

CURRICULUM VITAE

- 1 Family Name: GHNEIM
- 2 First Name: Oussama
- 3 Date of Birth: 17/6/1966
- 4 Nationality: Lebanese
- 5 Marital Status: Married
- 6 Education:

INSTITUTION (DATE FROM-TO)	DEGREE(S) OR DIPLOMA(S) OBTAINED:
2022 Lebanese University, Lebanon	PHD in Educational Management Diploma
2010 Lebanese University, Lebanon	Master in Educational Management
2007 MECAT, "Middle East Canadian Academy of Technology" (MUBS), Lebanon	BA in Educational Management
1994 MAFPEN - France	Technology Didactics
1990 IPNET -Lebanon	B.A. in Technical Teaching. (LET) - Mechanics

- 7 Language Skills: from A1 (beginner) to C2 (proficient).

LANGUAGE	READING	SPEAKING	WRITING
Arabic	Mother tongue		
English	C1	C1	C1
French	C1	C1	C1

- 8 Membership of Professional Bodies: Former President and Founder of WARD (NGO), Member of Les Cités (NGO), Member of INTERRIVES (French NGO), Member of Alumni of Malaysian Technical Cooperation
- 9 Other Skills: Microsoft Utilities (Word, Excel, Power point, Movie maker, ...), ICT Skills (search, communication tools, ...)
- 10 Current Position: Consultant at the Office of HE, the Director General of Vocational and Technical Education
- 11 Years within the Firm: 30 years
- 12 Key Qualifications:

- Social and Communication Skills ▪ Excellent interpersonal skills while working in groups to perform tasks, and remarkable flexibility and adaptability in managing problems ▪ Organisational / Managerial Skills ▪ Outstanding managerial, negotiation and leadership skills in strategic planning and implementing projects, and a notable determination to meet deadlines ▪ Good management skills while working on local, national and international projects ▪ Coaching and Training skills ▪ Extraordinary ability in guiding, coaching and animating a variety of meetings, training sessions, and workshops

- 13 Specific Experience in the Region:

COUNTRY	DATE FROM-TO
Lebanon, Jordan, Palestine, Tunisia, Libya, Morocco, Algeria	06/2019 – 05/2020 & 10/2020 – 07/2021
Syria	07/2020 - 03/ 2021 & 08/ 2021 – 03/2022
Morocco	09/2016 – 12-2016
Jordan	05/ 2008- 02/ 2010
Iraq, Erbil	11/2022 – 07/2024
Iraq	10/2024 – Ongoing

