



BASSEM H.H. QUSHOU

C.V -2019

PROFILE

CONTACT

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HOBBIES

Reading, Writing, Research,
Painting, Social Activities, Sport
and Voluntary activities.

WORK EXPERIENCE

EDUCATION

2007- Professional Diploma: Educational & Vocational Training.
Al-Quds Open University- Palestine.

2001- Professional Diploma: Community-Based Development, Specialization: Management of Development Organizations. Sfx. University, Coady International Institute -Canada.

1982- MA: Major- Entire Economics – Specialization: Industrial & Labor Economics.
Karnataka University – India.

1980- BA: Major – Entire Economics, Minor: Sociology & History.
Bangalore University – India.

▪ **Senior Projects Director-1992–1996**

Cooperation for Development (CD), Jerusalem, Palestine.

Responsibility:

Coordination, projects design and Feasibility Studies Settings, Clients Training (on Business initiating, Marketing and entrepreneur's capacity building...act)-Total beneficiaries: 360 unemployed, poor and marginalized people - men and women- (360 projects created).

▪ **Programs Director – 1997-2003.**

Near East Foundation (NEF), Jerusalem, Palestine.

Responsibility: -

1. Consultancy services delivery: HR and Institutional Capacity Building,
2. Housing credit scheme management in cooperation with Arab Bank-Palestine.

▪ **Economic Consultant and Prog. Director -2003-2004.**

Association of Women Committees for Social Work (AWCSW - Ramallah, Palestine.

Responsibility: -

Women empowerment Programs and activities management, projects follow up, monitoring and evaluation, proposal writing and fund raising, networking with donor agencies, partners and beneficiaries.

- **Director:** Housing Rehabilitation program director - 2003-2004.

American Friends Service Committee / Quaker Palestine Youth Program (QPYP), Ramallah-Palestine.

Responsibility: -

Planning, surveying and coordination with beneficiaries targeted to rehabilitate and reconstruct and rehabilitate their effected houses by the Israeli aggression in Ramallah-Palestine- 2003.

- **Director- 2003-2004.**

Young Artists Forum – Ramallah, Palestine.

Responsibility: -

Planning, proposals writing, fund raising and networking with donor agencies, partners and beneficiaries.

- **Director of Planning and projects department -2004-2005.**

Ministry of Youth and Sport, Palestine.

Responsibility: -

Planning, proposal writing, fund raising and networking with donor agencies, partners and beneficiaries.

- **Al-Quds Open University- Ramallah, Palestine-2005-2019: -**

1- Strategic Planner: Department of Planning- 2005-2007.

Responsibility: -

Strategic Planning, Training and strategic plans (For all departments, colleges and university units and branches-18) follow up, monitoring and evaluation.

2- Training Programs supervisor: 2007-2010&Director-2010-2014.

Continuing education & community service center.

Responsibility: -

Staff administration, Training and educational programs planning, training, training manuals and materials development, proposal writing, fund raising and projects directing.

3- Dean Assistant: Administrative and Economic Sciences Faculty-2014-2016.

Responsibility: -

Studying plans design, Instructors and students follow up, instructors selection to set up the exams questions and assignments, practical training manual design, studying programs evaluation and modification, researche papers follow up and selection, preparations for scientific conferences, networking and cooperation with other university faculties in the

academic and nonacademic activities, proposals writing and projects directing financed by the donor agencies such as: Project Director: Language Lab Project, financed by the WB. Project Director: Curricula development project, financed by Flagship, USAID.

4- Dean Assistant: Agriculture Faculty-2016-2019.

Responsibility: -

Studying plans design, Instructors and students follow up, instructors' selection to set up the exam's questions and assignments, practical training manual design, studying programs evaluation and modification, networking and cooperation with other university faculties in the academic and nonacademic activities, proposals writing.

SKILLS

Summary: Well organized, motivated individual with quality community development leadership skills, Multi-disciplined projects design, training and strategic planning with award - winning experience in community building and training.

