, banking basics and loan management.
- 1999 Shami, Seteny, Wasan Hijazi and Aseel Sawalha, Gulf War Returnees to Jordan: Coping Strategies and Long Term. Implications, in Population Displacement.
- 1990 M.A. Thesis “Family and Marriage in a Jordanian Village of the Jerash Region: A Descriptive Study”
- 1998 Anthropologist: Palestinian Women in Business Sector - A study conducted for OXFAM/ Quebec - OCSD in Collaboration with Al-Mashreq for research and Studies MRS, Ramallah And MMIS, Amman

## 7. Recent Position Gender Advisor USAID LENS Project since 2015 Advising and implementing WEE projects activities as a Trainer and Expert, specialized in Women Economic Empowerment Handling legal and policy issues with the governmental bodies and NGOs for Women in Non traditional Sectors, Women Employment, Informal Savings and Lending Groups (concept, Formation, training, follow up based on sustainable profitable scheme complies with Global Best Practices), formation of 5 active groups, training of 179 woman, developing 3 training packages. Follow up and monitoring of the groups operations and performance (Administrative and Financial)

## 8. Recent position Freelance Senior Coach Consultant/Expert and Trainer in

- Train The Trainer
- Artisanal and Handicraft Consultant (Branding, Product Design development, Business Skills Trainer )
- Gender Issues
- Poverty Alleviation through Municipal Development, Cross cutting issues and Capacity Building for Municipal Councils and staff in Gender, needs assessment of local communities, planning, Leadership, Team Building, Communication, and feasibility plan drafting
- Socio Economic Sustainable Development,
- Youth Issues,
- Microfinance and SMEs Business Development

**9. Years of Experience:** +25 Years

**10. Key qualifications:**

- Extensive experience on local economic development missions and projects with Governmental bodies of Jordan, Local Governmental Agencies, National and International NGOs, UN Organizations such as UN WOMEN and UNDP, and some of the International Donor Agencies and organizations such as USAID, EU Delegation, and GIZ Poverty Alleviation Through Municipal Development.
- Coaching training and skills with USIAD, UNDP, ILO, GIZ, UNWOMEN, British Council and IYF

**11. Specific international experience:**

Jordan, Yemen, Bahrain, UAE, Egypt, Saudi Arabia, Syria, and India

**12. Professional experience:**

**13. Organizational and Managerial Skills:** Proficient Planning and Organizational Skills; Leadership; Team Building and Development, Capacity Building and Motivation; Excellent command of Counseling Skills; Excellent Moderation Skills and ZOPP practitioner; Good Fundraising and Negotiation skills; and Excellent command of training materials development.

**14. Human Resource Development – Capacity Building Professional:** Highly qualified as Facilitator and Trainer with excellent knowledge of methodology for identification of training needs; development, customization, organization and delivery of training programs. Facilitated/delivered many workshops on management and interpersonal skills including but not limited to: Gender and gender analysis, Team Building, Leadership, Business plan preparation (Planning), Micro lending programs, Products development, Financial analysis, Marketing, Customer satisfaction, and Accounting for non-accountants; and Participatory Local Development Planning and Governance.

**Trainer / Coach 2016**

- PRA trainer and material developer supervising 19 teams in field to conduct 186 FGD, and 36 key informative interviews (2- month mission with BDO, UNHCR and JOHUD) 25th Sep – 16th Nov. 2016
- Evaluator “Green Energy Technical Offers” with LENS and MFW.
- Gender Advisor with USAID LENS Project since January – up-to-date
- Gender Trainer “TOT for Business Services Providers in Jordan (26 Participant from 13 organizations)
- TOT MFIs trainers – Cairo Fairmont Hotel from 28th Feb- 3rd March with (Sanabel Micro Finance network)

**Trainer 2015**

- Islamic Banking, Amman, Land Mark Hotel, from 25th -28th April with (Sanabel Micro Finance Network)
- Trainer TOT career guidance Trainers and Counselors 4 courses from April – September Amman, Land Mark Hotel, International Youth Foundation
- Trainer Effective Teaching Skills for Vocational Trainers, Amman Geneva Hotel from 9th - 13th November, with International Youth Foundation