14 Professional Experience (selected references):

DATE FROM-TO	LOCATION	COMPANY	POSITION	DESCRIPTION
10/2024 – Ongoing	IRAQ	Team International	Consultant – Team leader	The "Enhancing Employability for Youth in Ninawa, Iraq" project, implemented by UNESCO with funding from KOICA, aims to boost youth income and household livelihoods in Iraq by improving employability. The project supports three Centres of Vocational Excellence (CoVE) — Ninawa Agriculture School, Intissa Commercial School, and the Vocational Training Center in Mosul. The objectives include enhancing training quality, upgrading vocational infrastructure and curriculum, and strengthening labor market linkages through Career Development Centres and Sectoral Councils. As a team leader, my focus is on project coordination and monitoring, leading a team of 8 experts in CBT curriculum development, and collaborating with focal institutions and stakeholders.
06/2019 – 05/2020 & 10/2020 – 07/2021 462 days	Lebanon, Jordan, Palestine, Tunisia, Libya, Morocco, Algeria	UNESCO Mr. Salim Shehadeh, Programme Specialist: STV UNESCO regional Office for Arab States in Beirut	Consultant - YEM project Team leader	The YEM (Youth Employment in the Mediterranean) initiative is a 3-year regional project funded by the EU and implemented by UNESCO across Algeria, Egypt, Jordan, Lebanon, Libya, Morocco, Palestine, and Tunisia. It aims to address challenges in TVET. As a team leader, my tasks included coordination and monitoring, leading a team of experts from 8 Arab countries, collaborating with stakeholders, following up and providing technical support, conducting policy analysis, and advising governments on program development. Additionally, I was responsible for reporting and contributing to the communication and visibility strategy, overseeing various studies, and preparing local and international activities and seminars related to TVET, including ICT integration, career guidance and work-based learning.
08/2013-06/2019 07/2021 – ongoing	Lebanon Syria	WARD NGO (Welfare Association for Research and Development) Mr. Issam Abi Nader, President		WARD is a cultural, educational, and developmental NGO established in 2013, focused on raising awareness, building capacities, and developing the skills of youth through research and developmental projects. As the founder and former President, I managed and led various development projects, collaborating with international organizations such as UNESCO, ILO, AVSI, FAO Lebanon, FAO Syria, and UNESCO-UNEVOC. I led teams conducting studies about labour Market and Work and Life Skills, and developed TVET curricula for the fields of industry and agriculture. Additionally, I organized local and international seminars, workshops, and trainings, and established an E-portal for agricultural training for the Ministry of Agriculture. My work resulted in diverse publications and contributions to curriculum development in TVET and Work, Education, Oil and Gas, Education, etc.
05/2008-02/2010 200 days	Jordan	TW -Kuwait/ Jordan Mrs. Rana Abou Zeid - Jordanian University road – Amman,		It is a tripartite international project JORDAN, (TW Kuwait - NET Jordan / Credij - France) aiming to train 5000 workers in the construction field. As a deputy team leader, the tasks I executed include management and implementation follow up, coordination, coaching trainers, and quality assurance.
10/2011 – ongoing 100hr/year (1100 Hours)	Lebanon	Lebanese University - Faculty of Education - Dr. Khalil Jammal, Dean	Instructor	The Lebanese University is the only public university in the country, founded in 1951 and is composed of 16 faculties and 3 Doctoral Schools. My role in the university is that of an instructor/trainer for the MASTER 2 Level in educational management.

DATE FROM-TO	LOCATION	COMPANY	POSITION	DESCRIPTION
10/2011 – 08/2012 180 hours	Lebanon	MUBS University Faculty of Management – Education Dr. Nael Alameh, Provost	Instructor	MUBS is a private university founded in 2000. It has six campuses all over Lebanon, having connection with 17 universities all over the world. It contains 4 schools: International School of Business, School of Health Sciences, Computer and Applied Sciences, as well as the School of Education and Social Work. My duties included working as an instructor at the school of Education and Social Work, and preparing and delivering courses for the BA and Master level in HR and Educational Management.
11/2004 – 05/2019	Lebanon	CRDP Dr. Hiam Ishac, President	Head of department	The Center for Educational Research and Development is an official institution under the guardianship of the Minister of Education. Its mission is to elaborate educational policies, design curricula, conduct teacher trainings and monitor educational innovations. As a former employee, I held several positions: Head of Vocational and Technical Education Department, Head of the Educational Television and Radio Unit, General Coordinator of Technology, Head of Technology and New Life Skills Department. My duties included project management (Entrepreneurship, Career guidance; conducting studies in the fields of Industry, Labour, Pedagogy, etc.; implementing, monitoring and evaluating projects, developing curricula and books; training trainers, communicating with local, regional and international organizations; and serving as a committee member (Skills Development, Apprenticeship, CBT, Decent Work, etc.)
07/2021 – Ongoing	Lebanon	DGVTE (General Directorate) Dr. Hanadi Berri, TVET General director	Consultant– Department of the Accelerated Training	Before becoming a consultant for the TVET General Director, I was a member of: the selection committee of VET schools' principals, the jury for graduation projects in VET Schools, and the National Committee for the Evaluation of Young Lebanese Engineers Projects, the Ministry of Industry – (LIRA Project).
02/1993- ongoing with various leaves	Lebanon	DGVTE (Technical Institutions)	Teacher and Head of the Mechanical Department	In different technical institutions, I occupied the different positions such as the Head of Mechanical Department – HITI, Teacher and Head of Public-Private-Partnership – HITI, Lebanese - French protocol – Coordinator, organizer and manager of the mechanical workshops and courses , leader for the Curricula committee reform for LT level, and organizer of institutionalised professional training for students in the private sector.
2/ 2023 - ongoing	Egypt/ Lebanon	ALO (<i>Arab Labor organization</i>)	Author of a research paper	I participated in the Arab Labor Organisation 8 th Report, and served as a member of the authors committee where I was responsible for the part related to TVET, "TVET for a new Era".
3/2023 - ongoing	Lebanon	CRDP	Head of the Executive committee, TVET part	In the process of curriculum renovation in the general education, I worked as a member of the Scientific committee in the fields of TVET and labor market and led the experts' team to elaborate a supportive study (Relation between TVET, General and Higher education and the Labor market: Career guidance and orientation for the students in general education).
04/2021 ongoing	Lebanon	CCIA – BML	Consultant	<i>The Chamber of Commerce, Industry and Agriculture, Beirut and Mount Lebanon</i> seeks to Digitalise Women Skills. Within this scope, I worked as a consultant of the EU -INTERNISA Project where I organized and implemented the JOB fair, executed the WDC- women digital center, trained on various employability skills and think tanks for employers/ HR from the private sector