Training Experience- Courses Delivered:

1. Projects Management and Action Planning-Save the Children-1998.
2. Women Economic Independence- CD |NEF-1998.
3. Projects Implementation and Monitoring- CD/NEF-1992-2003.
4. How to Start Your Own Business - CD |NEF-1992-2003.
5. How to Design a Based- Credit Scheme Program- - CD/NEF.
6. Training of Trainers (TOT) - CD/NEF-1992-2003.
7. Housing program and loan procedures – Arab bank- 2000.
8. Institutional and human capacity building – Al-Terieh Charitable Society, Qarut C.S & Shiweki C. Society-1998- 2003.
9. Project feasibility Study & Proposal Writing - CD |NEF.
10. Executive secretary and modern management – QOU.2005-2009
11. Report Writing – QOU, PIFBS- 2008
12. Strategic planning – QOU, PFLU&PARK- 2006.
14. Communication skills QOU, PFLU& PIFBS-2009.
15. Time management – QOU, PFLU, PARK&PIFBS- 2000
- 16- Delegation and Negotiation skills – PIFBS-2008.
17. Management Skills- Retaj,2008.
18. Training of Trainers (TOT)-General Federation of Palestinian Trade Unions (Wood & Timber, Agri.& Food industry and Communication trade unions) – 2009.
19. Training of Trainers (TOT/ Health and Safety)-General Federation of Palestinian Trade Unions (Wood & Timber, Agri.& Food industry

- and Communication trade unions)- 2010.
20. Strategic Planning (SP)-General Federation of Palestinian Trade Unions (Wood & Timber, Agri. & Food industry and Communication trade unions)-2010.
21. Strategic Planning (SP/ Health and Safety)-General Federation of Palestinian Trade Unions (Wood & Timber, Agri. & Food industry and Communication trade unions)- 2011.
22. Health and Safety Trainers Evaluation – Agriculture and food industry workers trade union-2012.
- 23- Training Manuals Design through participatory approach-For Health & Safety Trainers and inspectors - General Federation of Palestinian Trade Unions -Agri. & Food industry trade union-2013.
- 24- Correspondence and Report Writing Skills- Diploma Program QOU-2014-2016.
25. Benchmarking and Management by Results-In cooperation with Giz and Palestinian municipalities in the West-Bank- 2018.

Consultancy & Projects Management Experience:-

1. Participatory Rapid 1. Appraisal (PRA)- NEF in cooperation with Allar, Shewika and Al-Teireh towns/West Bank-1996-
2. Socio-economic projects Appraisal and its Impact Analysis-PECDAR- 1998 -2000
3. Needs Assessment for NGOs (52 in W-B & Gaza Strip)) in cooperation with Welfare Association- W-B, 1998.
4. Localization assessment evaluation- Terdezome in cooperation with Child Club, Hebron, Palestine – 1998.
5. Strategic planning- QOU, PARK And local NGOS.
6. Donors financial policies and projects funding-QOU-2005.
7. Capacity Building: Report writing, Crisis management skills -QOU-2005-2009.
8. English Language program Director: for marginalized youth In Ramallah governorate (5 villages), in cooperation with the Italian Aid and QOU-2010.
9. Language Lab Project Director: In cooperation with MEHE, QOU and the WB-2009.
- 8- Institutional & HR Capacity Building project Director: Training of Trainers (TOT) Report Writing Skills-Palestinian Electricians Union in cooperation with Norwegian Aid- 2013-2014
- 9- Land Registration Campaign Director, in Cooperation with Palestinian Land Authority & QOU-Dora, Hebron-2013-2014.
- 10-Trainer: Training of Trainers (TOT), in cooperation with UNISCO

& Pillars foundation, Ramallah, Palestine-2016.