- 2015** Career Development Specialist, International Youth Foundation (8 month assignment from April-December) , outreach of 10600 students at five Jordanian universities with Career guidance services, training of 12 trainers in career guidance, training of 25 career counsellors on career guidance tools and implementation, M&E of the project's achievements.  
Economic Consultant, work force development project – USAID, to develop the national strategy of Hands on Labs / incubators with VTC institutes (two-month assignment)
- 2014**
- Senior Consultant – Jordan River Foundation, developing employment packages for an un employed youth (June – December) short term consultancy
  - Senior Consultant – International Youth Foundation, developing employment tools for My Career My Future , (April –June ), editing Serve My Country Manual,
  - Regional Expert with APEX Yemen, a FHI360 Project on Gender Assessment Study (socio economic situations in Yemen Post Arab Spring (3 month Assignment)
  - Regional Expert with APEX Yemen an IFC Project on Education for Employment Yemen
  - Senior Consultant – Ladies' Committee In Gassim, Saudi Arabia. Responsible for providing technical assistance and advice on:
- 2013 - 2014
- Establishing and operating Females Youth Business Incubators'
  - Establishing Volunteers' Program and Volunteers' Bank
  - Establishing Local Females' Councils in Gassim – Training and operating as well as monitoring and evaluation
  - Supervision of volunteers' initiatives – Prince Faisal Bin Bandar Excellence Award / Females Branch
  - Capacity Building of the Ladies Committee staff on: Leadership, Team Building and Formulation of teams, Planning, Communication, Negotiation, Fundraising, and Follow-up and Monitoring techniques
- 2008 - 2012 **Senior Consultant of the First Women Cooperative in Saudi Arabia**
- Establishment, recruitment, fund raising, training of new employees, training of Board members, developing the operational manual (January – December 2010)
  - Establishment of Poverty FUND for Women in Gassim

2005 - 2009

- Consultancy Mission to Qassim Saudi Arabia / Qassim – Buriadah, King Abdul Aziz Society
- Evaluated and assist the King Abdul Aziz Society
- Managed, developed and assisted the Society in improving their networks, management systems, employment system, assessment of micro finance program, capacity building of projects' staff, identify borrowers, training needs assessment and design adequate training material and deliver training.
- Conducted Training of training course of potential trainers.
- Enhanced and Developed Al-Baraka Fund at King Abdul Aziz Charity
- Developed tools and strategies for lending, increased clientele base (from 25 borrower to over 500 in 3 years); expanded their the portfolio from (US\$ 100,000 to \$3 million); trained 5 loan officers, developed their operational manual with all forms; developed financial forms and lending procedures; assisted in applying and achieving the Alexandria Library Award by end of 2009; finalized and automated the full procedure of credit analysis, borrower analysis and lending procedures in collaboration with ABA – Alexandria
- Establishment of the Youth Training Institute in Gassim – Supervising all infra-structure as well as developing the ready to be operated operational manual and staff recruitment and training on communication skills, organizational skills, team building, establishing and managing work groups
- Networking with national, regional and international agencies for partnership as well as funding
- Over 15 million Saudi Riyal had been raised through project proposal writing and initiatives followed by strong and efficient negotiating meetings
- Training of board members, middle and upper management within the NGO on Strategic Planning, NGOs Establishment Procedures, Good governance, Sustainable Development, Women Empowerment, Budgeting and Financial Planning, and Preparation of Feasibility Plans
- Acting as Princess Nora Bint Mohammed Development Senior Consultant (side mission)
- Scientific Committee Coordinator and member of the Final Recommendations Committee of the "First Women Charitable Organizations Forum in KSA" Conference, held in Gassim from 8 - 12 November 2009 (8 month of preparation, papers analysis and selection of speakers)
- Establishment of the first women cooperative in KSA - Gassim district (planning, staff merging and training (Team Building, Leadership Skills, Follow-up and Monitoring) and supervising the establishment of policies and procedures
- Supervised the establishment of the Breast Cancer Branch of Zahra Association, including drafting of MOUs and writing the operational manuals
- Supervised the activation of the "Friends of the Environment Committee" and moving it to institutionalization
- Trainer for 15 Kids on business basics, basic marketing skills, basics in costing and pricing and actual market place experience at Emirates Mall, hosted by Dubai Summer Surprises, "Summer Junior Entrepreneurs Camp from 9th July – 10th August 2006, Progress Professional Institute, Dubai UAE.
- Training in Team Building and Evaluating Team Performance (training, forms' design, performance indicators, etc.)