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11/2022 – 3 / 2023	Lebanon	ILO	Consultant / Expert	Development of Quality Assurance, accreditation, testing and certification standards for private TVET providers offering non-formal VT. My duties included conducting a literature review and collecting data, in addition to following up on the pilot project implementation.
11/2022 – 3 / 2023	Lebanon	ILO	Consultant / Expert	DACUM analysis and development of occupational standards and competency-based curriculum for Machine operator Occupation. My responsibilities included management and Coordination.
11/2022	Erbil- Iraq	Ampersand	Consultant	I served as a consultant who submitted a proposal for implementing a new TVET system in Erbil.
2022	Palestine	Spark - Enabel	Researcher	I served as a researcher whose responsibility was to review the Labor Market Information System (LMIS) in Palestine
1/2019 – 8/2019	Lebanon	Safadi Foundation (NGO)	Team Leader	As a part of Youth SEEK job – Strengthening the Employability, I participated in designing a training curriculum, elaborating on 2 Short term curricula: assistant chef and waiter, and coaching trainers.
2/2006-6/2019	Lebanon + Arab countries	UNESCO	Project Coordinator/ focal point	As a Focal point for the project the (LLEL) Life Long Entrepreneurial Learning project representing CRDP, I participated in elaborating the content, training, and preparing workshops and studies in different countries (OMAN, Kuwait, Bahrein, Jordan, Syria, Egypt, Tunisia, Morocco)
2/2005 – 6/2019	Lebanon	UNESCO	Consultant / Expert	Within the frame of VTE- Vocational and Technical Education, I worked as an expert and consultant who prepared various workshops and studies in different countries mentioned above.
11/2017 – 2/ 2019	Lebanon	ILO	Consultant / Expert	My role was a team leader of the group of experts conducting the functional review for the EES – Ministry of Agriculture. My tasks included management and coordination, animation of different focus groups and think tanks, and writing the final report.
2018	Lebanon	UNESCO	Researcher	As a researcher, I was responsible for reviewing the <i>Life and Work Skills for Youth in Lebanon</i> study.
2018	Lebanon	UNESCO	Researcher	As a researcher, I was responsible for reviewing the <i>Work- based Learning (WBL)</i> programmes for young people
2018	Lebanon	UNESCO	Researcher	As a researcher, I was responsible for reviewing the Labor Market Information System (LMIS) in Lebanon
8/2018 – 11/2018	Lebanon	LOGI	Consultant Trainer	Within the scope of TVET for petroleum sector advocacy campaign, I delivered TOT for trade unions and held a campaign for youth to raise awareness about the petroleum sector in Lebanon.
8/2016 – 10 /2018	Lebanon	AVSI	Consultant / curriculum development	As part of the Short-term Agriculture Curriculum development, I designed a syllabus for short term / medium term courses for the Agriculture Vocational Schools on animal and vegetable production. I also collaborated with technical experts, organized reflection sessions, and conducting a TOT.
8/2018-8/2018	Lebanon	CESVI	Trainer of Trainers	My work included training technical school teachers and coordinators on curriculum development and coaching teachers on how to harmonize the various curricula.
6/2017-4/2018	Lebanon	FAO Lebanon	Expert on financial education Manual elaborator	The initiative focuses on enhancing financial literacy for underage youth through various educational programs. I developed an informal education module on financial literacy and life skills for Social workers at the Ministry of Social Affairs, conducted training sessions for social workers and operators there, designed a new curriculum on financial education, and trained Agriculture school teachers.
7/2017 – 2/2018	Lebanon	Safadi Foundation (NGO)	Team Leader	My focus was to elaborate TVET 12 Skills based curricula, following the template provided by GIZ- Lebanon as well as managing the team.