11. Home buyers & Mortgage awareness Campaign, in cooperation with CHF, PIFB & UK Aid-2012-2014.

12. Research Lap Project team member: Partners: Aquila university- Italy, Al- Azhar U, Bier Zeit U & QOU, Palestine and funded by ERASMUS+ Program

Other Activities: -

A-Conferences Attended: -

1. The Palestinian Economy - Al-Najah University 1993.
2. - The living conditions of the Palestinian People in the West Bank and Gaza Strip - Al-Najah University-1993 (FAFO).
3. -NGO's Where To? Union of Agriculture Nablus - 1994.
4. 4.-Women and Small Business in Palestine, Ramallah-1999.
5. 5.Kinds of birds in Palestine and their geographical distribution Ramallah -1999.
6. 6-Five years review of economic development in Palestine, Bethlehem -1999.
7. Effective Development Strategy in the Developing Countries – CIDA-Halifax- Canada, Sep.2001
8. International Development -Stfx University-Canada -2001
9. International workshop -Uncultivated Food Products.
10. Ottawa – Canada-Nov.2001.
11. Women Status in the North and South -Catholic Women League Association, Antigonish-Canada, 2001.
12. The First labor force conference –Ministry of Work, Ramallah,2006
13. He first Blind Conference – Ministry of education and higher education, Ramallah,2006.
14. The first Scientific conference –Al-Quds open university- Ramallah,2006
15. The welfare association localization conference-Ramallah,2006.
16. Strategic planning conference - Ministry of education and higher education,2006.
17. Quality improvement fund procedures and methodologies of funding projects- Ministry of education and higher education,2006.
18. Teachers training and preparations for the effective teaching at the Palestinian educational institutions –Ministry of education and higher education,2007.
19. Palestinian universities conference,2007.
20. Attended several conferences conducted by QOU and Other Palestinian HEIs and other organizations - 2008-2019.

B-Participation & Contribution (Conferences & workshops): -

1. Palestinian Women Status (Women status conference-Catholic Women League Association, Antigonish-Canada, 2001).
2. Palestinian Women Status (Carleton University, Ottawa-Canada, 2001).
3. Palestinian youth conditions under Israeli occupation – Cubic Youth Association, Cubic-Canada. 2001.
4. Comparison between the Palestinian NGOs and the Canadian Community-based NGOs, Stfx. University-Canada, 2001.

C- Training attended: -

- Communication skills-Bir Zeit University, EU Training Program, Palestine-1992.
- Feasibility Studies and Project Evaluation-Team, Amman-1993.
- Computer Operations –Al-NU-1993.
- Loan Procedures and Management -Team, Amman-1993
- Entrepreneurship-BU-1992
- CEFE Training of Trainers (TOT) CEFE, GTZ, Cairo-Egypt, 2nd -21st May-1998.
- Institutional Building, Development Concepts and Strategic Planning-NEF, Palestine, Jan, 1997.
- Project Monitoring, Evaluation and Budgeting, Team, Amman-1997.
- Project Design and Proposal Writing, Team, Jerusalem-1997.
- Fund Raising, Team, Amman, -1997.
- Project Cycle Management (DFID)-1997
- Strategic Planning NEF -1998.
- Proposal Writing - NEF -1998.
- English Language Translation, QOU, Palestine-2007.
- Educational and Vocational Training course (TOT)-QOU in cooperation with GTZ&MOEHE, Palestine -2003-2007.
- Proposal Writing & Fund Raising, Cairo, Egypt, 1998.
- Other courses ...-2000-2019

D- Writings, Researches, studies & Translations: -

A- Writings (Articles & Reports):

1. The Palestinian Economy - 1993.
2. Cooperation for development (CD): Northern West Bank Projects Evaluation - until the end of 1993-1994
3. NGO's Where To? Agriculture marketing Association,

