

## EDUCATION

University of Leeds – Leeds, United Kingdom

September 2023 – November 2024

**MSc in Organizational Psychology and Business** (with Distinction)

(*Saïd Foundation Scholarship Award*)

**Modules studied:** Psychology of Effective Organizations, Selection and Training for Human Performance, Systems Thinking and Consulting Practices, Research Design and Analysis, Organizational Development and Change, Managing Performance and Developing Careers, Advanced Behavioral Research Design and Analysis, Commercial and Professional Skills.

### Important Modules:

- **Selection and Training for Human Performance:** Integrated theoretical and practical knowledge for examining selection and training as interconnected processes for achieving competence, covering all stages, key methods in job analysis, candidate selection, and training delivery, as well as competency theories for designing, assessing, and improving selection and training processes with a critical evaluation of their effectiveness (reliability, validity, utility).
- **Managing Performance and Developing Careers:** Applied evidence-based performance management techniques and frameworks to align individual goals with organizational strategy. Covered the full performance cycle, including setting SMART objectives, measuring outcomes using validated tools, delivering constructive feedback, and conducting evaluations. Explored strategic talent development through career planning, learning and development interventions, and frameworks for enabling long-term career success and mobility.
- **Commercial and Professional skills:** Featured insights from industry experts, who shared valuable management consulting frameworks and tools. It also included a consultancy project where I collaborated with a diverse team to gather and analyze multiple data sources—such as surveys, focus groups, and stakeholder feedback—to evaluate and improve student engagement with the university union’s activities and services.
- **The Psychology of Effective Organizations:** Emphasized how individual, team, and organizational factors affect employee behavior at work, demonstrating how understanding these factors can help design effective organizations, covering topics such as motivation, decision making, well-being, teamwork, leadership, and work design.

American University of Beirut (AUB) – Beirut, Lebanon

August 2018 – June 2022

**BA in Psychology** - Minor in Human Rights and Transitional Justice

(*USAID Scholarship Program Award*)

**GPA:** 3.96/4 (1<sup>st</sup> Class Degree / Dean’s Honor List)

**Modules studied included:** Research Design in Psychology, Statistical Analysis in Psychology, Personality Psychology, Social Psychology, Clinical Psychology, Behavioral Neuroscience, Psychology of Learning and Behavior, Human Rights and International Politics, The Non-Profit Sector.

## PROFESSIONAL EXPERIENCE

University of Leeds, Leeds, United Kingdom

June 2024 – July 2024

**Community Engagement Student Researcher Intern at CENTRE (Community Engagement Network in Research, Education, and Civic Engagement)**

- Drove the in-depth analysis of primary and secondary data sources on university-community collaborations to identify local community needs, opportunities and challenges for equitable and fair engagement with local communities.
- Interviewed 7 university and community stakeholders to identify best practices for equitable and fair partnerships, ensuring alignment with community priorities.
- Delivered a strategic report and a presentation with actionable recommendations to enhance practices within university-community partnerships, outlining steps and training needs for immediate and long-term improvements.

Berghof Foundation, Beirut Regional Office, Lebanon

December 2022- August 2023

**Project Assistant in the \$1.5 million EU funded project “Inclusive Local and National-Level Dialogue in Lebanon:**

**Supporting Reform Options, Vision-Building and Concrete Action for Service Delivery and Social Cohesion”**

- Led stakeholder engagement across four regions in Lebanon, partnering with 100+ local and international organizations to design and execute 16 community-driven initiatives that improved social cohesion, engaged 5,000+ residents, and increased resilience in conflict-affected areas.
- Organized 10 national events, such as conferences, trainings, and focus groups, fostering dialogue between Lebanese stakeholders and European Union representatives.
- Collaborated with cross-functional teams, including senior advisors and international stakeholders, to streamline project documentation and deliver timely reports, enhancing donor engagement and improving project outcomes.
- Directed end-to-end project management, overseeing proposal development, MEAL deliverables, resource allocation, risk assessments, procurement, and logistics to ensure seamless execution, compliance, and operational efficiency.