- Mar. 2003 – **Gender Expert / Municipal Development Senior Expert, Poverty Alleviation through Municipal Development (PAMD) Project - GIZ**  
Dec. 2006
- Assisted in Identifying Municipal Development Vision, Mission and their Development Objectives through analysing the current situation of three pilot Jordanian municipalities
  - Prepared Arabic and English “Gender Concept Paper, and “Local Development Policy Paper”
  - Prepared in Arabic and English “Communication Structure Policy Paper” to enhance municipalities’ capacity in development dialogue.
  - Supervised the training of the Local Development Units at the Ministry of Municipal Affairs, Cities and Villages Development Bank and the three pilot municipalities on preparing their Local Development Plans, and Strategic and Operational Plans
  - Supervised Municipalities in developing their businesses and investments opportunities, analyze and manage available resources, develop Feasibility studies, and negotiate their plans with donors
  - Conducted awareness on CEDAW and Gender Mainstreaming and Gender Budgeting at the Municipalities
  - Capacity Building of Municipalities’ staff and local councils
  - Assess, monitor and evaluate impact of executed projects
- Aug. 2002 – **Business Development Manager – Ghantoot Centre for Conferences, Training and Consultancies, Abu Dhabi, UAE**  
Feb. 2003
- Responsible for developing Annual Training Plans, Designing Training Packages, Promoting and Marketing of centre’s services, formulating business agreements with clients, selecting experts and trainers for the centre’s training activities, and supervising staff members.
- Jun. – Oct. 2002 – **Assistant Senior Advisor to His Excellency Minister of Labour in Jordan**
- Advised on poverty and unemployment, youth start-ups, child Labour reduction (pilot project planning). The task involved high policy and planning skills, networking and coordinating, interviewing and recruiting Programs Management Unit’s staff.
- 1999 – 2001
- Business Training Specialist – International Labor Organization (ILO)
  - 24 months Contract to conduct training Needs Assessment for Small and Micro Entrepreneurs in Jordan.
  - Design and develop Training Manuals with the Project team, while paying attention to developing Gender Sensitive Material within the Frame of Business Culture in Jordan.
  - Maintaining and Building Capacity of Partner and Training Institutions to promote and Market the ILO’s “Start (SYB), Improve (IYB) and Expand Your Business (EYB) Programs”.
  - Follow-up and monitoring all activities conducted by the project and coaching, supervising and evaluating the SYB -IYB-EYB Trainers in Field.
- 1996 - 1999
- Owner/General Manager – Hand In Hand Consultancy
  - Daily management responsibilities
  - Writing job descriptions, interviewing, recruiting and contracting staff
  - Proposal writing and fundraising
  - Counselling and developing Training Packages and Educational Materials for Small and Micro Enterprise Training
  - Providing capacity building services for public and private NGOs
  - Follow up and monitoring projects with clientele from different sectors

## 15. Other relevant information:

### B. Publications, Research, Presentations, Conferences, and Seminars:

Have worked on, and/or assisted in, co-authoring and developing many **publications**; some of which are the following:

