

MOUSA ALBAROUDI

Humanitarian & Development Specialist | Project Management | Peacebuilding & Protection

Damascus, Syria | +963 993 123 773 | Mosaalbaroudi@gmail.com | Nationality: Syrian | Driving License: Yes

PROFESSIONAL SUMMARY

Humanitarian and development specialist with 14 years of progressive experience in conflict-affected Syria, spanning project management, child protection, GBV, livelihoods, and capacity building. Proven track record delivering UN- and INGO-funded programmes (UNICEF, UNDP, AVSI) with measurable results across 12 Syrian governorates. Skilled in results-based management (RBM), donor compliance, stakeholder coordination, and training — with 15,000+ direct beneficiaries reached. Fluent in English and Arabic.

CORE COMPETENCIES

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| • Project Cycle Management (PCM) & RBM | • Child Protection & GBV Programming | • Capacity Building & Training of Trainers |
| • Monitoring, Evaluation & Reporting | • Donor Compliance (UNICEF/UNDP/ECHO) | • Stakeholder Engagement & Coordination |
| • HR Management & Recruitment | • PSEA & Safeguarding Frameworks | • Community-Based Protection & CVA |

PROFESSIONAL EXPERIENCE

Vocational Training Coordinator

Mar 2025 – Present

AVSI International | Damascus, Syria

- Lead end-to-end delivery of vocational and life skills training for 400+ beneficiaries, achieving 85% post-training employment rate.
- Represent AVSI in UN-led coordination meetings, contributing to partner network expansion and cross-sector alignment.
- Operationalized PSEA and safeguarding frameworks per IASC standards; zero reported violations across all project cycles.
- Coordinate with INGOs, local authorities, and UN agencies to ensure safe and inclusive access for women and girls.

Career Mentorship Coach

May 2024 – Mar 2025

AVSI International | Aleppo, Syria

- Facilitated job placements for 118 beneficiaries (52% women) via structured private sector partnerships, exceeding placement target by 18%.
- Provided one-on-one career counselling and entrepreneurship guidance to vulnerable youth including GBV survivors.
- Supported 10 small businesses from concept development to market access.

Digital Development Intern – CDO Unit

Jul 2024 – Apr 2025

UNDP | Remote / Syria

- Conducted research on digital inclusion and ethical technology governance; contributed to national digital policy planning.

HR & Training Coordinator

Jun 2023 – May 2024

Babel Association | Syria

- Redesigned HR workflows and competency-based job description framework, reducing recruitment turnaround by 30%.
- Delivered GBV, safeguarding, and PSEA trainings to staff and partners across multiple field locations.

Project Manager (UNICEF-funded)

Jun 2022 – Jun 2023

Babel Association | Syria

- Managed multi-sectoral project (Child Protection, GBV, Health) reaching 36,400 beneficiaries with 100% donor M&E compliance.
- Coordinated between UNICEF, local authorities, and 5+ implementing partners; oversaw Women & Girls Safe Spaces activities.
- Built partner capacity through training, on-site monitoring, and quality assurance.

Life Skills & Accounting Trainer

Jan 2021 – Sep 2021

UNDP | Syria

- Designed and delivered 8 competency-based modules to 215 youth (60% female); achieved 92% post-training knowledge gain.

Reporting Officer & Admin Assistant (UNICEF-funded)

Jan 2021 – Jan 2022

Babel Association | Syria

- Developed M&E reporting matrices; supported budgeting, procurement, and recruitment processes.

HR Coordinator

Apr 2018 – Jan 2021

Babel Association | Syria

- Managed recruitment of 40+ staff; developed job descriptions and contributed to HR policy development.

Freelance Trainer & Consultant (Entrepreneurship, HR, PM)

Feb 2014 – Present

Self-employed | Syria – 12 Governorates

- Accumulated 10,000+ facilitation hours; trained 15,000+ beneficiaries in entrepreneurship, HR, and UN project management principles.

EARLIER EXPERIENCE

Livelihood & Microfinance Trainer Diocese of Akkar / Archdiocese of ALWADI | Mar–Nov 2020

Entrepreneurship & Life Skills Trainer Kareem Charitable Association | Jan 2015–Jan 2016

Procurement & Logistics Coordinator White Spaces Voluntary Team | Feb 2016–Feb 2018

Child Protection & GBV Facilitator Sanibel Society | Jan 2012–Jan 2014

Psychosocial Support Facilitator Albalad Al Ameen Society | Apr 2011–Jan 2012

EDUCATION

Bachelor of Business Administration	Syrian Virtual University	2019–2025*
Bachelor of English Literature	Third Lebanese University	2010–2014
Diploma in Project Management	Oxford Home Study	2023–2024

* Completed part-time while employed full-time.

KEY CERTIFICATIONS

- Initiating & Planning Projects – UCI University (2023)
- Gender Projects & Negotiation Skills – FDCD (2021)
- Training of Trainers (ToT) – CTD for Training (2015)
- NGO Communication & Fundraising – UNDP (2021)
- Budgeting & Reporting – UNDP (2018)
- Project Management – El Fiky International Foundation (2016)

LANGUAGES

Arabic	Native
English	Fluent (C1) — Daily working language with UN agencies

References available upon request.