**Junior Research and Program Analyst**

- Developed 10 in-depth reports for three ongoing projects, providing actionable insights that informed decision-making, capacity building, and strategic planning for internationally funded conflict prevention, countering violent extremism, and peace building initiatives.
- Enhanced program designs and work methodologies by applying evidence-based approaches and collaborating with Elva's multicultural team, streamlining project development and improving onboarding support for interns.

**Faculty of Health Sciences and the Anti-Racism Movement, AUB, Beirut, Lebanon**

May 2022 – February 2023

**Research Assistant in the Participatory Action Research with Women Migrant Domestic Workers in “Social Networks, Collective Organizing, and Freedom of Association among Women Migrant Domestic Workers in Lebanon” project**

- Co-facilitated 4 training sessions for 8 women migrant domestic workers from Ethiopia, Kenya, Bangladesh, Nepal, Sri Lanka, and the Philippines, focusing on interview techniques, data transcription, and active communication skills.
- Conducted thematic analysis on data from 16 interviews led by women migrant domestic workers, collaborating with a diverse research team to provide insights that informed project outcomes.
- Co-facilitated 8 training sessions and discussions on data analysis, guiding participants in creating a theatre dissemination sketch for national and international audiences to highlight their struggles and advocate for their rights.
- Provided support for 2 training sessions on intersectionality and collective organization, ensuring effective participant engagement and session deliver.

**CERTIFICATIONS**

- **Lumina Learning Select Recruitment Tool Certification (Sept 2024):** Trained in the Lumina Learning Spark Model, job profiling, candidate selection best practices, interview techniques, feedback delivery, and creating candidate summary reports.
- **British Psychological Society Certification – Test User: Occupational Ability & Personality (June 2024):** Certified in psychometric testing, assessment interpretation, and candidate evaluation for recruitment and development.

**EXTRACURRICULAR ACTIVITIES****Leeds KAIST International Leadership Programme – by Common Purpose, Leeds, United Kingdom**

July 2024

- Refined leadership skills through experiential learning, collaborating with local governors, policymakers, and industry leaders on Environmental, Social, and Governance (ESG) sustainability and UN SDG 11 (Sustainable Cities and Communities), and focusing on building resilient and inclusive cities by developing and presenting actionable, innovative solutions to industry experts.
- Participated in a cross-cultural exchange with students from the University of Leeds (UK), KAIST University (South Korea), and international backgrounds, sharing insights on global policies and sustainability approaches while visiting local authorities and businesses in the UK to critically assess corporate sustainability strategies.

**Asia Arabic Debating Championship, Kuala Lumpur, Malaysia**

January 2020 - February 2020

**Debater**

- Debated over 20 global issues related to social, economic, and political topics from conflicting standpoints.
- Networked with 100+ university students from diverse nationalities and cultural backgrounds, fostering cross-cultural collaboration and engagement.

**AIIESEC in President University, Jakarta, Indonesia**

July 2019 - August 2019

**Global Volunteer**

- Coordinated environmental activities with a multicultural team of 20 exchange students on the Sustainable Development Goal "Life below Water" in rural Jakarta areas.
- Led awareness sessions for 60 high school students in Jakarta suburbs on water pollution and climate change.
- Collaborated with 40 volunteers from 15 cultures in cultural exchange workshops, promoting cultural awareness

**SUMMARY SKILLS****Languages:** Arabic (Native) – English (Fluent) - French (Intermediate)**Computer skills:** Microsoft Office tools (Proficient), SPSS (Proficient), R (Proficient), Canva (Proficient), NVivo (Proficient)**Soft Skills:** Strategic Thinking, Data-Driven Decision Making, Storytelling, Leadership, Public Speaking, and Resilience