

MOSTAFA SALHAT

Senior Humanitarian & Development Programs & Partnerships Specialist

✉ mostafa.salhat@gmail.com ☎ +961 71 437 799 📍 Lebanon

🌐 [linkedin.com/in/mostafa-salhat-aa334a301](https://www.linkedin.com/in/mostafa-salhat-aa334a301)

PROFESSIONAL PROFILE

Humanitarian Specialist with 15+ years of progressive experience leading complex, multi-sector humanitarian and development programs in challenging and high-pressure environments. Proven ability to translate strategic priorities into effective programs by overseeing operations, managing budgets, and coordinating multidisciplinary teams. Demonstrated expertise in program design and implementation, donor and stakeholder engagement, strategic partnerships, and monitoring and evaluation systems. Recognized for strengthening program quality, ensuring compliance and accountability, and delivering sustainable, results-driven interventions that improve outcomes for vulnerable communities.

PROFESSIONAL EXPERIENCE

Programs Manager

02/2025 – 12/2025

URDA - Lebanon & Syria

- **Led the strategic planning, design, and implementation** of multi-sector humanitarian and development programs, ensuring alignment with organizational strategy, humanitarian principles, and donor priorities while delivering impactful assistance to vulnerable communities.
- **Directed overall program operations and financial management**, overseeing budgets, resource allocation, and compliance with donor and organizational regulations to ensure timely implementation and high-quality program outcomes.
- **Managed and mentored multidisciplinary teams**, including program managers and field staff, strengthening coordination, performance management, and accountability while promoting a collaborative and results oriented work environment.
- **Strengthened strategic partnerships** with donors, UN agencies, municipalities, and local partners, actively representing the organization in coordination platforms, sector working groups, and external stakeholder forums.
- **Oversaw Monitoring, Evaluation, Accountability, and Learning (MEAL) systems**, ensuring effective data collection, analysis, and reporting to support evidence-based decision-making, transparency, and continuous program improvement.
- **Identified operational and contextual risks** and implemented mitigation measures to safeguard program continuity, compliance, and staff safety in complex humanitarian environments.

WASH Field Officer - Emergency Response Team

09/2024 – 02/2025

Action Against Hunger (ACF)

Beirut, Lebanon

- Conducted WASH assessments in emergency-affected areas to identify priority needs and gaps.
- Supported the design and implementation of WASH interventions, including water systems, sanitation facilities, and hygiene promotion activities.
- Supervised construction and rehabilitation works, ensuring compliance with humanitarian and safety standards.
- Coordinated with local authorities, WASH Cluster partners, and community stakeholders.
- Monitored activities and prepared regular progress and situation reports.

Food Security & Livelihoods (FSL) Field Officer

02/2020 – 09/2024

Action Against Hunger (ACF)

Zahle, Lebanon

- Implemented and monitored livelihood and food security programs, including Cash-for-Work activities.
- Supervised beneficiaries and ensured quality implementation aligned with project plans.
- Coordinated food distributions, prepared beneficiary lists, and supported logistics processes.
- Maintained regular coordination with municipalities and community focal points.

Information & Database Management Officer11/2019 – 01/2020
Zahle, Lebanon

OXFAM

- Managed beneficiary databases, distribution lists, vouchers, and tickets across multiple sectors.
- Designed surveys and data collection tools to support program decision-making.
- Collected, analyzed, and consolidated data for accurate reporting.
- Managed the feedback, complaints, and hotline mechanism, ensuring timely follow-up and accountability.

Shelter, WASH & Food Security Coordinator08/2017 – 08/2019
Beirut, Lebanon

URDA

- Coordinated the implementation of shelter, WASH, and food security projects, ensuring quality and timely delivery.
- Led proposal development and budget design to secure funding from institutional donors.
- Conducted field monitoring visits to assess progress, address challenges, and ensure compliance.
- Maintained regular communication with donors and participated in coordination meetings with UNHCR and partners.
- Managed logistics and procurement processes in coordination with support departments.

MEAL Field Officer12/2017 – 03/2018
Beirut, Lebanon

PARCIC

- Designed and implemented monitoring frameworks and data collection tools.
- Conducted qualitative and quantitative surveys to assess project impact and beneficiary satisfaction.
- Analyzed data and prepared M&E reports highlighting findings, lessons learned, and recommendations.

Grants Coordinator08/2015 – 08/2017
Beirut, Lebanon

URDA

- Led the development of proposals and reports for donors including OCHA, UNHCR, UNICEF, USAID, NORWAC, and European donors.
- Designed project budgets in coordination with technical and finance teams.
- Monitored project implementation across multiple sectors and conducted regular field visits.
- Managed feedback and complaints mechanisms and integrated findings into program improvements.

EDUCATION & TRAINING

Bachelor of Business Administration (BBA)

2014

AUL

Beirut, Lebanon

Professional Training:

- Project Cycle Management (PCM)
- MEAL in Emergency Response
- Proposal Writing
- Solid Waste Management (SWM) Cycle
- International Computer Driving License (ICDL)
- Leadership and team management
- Risk Analysis
- Sphere Standards
- MEAL
- Protection Mainstreaming
- PSEA
- CHS
- Cash and Voucher Assistance (CVA)
- Needs Assessment
- Security & Safety (HEAT)
- Donor Compliance & Reporting

CORE COMPETENCIES

- Program & Project Management
- Emergency Response & Early Recovery
- Proposal Writing & Donor Reporting
- Budgeting & Financial Oversight
- MEAL & Accountability Systems
- Stakeholder & Partner Coordination
- Team Leadership & Capacity Building
- Risk Analysis & Conflict Sensitivity

LANGUAGES

Arabic

Native

English

Professional Working Proficiency

VOLUNTEERING

Muslim Scouts Lebanon

Cubs Scout Leader

2011 – 2017

Beirut, Lebanon

JCC

Emergency Response Volunteer

2006 – 2014

Beirut, Lebanon

EARLIER EXPERIENCE

Social Worker

Joint Christian Committee (JCC)

Provided psychosocial, educational, and community-based support to children and families through structured programs and activities.

2007 – 2012

Floor Manager

Dardachat Café

01/2009 – 09/2011

Beirut

Receptionist and Night Auditor

Le Casa Do'r hotel (4 stars Hotel / Hamra)

09/2011 – 08/2012

Beirut

Night Manager

Le Duroy Hotel, Rouche

09/2012 – 11/2013

Beirut

Deputy Front office manager

WH hotel (4 stars Hotel / Hamra)

2013 – 2017

Beirut

Restaurant Manager / Project Manager

Shababik Restaurant / Saida

Theme and concept designing , Setting Menu , planning ,recruiting, running the business) 3 months Project planner

2018 – 2018

Saida

Shift Leader

Le Casa Do'r Hotel

2018 – 2019

Beirut Hamra