

Mhamad Al Haj

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Project, Community, and Communications Management

- Project management, Community management, and communications expert with 14 years of experience working with International and national non-governmental organizations, social businesses, and startups.
- Established and managed a network of pan Arab Community Leaders and Crowdfunding Coaches, who's core task is to organize events to promote crowdfunding Zoomaal's platform among creatives and coach live projects to reach their targets.
- Planning, implementation, promotion, and reporting of projects in various institutions.

Trainings

- ToT on Conflict Sensitivity
- ToT on Common Ground Approach
- Market Assessment Tools Training
- Faith-Sensitive Humanitarian Response
- Creative Digital Technologies
- Communication and Visibility
- Core Humanitarian Standards
- E-Mediation for Humanitarian Workers

Professional Experience

[INTERSOS](#) – Humanitarian Organization

Partnership and Compliance Officer, June 2024 to Dec 2025

The role focuses on managing the full partnership cycle with local actors, ensuring donor compliance, supporting grants, and leading communications efforts for INTERSOS Lebanon.

Selected Accomplishments:

- Conduct partner capacity assessments and develop capacity plans
- Coordinate due diligence and counter-terrorism checks
- Ensure compliance with donor and organizational standards
- Support proposals, modifications, reporting, and audits
- Collaborate with programme, finance, and field teams
- Develop visibility materials and donor-compliant outputs
- Map and vet new potential partners across regions
- Facilitate joint programme design and partner exchanges
- Lead capacity strengthening plans, training, and mentoring
- Monitor partner performance and provide procedural guidance
- Maintain contracts, documentation, and partner databases
- Drive localisation efforts and project handovers

[360 Consulting](#) – Boutique Consulting Firm

Organizational Development Associate, FEB 2024 to May 2024

The role focuses on developing the capacity of GIZ and IA partner organizations.

Selected Accomplishments:

- Assist in the development of OD strategies, training tools, and organizational SOPs
- Conduct research and analysis to inform the development of OD strategies and training tools
- Support the creation and delivery of training programs and workshops for clients
- Assist in the preparation of reports, proposals, and presentations
- Collaborate with cross-functional teams to ensure the successful execution of projects
- Contribute to the continuous improvement of our processes, methodologies, and tools
- Help in evaluating and enhancing existing organizational processes and procedures
- Collect and analyze data related to organizational performance and employee engagement
- Collaborate with team members to facilitate workshops, meetings, and group discussions aimed at fostering employee engagement, team building, and organizational culture development.

[Folkekirken Nødhjælp \(DanChurchAid\)](#) – Humanitarian International Organization

Senior Program Officer - Partnerships, OCT 2022 to OCT 2023

The role focuses on developing the capacity of partner organizations in addition to key program tasks.

Selected Accomplishments:

- Conduct partner capacity assessments and create capacity-building plans.
- Coordinate pre-partnership due diligence process and draft cooperation agreements.
- Uphold partnership principles: responsibility, results-oriented approach, equity, transparency, and complementarity.
- Facilitate tailored training based on capacity assessment outcomes and partner needs.
- Foster networking and knowledge exchange among partners.
- Lead DCA's implementation of partner capacity strengthening plans.
- Develop project proposals, Theories of Change (ToC), and program strategies.
- Ensure clear roles in partner cooperation agreements and oversee reporting and payments.

[Search for Common Ground](#) – Conflict Transformation International Organization

Project coordinator - "Toward a Gender Equitable Society", Sept 2021 to June 2022

The project is implemented by ABAAD in partnership with Search, aiming to strengthen the capacity of television professionals and film students to produce programming and films that tackle the complexities of VAWG and reduce stigma around survivors of GBV.

Selected Accomplishments:

- Designed and executed project activities, adapting to GBV and VAWG dynamics.
- Conducted a 3-day Common Ground Approach training.
- Monitored activity quality, resonance, and relevance via reflective meetings.
- Collaborated with MEAL team for effective monitoring and adaptation.
- Planned project team and partner work, focusing on capacity building.
- Ensured timely, high-quality delivery of activities.
- Developed monthly and annual work-plans.
- Generated results-based activity and project reports.
- Crafted well-written success stories.
- Ensured well-being of volunteers, champions, and affiliates.
- Built and maintained a network of local and national stakeholders.
- Managed partnership agreements with youth, media, and other partners.
- Cultivated relationships with consortium partners.

[Search for Common Ground](#) – Conflict Transformation International Organization

Project coordinator - Fostering Social Stability through Strategic Communications, Sept 2019 to Sept 2021

The Fostering Social Stability through Strategic Communications project, funded by the CSSF, aims to promote social cohesion amongst and between host communities and refugees in Lebanon. This goal is informed by two specific objectives (SO) amongst and between host communities and refugees:

Selected Accomplishments:

- Plan, implement, and monitor dialogue sessions and community initiatives.
- Collaborate with M&E for project target fulfillment.
- Manage team members and consultants, ensuring effective communication.
- Conduct CGA trainings across projects.
- Oversee media, communications, and strategic campaign elements.
- Manage research and M&E activities.
- Update workplans, budgets, and risk assessments regularly with Team Leader.
- Coordinate with consortium partners and support donor partnerships.
- Provide cultural and community management training related to the project.

[HelpAge International](#) – Older People Rights International Organization

Project Coordinator - Addressing protection concerns of people with specific needs affected by the Syria crisis in Akkar district, January 2019 to July 2019

LHF funded protection & health project for vulnerable Syrian refugees & Lebanese, including elderly (60+) and people with disabilities

Selected Accomplishments:

- Established 2 teams of 20 community volunteers
- Adapted 3 centers for the elderly and PwSN
- Conducted 6 training sessions for humanitarian actors, caregivers, and volunteers on protection, communication, and PSS
- Achievements: Supported protection activities, increased awareness of elderly programming
- Monitored project implementation through field visits, partner engagement, and tool utilization
- Collaborated in designing effective implementation methods
- Engaged older individuals and stakeholders in M&E for enhanced accountability
- Managed and reported project activities, ensuring compliance with guidelines and timely reporting

Further work experience from April 2012 till July 2016 with [Search for Common Ground](#), [Zoomaal](#), [AltCity](#), [Beirut Marathon Association](#), [IndyACT](#), and [Greenpeace](#) are detailed in [my LinkedIn Profile](#).

Technology

Software:

Adobe Family (Photoshop, Illustrator, InDesign, Premiere, Audition, AfterEffect)
MS Office (Word, Access, Excel, PowerPoint) / Apple iWork (Pages, Numbers, Keynote)
Google Adwords (Google ads, Youtube ads...) / Facebook Business
Project management apps (Asana, Trello, Smartsheets...)
Apple, Windows, and Android user

Education

Lebanese International UNIVERSITY, Lebanon

Bachelor of Communication Arts, 2011

- Major: Public Relations