

Curriculum vitae

CONTACT DETAILS:

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DOB.: 8 Nov, 1971
Nationality: Australian, Jordanian

ACADEMIC QUALIFICATIONS

- Bachelor of Science in Production Systems 1993. The University of Jordan, Amman, Jordan.
- Master (Research) 2004. University of Sydney – Australia.
- PhD 2010. Natural Resource Management, University of Western Australia and The International Center of Excellence for Ecohydrology.

WORK EXPERIENCE

Dec 10 – Present (Part-time) Subject Matter Expert (Water, Environment, Energy and Agriculture), Lead Business Excellence Assessor (EFQM 2020) and R4E.

- Reviewing and developing **business strategies** including defining **strategic KPIs**.
- **Monitoring and evaluation** of mega projects.
- Cascading strategies to **operational plans**.
- Building scenarios for **agile business models and reviewing organizational structure**.
- **Benchmarking business performance** with international leading organizations.
- Assessing the level of **excellence** in governmental and private organizations following Excellence Models: **UAE GEM, EFQM 2010, EFQM 2013** and certified **EFQM 2020**.
- **Chairing Technical Committee for Jordan Innovation Award, Jordan Excellence Awards**
- **Jury Panelist** for Excellence Awards, 2018 King Abdullah II Center for Excellence (KACE).
- **ToT** for Jordanian Municipalities (Best Municipality Award), 2020.

Snapshots from delivered projects:

- **Chairman of the Technical Committee** – Sheikh Zayed Housing Program, 2020.
- **Team Leader**, EFQM R4E Assessment in Saudi Arabia 2020.
- **Team Leader**, King Abdul Aziz Award for Quality, 2020.
- **Team Leader**, Ministry of Interior Internal Excellence Award, 2019.
- Consultant to the **Role of Law Program** in Jordan to assess the implementation of governance across governmental entities and set the water sector as role model to follow, Jordan Prime Ministry 2019.
- **Team Leader** assessing Dubai Municipality Internal Award, 2019 including DM Service Centers.
- **Chairman of Technical Committee**, Dubai Health Authority 2019 and 2020.
- **Chairman of the Technical Committee**, Sheikh Mohammed Bin Rashid Award, Prime Minister Medals, 2018.
- **Jury Panel** (Ministerial Category) at King Abdullah II Center for Excellence 2018.
- **Technical Committee Member (Jordan Innovation Award**, Individual awards and Private Sector Award), King Abdullah II Center for Excellence 2018.
- **Lead Assessor**, major category, King Abdullah II Award for Excellence 2018.
- **R4E**, private sector in Jordan, 2017.
- **Subject Matter Expert** on water, energy and environment sectors 2017.
- **DEWA Internal Excellence Award** in 2016 2017, 2018, 2019 and 2020, I assessed the following Medal categories: **Supervisory Category**, Specialized Category, Technical Category, Technological Category, Administrative Category, Field Category, New Employee Category, and the Unknown Solider Category.
- **DEWA Internal Excellence Award – Sustainability** in 2016 and 2020, I lead the assessment team for the following categories: Sustainable Leadership and Innovation in Sustainability.
- **Dubai Municipality Internal Excellence Award** in 2017, I assessed the following Medal categories: Supervisory Category, **Specialized Category**, **Technical Category**, Technological Category, Administrative Category, Field Category, New Employee Category, and the Unknown Solider Category.
- **Excellence Coaching** for Dubai Chamber of Commerce candidates to DGEP in 2018.
- **Sheikh Mohammed Bin Rashid Award**, Prime Minister Medals for Specialized Employee Category, 2016.
- King Abdullah II Award for Service Centers, **Quality Assurance Team**. 2017.
- **Abu Dhabi Excellence Program – Main Category** 2015.
- **Sheikh Khalifa Government Excellence Program**, third cycle 2014, Main category, **water and energy sectors**.

- **Sheikh Khalifa Government Excellence Program**, third cycle 2014, Distinguished federal entity in **Green Applications**.
- Abu Dhabi Award for Excellence in Government Performance 2013 – Main category to assess **water and energy sectors**.
- **Dubai Government Excellence Program** 2013, Dubai – United Arab Emirates.
- **King Abdullah II Award for Excellence** 2013, Amman – Jordan, seventh cycle for main category.
- Sheikh Khalifa Government Excellence Program, second cycle 2012, second cycle for main Category for water and energy sectors.
- King Abdullah II Center for Excellence, Amman – Jordan, sixth cycle 2011, main category
- Team Leader for Decagon – ICT International award for **excellence in scientific research** 2009 - 2010. Australia.