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7/2017 – 9/2017	Lebanon	RMF (NGO)	Trainer of trainers	As part of upgrading a start-up toolkit for TVET, I participated in: a desk review about the tools needed in various occupations, a survey about the needed tools, and consolidating a list of needed tools.
9/2016 – 12/2016	Morocco	UNESCO – UNE-VOC INSET Rabat	Consultant / Expert	I served as a member of the steering committee and as a trainer of trainers on Entrepreneurial learning and MOOCs.
3/2016 – 6/2016	Lebanon	North leda	Consultant / curriculum development	I participated in reviewing the adapted curricula for short term vocational training on potato and leafy greens in addition to training trainers.
10/2015 – 6/2016	Lebanon	Makhzoumi Foundation (NGO)	Trainer / Coach	As a part of Entrepreneurship Training, I trained youth and women on how to build their own SME.
4/2016 - 4/2016	Lebanon	Safadi Foundation (NGO)	Trainer of trainers	To upgrade the capacity of the trainers, I was their master trainer on pedagogy (lesson planning and pedagogical practices), entrepreneurship, ICT, educational management, and animation.
10/ 2014 – 6/2015	Lebanon	DPNA	Consultant/ animation/ re-searcher	My tasks in the Entrepreneurship project included consultancy, animation of 9 “Entrepreneurship cafés”, and conducting a study about the Entrepreneurship and the youth needs.
5/2005 – 3/2015	Lebanon + Arab countries	UNESCO	Consultant / Expert	My tasks in the Education for Sustainable Development project included content elaboration, training, and preparing various workshops and studies in different countries.
12/2014	Lebanon	DPNA	Trainer of Trainers	As a part of the Entrepreneurship Education Project, I trained trainers and private school teachers.
10/ 2012 – 10/ 2014	Lebanon	ETF	Focal point	I served as a focal point for the GEMM committee.
3/2013 - 12/2013	Lebanon	ILO	Researcher	I implemented a tracer study (CBT in Short term curriculum) for trainees in the construction field.
3/1993 – 8/2013	Lebanon, France, Egypt, Syria,	Les Cités (Cercles d'Innovation des Technologies Educatives)	Member of the Les Cités Network	In addition to implementing different training projects (MEHE VET trainers, ANERA Palestinian trainers, MSL trainers...), I developed 10 vocational curricula in different fields for the MSL (Movement Social Libanais). I also served as a project coordinator for technology, a certified trainer for VET Teachers of Mechanics, Maintenance and Pedagogy, and a technical trainer for labours in a pharmaceutical industry.
1/2012 – 11/2012	Lebanon	ILO	Focal point	As a committee member, and a representative of CRDP, I participated in elaborating 8 CBT curricula for short-term vocational training (in the construction field) in addition to monitoring their implementation.
5/2012 – 10/2012	Lebanon	UNRWA	Researcher, Team leader	My duties included reviewing the TVET structure at Siblin Training Centre, evaluating their TVET curricula, conducting a functional review study, and building the capacity of teachers there.
7/2007- 10/2012	Lebanon	ETF / ILO / UNESCO	Focal point	The EPE- Entrepreneurship Education Project is led by ETF with a joint venture with UNESCO, ILO, and MEHE. It is related to the integration of Entrepreneurship Education in the curriculum. My duties included managing the project, developing curricula, and training trainers.
10/1999 – 6/2011	Lebanon	NDA (Notre Dame Des Apôtres- School)	Teacher and Head of Technology Lab	I was responsible for teaching, as well as managing and organizing the Technology lab.

