

Tariq Ismail Kourtam

North Lebanon, Tripoli-Beddawi Mountain

tkourtam@gmail.com

009613031624

- **Profile**

Dynamic Executive with seventeen years of experience helping INGOs completing humanitarian projects successfully. Adept in making key decisions and working with teams & partners to achieve goals and solve problems. Experienced in managing staff and adding more value to community programs

- **Employment History:**

Protection Officer -Concern Worldwide- North Lebanon.

2022-2024

Supervised and guided a team of 4 Protection Assistants, ensuring high-quality service delivery.

Led the implementation of Psychosocial Support (PSS) activities within the Early Childhood Education (ECE) project.

Provided technical guidance and capacity-building support to PSS teams across ECE and UNFPA protection programs.

Ensured timely and effective implementation of activities in line with project plans and targets.

Capacity Building and Training specialist-Livelihoods -Concern Worldwide- North Lebanon.

2017-2022

- *Supervised Business Development Officers, assistants, and facilitators; led Training of Trainers (ToT) and performance follow-up.*
- *Designed and delivered capacity-building programs across multiple sectors (Agriculture, Dairy, Marketing, Construction, Career Counseling).*
- *Led ToT sessions on business development, financial literacy, vulnerability assessment, and child rights.*
- *Conducted continuous Monitoring & Evaluation (M&E) to assess training effectiveness and adapt strategies to beneficiary needs.*

Project Manager - Ambassadors of Training and Development – Lebanon

2017-2020

- *Managed multidisciplinary teams of coordinators, trainers, and assistants.*
- *Planned and oversaw monthly project activities and implementation.*
- *Strengthened staff and partner capacities through targeted training programs.*
- *Ensured accurate and timely submission of logistical and operational documentation.*

Business Coach – Oxfam- BADAEL Project - North Lebanon

2019 – 2020

- *Provided tailored coaching to four business initiatives, supporting planning, procurement, implementation, and growth.*
- *Enhanced business sustainability through strategic guidance and performance tracking.*

Protection Team Leader – Concern Worldwide- North Lebanon

2016 – 2017

- *Led the development of protection strategies addressing key barriers faced by vulnerable groups.*
- *Represented the organization in Protection Working Groups and external coordination forums.*
- *Contributed to proposal writing and donor communication in coordination with senior management.*
- *Ensured participatory planning with team members and stakeholders.*

Capacity Building & Partnership Officer- International Rescue committee (IRC) - Women Protection & Empowerment Program- North Area

2015 – 2016

- *Developed and implemented capacity-building plans based on partner needs assessments and SWOT analysis.*
- *Acted as focal point for partner communication and coordination.*
- *Supported partners in administrative processes, recruitment, and financial/narrative reporting.*

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Project Manager- Women Program Association (WPA) - Youth Projects

2014 -2015

- *Designed youth-focused programs and wrote project proposals.*
- *Planned annual activities and supervised implementation.*
- *Led Monitoring & Evaluation processes to ensure program effectiveness.*

Right To Play International- Project Consultant and training curriculums Developer - North Area

2013 – 2014

- *Designed and developed tailored training manuals based on needs assessments for multiple projects.*

Project coordinator - Right To Play International- North Area

2006 – 2014

- *Coordinated and supervised large-scale program implementation across North Lebanon.*
- *Managed relationships with stakeholders and represented the organization in coordination platforms.*
- *Supervised teachers, coaches, and volunteers; ensured quality delivery of activities.*
- *Developed training curricula and led extensive Training of Trainers (ToT) sessions.*

• Professional Certifications/ Certified International Trainer accredited by:

- American Canadian Board for Professional Training
- The Arabic International Academy for Training & Development
- The American Academy for Neuro Linguistic Programming -NLP.
- International for training and Management Consultancy
- The Canadian Center for human development -Dr. Ibrahim Al Feki.
- IBDA center for training and development- Dr. Ahmad Koddos
- International Human Energy Academy

• Training Consultancy Experience (International & Local NGOs):

- **2025-2026:** CIS Colleague Tripoli/ *Delivered Financial Literacy training for photography and content creation students (4 courses, 40 hours each).*
- **2025:** IHR –Beirut/ *Facilitated training on Time Management, Goal Setting, and Career & University Counselling (15 hours Each).*
- **2024:** Ghassan Kanafani- Tripoli / *Designed and delivered Training of Trainers (ToT) for community leaders (5 hours/ 3 days)*
- **2020-2021:** ARK- Lebanon/ *Led capacity-building and empowerment program for influencers in 6 different cities all around Lebanon (6 months – 12 hours monthly/group).*
- **2014-2016:** International Youth Academy- Beirut/ *Delivered training programs focused on youth leadership development.*
- **2013- 2017:** DROPS Community Progress – Tripoli/ *Conducted training on social and professional skills development (5 hours/ week – 10 groups)*
- **2015:** Danish Refugee Counsel-Akkar Wadi khalid/ *Delivered “Life Deserves” motivational training program. (6 hours)*
- **2014:** Save the Children-North/ *Trained staff on designing and leading recreational activities (18 hours)*

• Education:

2017: Honorary Doctorate- Training & HR Development (Toronto International Career University)

2012: Master1 in Arabic language and literature (Lebanese University)

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2013: DIPLOMA in sports training (University of Balamand)

References:

Salam Jabakhanji	Livelihoods Program Manager/Concern Worldwide	70357154
Sanaa Hussein	Protection Program manager/ Concern Worldwide	70873136
Monica Rahhal	Protection Program Manager/ ConcernWorldwide	76448759