July 2015 – Present, Executive Director at the Middle East and North Africa Network of Water Centers of Excellence (MENA NWC)

Responsibilities (not limited to):

1. Project the **Vision** of the Network, and constantly review and recalibrate efforts to ensure that the **Business Plan’s strategic goals** and **KPIs** are achieved.
2. Ensure the alignment between projects and initiatives with the strategic objectives and develop the target setting protocol based on the available competencies and resources.
3. Develop the **governance structure** to represent and reflect regional voices of leading international scientific expertise and elected Board Members, General Assembly (Member Centers) and the host (Government of Jordan).
4. Develop a governance system in compliance to assure the transparency of services and the full compliance with stakeholders and donors financial and administrative requirements.
5. Develop and maintain a common vision in coordination with the Board to ensure their optimal contribution to **Network sustainability**.
6. Lead the **competency analysis exercises** to hire the Directorate’s technical and management staff, after consultation with the Board of Directors.
7. Ensure the implementation of governance systems and including tools to monitor the governance in the execution of our funded projects.
8. Direct the members of the Directorate and implement dynamic business analysis exercises to assure sustainability and to set project targets and deadlines.
9. **Lead fundraising** activities by identifying opportunities and actively engaging in negotiations with potential funders
10. Initiate and expand paid membership in the Network
11. Manage all large and small grants programs and other research efforts carried out under the Network’s umbrella
12. **Develop research directions** which are aligned with government demands, private sector interest, and community needs

13. Identify potential **innovative projects** and oversee the selection process for all grant applications and other proposals and work directly with member Centers during the process
14. Develop, implement, and regularly assess and modify a technical and management **capacity development program** with the Centers that addresses their priority requirements
15. Ensure the consistent, active engagement of a broad base of **stakeholders** in research efforts, from initial concept development and design through widespread use and adoption
16. Play a leading role in developing and using the Network's **performance monitoring system**
17. Coach candidates for Water **Innovation Fellowships** in the Middle East and North Africa.
18. Ensuring the financial governance through consolidating the **procurement and purchases protocols**.

Projects:

1. Co-founder of a joint vision and outlines of a master plan for the effective activation and deployment of science and knowledge for achieving the SDG in the Arab region in partnership with the UN. Cairo, Egypt May – 2016.
2. Development the governance of Science, Technology and Innovation Policy /SDGs Nexus, as well as governance of Science and Knowledge Strategies to define challenges and opportunities to further the role of science and knowledge in achieving the sustainable development goals in the Arab region.

Dec 2016 – Present (part-time) Consultant at the World Bank and based at the Ministry of Water and Irrigation – Jordan.

Responsibilities:

1. Develop a thorough understanding of relevant documentation relevant to Bank-supported and other activities in Jordan through a desk review of existing relevant documents, and including the latest version of the Kingdom's Water Strategy and Investment Program, reports prepared under the World Bank managed Red Sea-Dead Sea Water Conveyance Study Program, and other relevant documents.
2. Business coaching for WB funded projects in the MENA Region including assessing the governance when executing these projects.
3. Conduct the competency analysis for potential projects and potential professionals to lead the projects, the **TAP Tool** was used to assess the governance of these projects and individuals.
4. Support organization of key activities related to Bank and other donor support to the planned Red-Dead Phase 1 Project including relevant communications materials.
5. Work closely with Bank and MWI staff on relevant aspects of the Kingdom's water sector strategies and programs in the context of policy dialogue, DPOs and other agreed activities.

Jan 10 – July 2015 (full-time) Research Scientist, ICT International Pty Ltd, Armidale, NSW, Australia. ICT International was awarded the Australian Business Innovation Award 2009 and 2014 and also Innovation of the Year 2013.

Responsibilities:

- Developing, testing and calibrating new monitoring instrumentations to assist natural resources managers to manage and monitor the sustainability of their projects such as (water saving, water reuse, energy saving, insulation and thermal properties, solar systems, recycling).
- Conducting collaborative research with strategic partners such as universities and research institutions to develop new automated monitoring systems.
- Building regional capacities through conducting workshops and training sessions for local and scientific communities on the monitoring systems and data interpretation.
- Evaluating and assessing projects in light of sustainable management systems including reviewing the on-going processes.
- Assessing organizational performance including the implementation of innovation and excellence models.
- Developing excellence frameworks and assessment criteria based on the international best management practices and taking into account the feedback from the end users and strategic partners.
- Acting as consultant for sustainable use of natural resources management projects.
- Developing strategic plan for the international collaborative project between ICT International and research institutions and universities.

Projects:

1. Assessing the governance in cement industry in Jordan, 2014.
2. Developing the Environmental Inspection System and procedures to ensure the governance in the production and also the governance in monitoring and assessing the performance by the governmental technical field team, 2014.
3. Co-developing the roadmap for what should be included in subsequent trainings on water governance and integrity for the MENA Region, 2012.
4. Developing the dissemination plan for water governance in Jordan, 2012.