- 2015 E4E Yemen report Yemen 2015 APEX
- 2014 My career My Future manual YF, Amman Jordan
- 2014 YOUTH employability manuals (3 manuals: entrepreneurship, employability and Associations Manual to support Young Entrepreneurs – Jordan River Foundation Amman Jordan
- 2013 Gender Analysis Mission Yemen June – November 2013 – APEX - USAID
- 2012 "Fast MENA assessment for MFIs and Banks" with World Bank and IFC (Under processing till April 2013)



- 2010 / 2011 Income Generating Domestic Activities in Saudi Arabia (350 Female headed household was the sample size) – Published
- 2009 Hijab Study in Gassim Saudi Arabia 680 females had been interviewed and surveyed (UN Women)- Published
- 2006 Emmortyres Families Socio economic Analysis and Survey, Gassim Saudi Arabia (240 capita surveyed)
- 2005 Local Development Document for Municipal Development – GTZ published in Amman
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- 2002 Thematic Gender Evaluation in the Middle East (EU funding published research). “Thematic Evaluation of the Integration of Gender In EC Development Cooperation with Third Countries – Jordan, Contracted By PARTICIP GmbH Germany.
- 2001 Start and Improve Your Business (SIYB) Manuals adapted for Jordanian Entrepreneurs, twenty training manual combined with workbooks and action plans in costing, pricing, financial management, planning, stock, banking basics and loan management.
- 1999 Shami, Seteny, Wasan Hijazi and Aseel Sawalha, Gulf War Returnees to Jordan: Coping Strategies and Long Term. Implications, in Population Displacement.
- 1990 M.A. Thesis “Family and Marriage in a Jordanian Village of the Jerash Region: A Descriptive Study”
- 1998 Anthropologist: Palestinian Women in Business Sector - A study conducted for OXFAM/ Quebec - OCSD in Collaboration with Al-Mashreq for research and Studies MRS, Ramallah And MMIS, Amman

### **C. Conferences, Workshops and Seminars:**

- Trainer: Conducted Spring Board Program Courses organized and Financed by Monira AL-Hodaif Charitable Foundation 4 day course distributed over one month (2009)
- Trainer: Strategic and Action Planning Skills for Business Owners, Organized and Financed by Gassim Chamber of Commerce, January 4 day course, 2008
- Trainee: Information System TOT carried out by Sanabel at Aleppo Syria and scored 4/5, February 2007
- Trainer: Start Your Own Business from Home organized by Technical and Vocational Corporation in Medina – KSA. 10 Day course and 140 Consultancies Hour had been offered to the graduates to accomplish their Business Plans, January 2007
- Trainer: Start Your Business From Home organized and supported by AL-Ahli Bank in Jeddah, May 2008 , 10 Day course and 90 Consultancies Hour had been offered to the graduates to accomplish their Business Plans
- Trainer: Training of Trainers for 15 Saudi trainers in Gassim, 12 day course held on April 2006
- Trainer: Social Performance Indicators, concept, implications, Monitoring and Follow-up Skills of how to Set up your goals based on those SPI, Series of Training Course at Jordanian Municipalities 14 Course three day each started in September 2003 – Continued in 2004 till June 2005, GTZ Poverty Alleviation Project Through Municipal Development
- Attended: Microfinance and local credit schemes impact assessment mission with European commission for DEF social productivity project, assess the impact of the project’s loans on local communities ‘lives as well assess evaluate the loan qualification and disbursement procedures, questionnaire designing for the mission purposes covering 30 local credit schemes, October 19 -November 6, 2002
- Trainer: “Start Your Business”– Amman, 18 female Participants from (24 –26 Sept. 2002) With CARDNE.
- Trainer: “Being Your Own Boss Training”, Dubai, UAE – Dubai Economic Department, 27 Apr. – 5 May, 2002.
- Trainer: “Promoting Sustainability for Small Businesses for Arab Countries” a Six Day Training Course for Project Staff of Small and Micro Credit Project in Syria, covering Sustainability, Marketing and Promotion Campaigns for Small and Micro Businesses Schemes – CARDNE, Jordan, 22 - 27 Dec. 2001.
- Trainer: Two training courses on “Gender Training” and “Awareness on Gender Concept, Needs, Gender Roles, and Gender Planning” for Jordan American Partnership Project Interns.
- Trainer: “Start Your Own Business Training” – Dubai, U.A.E. 18 Females Participants (from 29th Sep. –4th Oct.), with Dubai Economic Department.
- Trainer: “Marketing and Sales Basics for Small Businesses”. Dubai, U.A.E. 13 Females Participants (from 29th Sep. – 4th Oct.), with Dubai Economic Department. (3 times) Trainer: “Gender Training” for Jordan American Partnership Project Interns. One training Course (18 Participant): Awareness on Gender Concept, Needs, Gender Roles, and Gender Planning.
- 1999 Moderator: “Project Management Cycle Training and Proposal re-writing for 15 NGO’s in West Bank to obtain funds from European Commission” West Bank-Ramallah. A Six months assignment addressing Mission, Vision, Goals and Objectives, scope of work, budgeting, Implementation and action planning for each