- Nablus – W-B, Palestine, 1994.
4. Survey: The losses of farmers (US\$:4,000000) in Al-Sharawiya area, Tukaram, West Bank-Palestine, due to the heavy rain, snow and storms, (Bassem Qushou (1992), Al-Hayat Newspaper), Palestine, 1992.
 - 5- Regionalization V/S Globalization, Stfx. University, Canada-2001.
 6. Human Behavior Measurement Tools and techniques, Stfx. University, Canada, 2001.
 5. The management of small women projects-1999.
 6. Strategic planning for higher education, 2006
 7. 65 articles published at Magalaty, Face Book, 20014-2017. www.facebook.com.qushou.
 8. Three articles published at Signature Magazine, Issues No. 1, 2 & 2, 2017-2018, Ramallah, Palestine.
 9. Five Articles published at LinkedIn, 2016-2019. <https://www.linkedin.com/in/dr-bassem-qushou>.
 10. Your Health and Safety at Work, Introduction to Occupational Health and Safety (I.L.O, 2009) – Translated to Arabic Language-2019
 11. Safety and Health in the Use of Chemicals at Work, a training Manual (UNEP, ILO and WHO, 2009) - Translated to Arabic Language-2019.
 12. Safety and Health in the Use of Agrochemicals (ILO, 2009)- Translated to Arabic Language- 2019.

B- Researches & Studies:

1. The Economic Policy Behind the Continuous Changes in the Israeli Currency, causes and affects -1983.
2. The Socio-Economic & Political conditions of the underdeveloped countries (India as the case study)-1984.
3. *The effect of socio-economic and political living conditions on human behavior and human relations at the local and international levels, published at IJSER, Issue 9, Vol. 9, September, Edition, 2018*
www.ijser.org.
4. *Health and safety conditions and its effect on the socio-economic development, published: Vol. 1, 2019, Dar Amjad for publishing, Amman, Jordan, 2019.*
5. *Factors hindering Women participation in sustainable development, published: Al-Quds Journal for scientific research, Vol. 11, 2007.*
6. Report Writing skills, 2019, under publication.
7. Negotiation skills, 2019. under publication.

8. How to start your own business, 2019, under publication.
For more details about other papers published and other activities Please visit the following links:

www.google scholar-Bassem Qushou
SCOPUS

<https://orcid.org-dr,bassem>.

www.academia.com- Bassem Qushou

www.researchgate.net-Dr.Bassem

E-Training manuals: prepared and designed: -

1. Projects Management
2. How to Start Your Own Business?
3. Action Planning
4. Marketing
5. Executive secretary.
6. Proposal writing.
7. Projects monitoring and evaluation.
8. Strategic planning.
9. Needs assessment.
10. Institutional and human capacity building.
11. Training of trainers (TOT).
12. Projects Socio –Economic Appraisal.
13. Secretary and modern management.
14. Report writing.
15. Communication skills.
16. Time Management.
17. Delegation Skills.
18. Negotiation Skills,
19. Health and Safety training manuals (TOT).

Awards and Certifications:

- 1- The Coady Family Global Bursary, Award for the Academic year 2001-Stfx.university, Canada, 2001.
- 2- Certificate of Appreciation –Continuing Education Center/ Al-Quds Open University, 2007.
- 3- Certificate of Appreciation –Continuing Education Center/ Al-Quds Open University, 2007.
- 4- The Global Goodwill Ambassadors Leadership Skills for High-Performance, Global goodwill ambassadors learning institute, 2019

Voluntary Activities:

- ✓ 1984- Allar charitable society manager on voluntary basis.
- ✓ Housing reconstruction, farming and agricultural products cropping, such as olive picking at the local community level.
- ✓ working with university students as volunteers-Bir Zeit, Hebron and Al-Quds open university along with local community members in the West Bank and foreign students and in olive picking in 2000,
- ✓ In 2002, I was working with Ilana volunteer's association in Ramallah (a group of volunteer students from Bir Zeit University) in housing reconstruction program in cooperation with Quakers Palestinian Youth Program (Q.P.Y.P).

Languages:

Arabic - Fluently
English - Fluently
Fair in Hindu & Hebrew conversation.

Computer Skills:

Microsoft Office: WinWord, Excel, Lotus 123, Quattro Pro, Word Perfect, Power point, Publisher, Photo shop & Emailing and the Internet – including the social media.

References:

1.Dr.Maen Sheqwarah,Dean of Agriculture faculty,QOU

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2.Dr. Sameh Jadaa-Eng.Department, Bir Ziet University.

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3. Dr. Zuhair Sabag, Department of social and behavioral science, Bir Ziet University,Palestine.

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