Apr 06 – Nov 09

PhD Research study, Natural Resource Management, The University of Western Australia.

Dec 01 – Mar 06 Research Assistant, International Center for Biosaline Agriculture, Dubai, United Arab Emirates.

1. Building national research capacities and identify potential innovative sustainable projects.
2. Co-supervising the outreach contractual projects and assessing the level of governance in six project with value of (5 million US\$). The aims of these projects were sustainability and natural resources management.
3. Helping in organizing training courses, seminars, workshops, and conferences.
4. Co-reviewing the strategic plan (1999 – 2004) and contributed to the development of the next strategic plan (2004 - 2009).

(Sep 96 – Nov 01) Researcher, United Arab Emirates University

1. Conducted various research activities centering around the following experiments:
2. Assist in preparation of the First International Date Palm Conference in United Arab Emirates – Al-Ain held on March 1998.
3. Prepared and conducted training sessions for postgraduate and graduate students.
4. Supervised graduation projects for students and practical training.
5. Managed the international collaborative projects such as:
 - A. Hydroponics System and Nutrient Film Technique System (NFT) with JICA (Japanese International Cooperation Agency) over 4 years.
 - B. Supervised the use of rock wool products in cultivation system, in cooperation with JICA. I developed a manual of installation and using the rock wool systems.

Personal initiatives other than assigned duties:

- ❑ Published 26 articles and technical reports in international journals and magazines.
- ❑ Co-organize the International Conference on Climate Change, Agri-Food, Fisheries, and Ecosystems 19-21 May 2011.
- ❑ Train the trainers on Small and Medium Enterprises (SMEs).
- ❑ Prepared many feasibility studies to help decision makers and strategic partners in control and minimizing the cost of running the processes.

Jan 94 –Jan 96 Head of Agro-Environmental Department, Al-Salt Municipality (Jordan).

Responsibilities:

- ❑ Planning and supervision of Environmental sites from design to establishing the process maps and maintenance to assure sustainability.
- ❑ Participated in many internal committees such as organizing and developing committee, and purchasing committee

Professional Training Courses:

- ❑ EFQM Certified Assessor Transformation Training 2020.
- ❑ Community Immunity Ambassador Program. MBRU, 2020.
- ❑ Quality Risk Management, UPS 2020.
- ❑ Training of Trainers (TOT) on Governance, GIZ, Germany, May 2012.
- ❑ Governance, 4th Regional GIZ-ACWUA Training program, 16-20 October 2011 – Amman – Jordan.
- ❑ EFQM, King Abdullah II Center for Excellence (EFQM Excellence Model 2010).
- ❑ Leadership, Arabian Innovation Company AIC, July 2011. Jordan
- ❑ Project Management (1-19 March 2010). The University of New England, Australia.
- ❑ Requirements for Successful Projects Business Analysis (12-17 Oct 2009). PM-Partners group, Sydney – Australia.
- ❑ Effective Quality Control (6-24 OCT 2008), The University of Western Australia.
- ❑ Design and analysis of field studies – (11-22 Sept. 2005) The International Center for Agricultural Research in the Dry Areas (ICARDA). Aleppo, Syria.
- ❑ Project management Professional (13 Jun 2005 – 11 July 2005), Al Khawarizmi International Colleague, UAE.

Memberships:

- ❑ Life-time member of the Jordan Society for Quality.
- ❑ Member of Jordanian GIS Association – Jordan.
- ❑ Member of Australian Society of Scientists.
- ❑ Member of Jordanian Ag. Engineers Association – Jordan.
- ❑ Member of Jordan Environment Society – Jordan.
- ❑ Member of The Jordanian Society For Desertification Control and Badia Development–Jordan.

Awards:

1. FAO International Travel Award for Global Forum on Salinization and Climate Change (GFSCC2010) Valencia, Spain.
2. International travel award, Grasslands Society of South Australia, 2009 to visit Tokyo University of Agriculture during the period (16-31st Oct, 2009).
3. PhD Scholarship, Australian Postgraduate Award for Industry (APAI), Jun 2006 – Dec 2009.
4. Top up scholarship, Center of Excellence for Ecohydrology, DAFWA, June 2007 Dec 2009.

Referees:

1. Dr. Ibrahim Rawabdeh, CEO at King Abdullah II Center for Excellence. E-mail: (Ibrahim.r@kace.jo).
2. Dr. Bassam Hasbini, Director General – Lead Consult E-mail: (b.hasbini@leadconsult.com).
3. Prof. Tim Colmer, Head of Dept at UWA - Australia. E-mail: (tim.colmer@uwa.edu.au).