

Mohamad El Bakri

Program & Operations Leader | Crisis Response, Protection & Gender Equality

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Summary

People-centred recruitment and operations professional with 10+ years of experience across international humanitarian organizations, including prior service with the ICRC. Proven ability to partner with senior managers, manage end-to-end recruitment processes, and take sound people decisions in complex and ambiguous contexts. Experienced in high-volume and emergency recruitments, structured interviews, selection panels, and workforce needs analysis. Strong interest in talent acquisition as a strategic function, with growing use of data, digital, and AI-enabled tools to enhance recruitment quality, consistency, and candidate experience. Fluent in English and Arabic, professional proficiency in French.

Skills

Program & Project Management: Program Management, Project Coordination, Team Leadership, Capacity Building, Budget & Cost Management, Compliance, Quality Control, Logistics, Resource Allocation, Risk Management, Impact Assessment.

Strategy & Design: Proposal & Grant Writing, Stakeholder Engagement, Strategic Planning, MEL, Policy Development.

Technical & Digital: AI Tools, CRM & Power BI, Tableau, Trello, Asana, MS Project.

Tools & Software: Microsoft Excel, Word, PowerPoint, Power BI, Tableau, Trello, Asana, MS Project, Access, Click Up, Google Workspace.

Languages: English (Fluent), Arabic (Native), French (Professional).

Experience

RDFL

BML-Bekaa, Leb

UN Trust Fund Project Manager | Diversity & Inclusion Focal Point

Jul 2025 – Mar 2026

- Spearheaded a \$1M women's empowerment project across 2 regions by establishing and maintaining collaboration with CSOs, INGOs & actors, directly impacting 1500+ women through tailored programs and initiatives.
- Refined strong relationships with 30+ donors and partners, resulting in a 25% increase in funding commitments over a 12-month period; developed communication strategies that enhanced engagement and trust.
- Integrate monitoring frameworks and reporting tools in collaboration with MEAL to drive evidence-based strategic decision-making.

Concern Worldwide

Trip-BML, Leb

Emergency Response Manager

Jan 25 – Apr 25

- Directed the planning and implementation of protection, cash, and shelter interventions, managing budgets to ensure impactful delivery of core relief items.
- Harmonized needs assessments with OCHA and UN agencies while guiding local partners in compliance, financial reporting, and progress tracking.
- Pioneered emergency proposal development to secure funding aligned with donor priorities and optimize resource allocation.

Freelancer

Professional Development & Consulting

Jun 23 – Jul 24

- Skills upgrading in program management, proposal development, AI tools, and digital workflows
- Short-term support on reporting, coordination, and strategic planning
- Active job search and market transition.

NUSANED

Lebanon

Organizational Development Consultant

Jan 22 - Jun 23

- Crafted processes for building partner capacity that streamlined on-boarding procedures by reducing necessary training hours from 50 to just 30 per employee, enhanced long-term sustainability across all partnerships

- Created and implemented 2022-2025, achieving sustainability goals.
- Mentored 50+ staff members, boosting organizational efficiency by 40%.

CARE INTERNATIONAL

Beirut & Bekaa, Leb

Deputy Director of Programs Implementation

Mar 20 – Nov 21

- Acquired \$1M in funding through strategic grant proposals and donor engagement.
- Amplified emergency response capacity, leading a team of project managers to implement impactful community programs.
- Spearheaded operational reforms, reducing program inefficiencies; and fostered local partners' capacity in humanitarian principles, PSEA, and safety guidelines.

CARE INTERNATIONAL

Beirut & Bekaa, Leb

Rapid Response Mechanism Project Manager

Aug 20 – Feb 21

- Launched the OCHA–LHF Beirut Blast response supporting 4,500+ individuals with food, NFIs, and resilience activities during the COVID-19 crisis.
- Optimized operational processes to accelerate resource deployment and minimize response times in high-pressure contexts.
- Embedded protection and PSEA principles across the workforce, collaborating with ABAAD to develop and disseminate safety materials.

COSPE

North & Bekaa, Leb

Gender and Soft Skills Trainer

Jan 21 – Jun 22

- Designed a customized Gender and Soft Skills Curriculum with context-specific activities and energizers.
- Formed context-specific activities and training materials for diverse audiences.

Search For Common Ground

North & Akkar, Leb

Social Stability Project Manager

Sep 19 – Aug 20

- Enforced regular performance audits across program activities, ensuring continuous alignment with donor requirements and accountability standards.
- Upskilled governance leaders and youth through Non-Violent Communication (NVC) frameworks.
- Established and supported 8 community committees, increasing local participation in community-building activities by 40% and contributing to a 20% reduction in local tensions within 3 months.

Near East Foundation – NEF

North & Bekaa, Leb

Gender & Protection Coordinator

Feb 18 – May 19

- Mainstreamed gender and protection protocols across programs, driving increased women's participation and ensuring inclusive programming.
- Built local partner capacity in Safe Identification and Referrals to reinforce safe, accountable response mechanisms.
- Verified protection standards in all proposals and reports, leading to the successful launch of a child-safe spaces.

The International Committee of the Red Cross – ICRC

North & Akkar, Leb

Generalist Officer

Mar 16 – Jan 18

- Analyzed conflict dynamics and protection risks in Akkar, producing field reports that informed operational planning and access decisions.
- Served as Security and Clearance Focal Point, coordinating movements and access clearances while strengthening stakeholder coordination with local authorities and community leaders.

Peace Labs

North & Akkar, Leb

In-House Trainer & Project Coordinator

Oct 15 – Feb 16

- Managed the implementation of peacebuilding programs, conducting 8 training sessions for conflict resolution committees, directly impacting 80 members across Palestinian refugee camps and rural Akkar, Lebanon. This directly improved local

capacity.

- Ensured the proper implementation and development of impactful peace building and social stability programs.

Concern Worldwide

North & Akkar, Leb

Trainer & Protection Officer

Aug 14 – Sep 15

- Adapted Protection curricula to reflect cultural sensitivities.
- Cultivated 4 conflict resolution committees, leading to a 20% drop in local incidents.

Relief International

North & Akkar, Leb

PSS Unit Team Leader

Jan 14 – Jul 14

- Supervised PSS Social Workers and created project tools and reports.

Education

The University of Technology and Applied Sciences Libano-Francaise
Bachelor's Degree in Business Administration - Marketing

Tripoli, Lebanon
2012 - 2016