association's proposals. Results: 11 associations were qualified and got the funding approval based on the proposals submitted.

- Trainer: "Communication Skills (media and public speeches)" for Associations and Municipalities female Members that want to participate in the elections in Palestine", Hebron, Nablus and Gaza.
- Trainer: "Team Building Workshop" (enhancing interpersonal skills: Communication, Convincing, Problem analysis, and problem solving) for Child Health & Development Institution and Population Programs, Noor Al-Husseini Foundation .One week, June.
- 1997 Trainer: Business Awareness course, funded by European committee for Social Development Program in Development and Employment Fund. From 16-24-Jan/ 1997. Six training Hours daily for 25 participants, in Karak.
- Trainer: "How to start your own business" course and Business Plan for each idea, funded by European Committee, for Social Development Program in DEF. From 28/1-10/2/1997, 28 participants, from agricultural and services sectors in Karak, Rabba and That Rass. Twenty-five Business Plans were prepared.
- Trainer: "Business Awareness Course", funded by European committee for the same program in Irbid, 28 participants. Mainly concentrated on agriculture and services types.
- Trainer: "Business Awareness Course" 22 participants, in Rafeed, 9/ March/ 1997. All these training programs included, questionnaires, interviews, preparations, documentation, Stationary, logistics and one to one counseling for each idea.
- Attended: Trainer of Trainers "Gender issues and small business regional course for trainers, in Amman, Syria, Lebanon, Palestine, Egypt, Qatar, Bahrain, and Mauritania. June funded by (CAWTAR). In addition to training, testing, modifying and follow-up for training material. Alternative materials were prepared for some parts of the program, which related to small enterprise management.
- Attended: Trainer of Trainers: Planning For Women Small Firms Workshop". A six regional workshop conducted in Amman dealt with the field practitioners conducting a Participatory Rapid Appraisal to screen women attitudes, skills, opportunities and obstacles with in the sector of small firms and women entrepreneurs in two different areas (Madaba/ Rural) and (Al-Nadeef Camp/Sub-Urban). Funded by CAWTAR and conducted at Queen Zain Al-Sharaf Complex, June.
- Planner: Course Design Plan for the second stage for DEF program in income generation Activities for the poorest and UN-employed people.
- Moderator: Goal Oriented Project Planning GOPP Workshop In collaboration with GTZ in Dair Alla for directors and employees in Jordan Valley Authority.
- 1996 Training Supervisor for Entrepreneurial Projects Unit, Full Time Job- Queen Zain Al-Sharaf Complex. Developing the Unit, Preparing the Annual Plan of the Training Program, Writing and Developing the Training Packages for Business awareness and Business Start-ups as well as Business Development. Conduct Training courses For Women Grassroots, Trainers of the Grassroots and other women and youth Leaders and trainers. To Evaluate and do follow up Sessions and Visits included Coaching for trained trainers. Enhance Counseling Techniques implemented by the trained Women In business counselors.