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2/ 2010 – 11/ 2010	Lebanon	ETF	Committee Member	I served both as a researcher and as a member of the National Qualification Framework committee.

15 Other Relevant Information:

Publications

- “TVET for a New Era”, a chapter of the 8th Arab Labor Organisation’s report, (2024 - unpublished yet)
- Development of Quality Assurance, accreditation, testing and certification standards for private TVET providers offering non-formal VT- ILO (2022)
- DACUM analysis and development of occupational standards and competency-based curriculum for Machine operator Occupation (non-formal short- term curriculum) - ILO (2022)
- Labor market information system, Palestine - SPARK - Enabel - UNESCO (2022)
- Code of Conduct on Women Empowerment, INTERNISA, an EU Project, implemented by CCIA- BML (2021)
- Work and Life skills for TVET – UNESCO (2018)
- Labor market information system, Background report – UNESCO (2018)
- Awareness and Activation Seminars for Youth on Future Careers: A Facilitator Guide for Pedagogical Activists– UNESCO (2017)
- Work based Learning Lebanon’s report – UNESCO (2017)
- Mapping Technical and Vocational Education and Training (TVET) needs to support the Emerging Petroleum Industry in Lebanon. NPA (2017)
- 11 short term curricula for Safadi foundation accelerated Training Center (GIZ), Lebanon, (2017)
- 14 curricula (Short term / Medium term courses) for the Agriculture Vocational Schools on Animal production and Vegetable production. Lebanon - AVSI - FAO (2016)
- “Enhancing Work and Life Skills for youth in Lebanon, a Synthesis study” Lebanon – UNESCO (2016)
- “Entrepreneurship Education” books for VET (short-term course). CRDP, Lebanon, 2014
- “Added value of CBT?” graduates tracer Study of TVET short-term courses, ILO, Lebanon, 2013.
- “Entrepreneurship Education” books for General Education (EB7-8-9-10). CRDP, Lebanon, 2012.
- “Drop out of students from Vocational Higher Education and the role of the director in its reduction”, ITIS Case study, Lebanon, 2011.
- “Impediments of the use of teaching aids in Public Schools”, Study in Arabic, MECAT, Lebanon, 2008.
- Education for Sustainable Development’s Agenda for the Arab Region – UNESCO, Lebanon, 2007.
- “Role of Technical and Vocational Education and Training in Sustainable Development”, Case studies from The Arab Region – UNESCO, 2006-2007.
- “The UNESCO Resource Kit for the Science and Technology Education for the 21st century”, UNESCO, 2005.
- 10 curricula for VET centres in different subject: Car mechanics, cook helper, hairdresser, Lebanon - MSL, Les Cités, 2000- 2005.
- “The Technology Evaluation Guide”. CRDP, Lebanon 2000.
- "Politics of maintenance" (Collective Course), 1999.

Presentations

- Lots of Papers, Press articles, Presentations, Action Researches.... in the fields of Education, TVET, Employability, Career guidance, School Management, Pedagogical practices, ICT, Technology, Entrepreneurship, in order to participate, animate or elaborate lots of seminars, conferences in Lebanon and other countries (Oman, Kuwait, Jordan, Syria, Egypt, Tunisia,...)

Honours /awards

- Award for the best Alumni Member in Education from MUBS University

Memberships

- Former- President and Founding Member of WARD (NGO)
- Member of Les Cités (NGO)
- Member of INTERRIVES (French NGO)
- Member of Alumni of Malaysian Technical Cooperation