

# Anas N. Dharweesh

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Al-Midan, Damascus, Syria

## Profile

Anas Nihad Dharweesh is the head of “SHABAB”<sup>1</sup> ; an NGO that functions as the delivery arm of the Syria Trust for Development<sup>2</sup> for addressing youth empowerment, employability and youth entrepreneurship in Syria. He is also a board member of the Operation and Management Team (OMT) that is managing and overseeing the Syria Trust for Development.

As founding member of SHABAB and the Syria Trust, he managed to develop, innovate and implement several programmes and projects tackling youth skills, knowledge and experience aiming at integrating them into the Syrian job market

Supported with 11 years experience in the NGO and the Civil Society sector and in collaboration with wide spectrum of organisations; he was able to attain successful records in the fields of youth empowerment, training and development as well as in partnership building and fundraising. Between 2007 and 2010 he succeeded to support SHABAB activities with a portfolio of funds that elevated from 50,000 USD in 2007 to more than 3,100,000 USD in 2011, in close cooperation with locally and internationally-recognised entities such as the World Bank, the British Council, UN Agencies (UNDP, UNICEF, UNRWA, UNFPA), relevant EU projects, and from other domestic business partners and entities such as the Damascus Chamber of Commerce and several business people. He also launched different youth initiatives such as Business Clinic Programme (BCP) in 2008 as the first career guidance and entrepreneurship centre in Syria.

Between August 2010 and April 2011, he lead on a fundamental organisational restructuring that tripled the youth-outreach rate in 2011, decreasing at the same time the operational and personnel running costs from 50% of the overall budget to less than 24%. That involved developing a five year strategy to reach out 500,000 youth in Syrian in 2016 with different programmes addressing their awareness, aptitudes, skills, experience and entrepreneurial potentials. It also involved developing and re-innovating SHABAB’s portfolio of programmes that incorporated the youth target group in the delivery mechanisms, moreover developing valid tools to evaluate and verify the outcome and impact of the organisation.

His voluntary profile involves different levels of engagement with youth institutions such as Junior Chambers International (JCI), the Syrian Young Entrepreneurs Association (SYEA), the Institute of Human Recourse Management (IHRM) and other civil society actions.

Anas Dharweesh holds a Masters Degree in Business Administration and a Bachelor Degree from the Faculty of Arts and Human Sciences, and is now working his masters degree in Strategic Planning at Edinburgh Business School in Heriot-Watt University<sup>3</sup>.

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<sup>1</sup> [www.shabab.net.sy](http://www.shabab.net.sy)

<sup>2</sup> [www.syriatrust.org](http://www.syriatrust.org)

<sup>3</sup> [www.ebsglobal.net](http://www.ebsglobal.net)

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## Curriculum Vitae (CV)

### Competencies Overview

Intrapreneur, self motivated and innovative executive, well- equipped with superior communication skills and excellent ability to initiate, plan, lead and implement long-term strategies; supported with national and international exposure through working with well-known organisations the matter that helped developing significant executive and operational knowledge and expertise in specific fields such as: Strategic Planning and implementation, Business Development, Learning and Development, Communication and Relationship Building and Project Management.

### Professional Experience

- **SHABAB Manager** (1<sup>st</sup> Feb 2011 – Present)
  - **Programme Development Manager** (1st Nov. 2007 – 31<sup>st</sup> Jan 2011)
  - **Project Coordinator** (18th Oct. 2005 – 30 Sept. 2007)
- SHABAB Project, the Syria Trust for Development** <sup>4</sup> ([www.shabab.net.sy](http://www.shabab.net.sy))

My most recent roles in SHABAB involved strategic planning, budgeting, and fundraising; as well as coaching, supporting and managing more than 25 staff members distributed on five different regions in Syria. Moreover, it entailed managing a financial portfolio that developed from 50,000 USD in 2007 to more than 3,100,000 USD in 2010. All of the above required intensive interaction and collaboration internally within the Trust, and externally, with several governmental and non-governmental local and international organisations. That also provided me with several opportunities to attain successful records in business development, strategic planning, partnership building, Fundraising and Human Recourse Management and Development. My scope of work also allowed me to work closely and successfully with well-known international institutions such as the World Bank, the European Union and many UN agencies. It also developed my skills and expanded my abilities to work with high-profile individuals across Syria and the region, and allowed to play a vital role within my organisation as a member of the executive board of the Trust; the Operation Management Team (OMT) since August 2010.

#### WORKING SCOPE

- ✓ SHABAB organisational restructuring between August 2010 and August 2011
- ✓ Developed and lead the transition of SHABAB to attain a greater outreach, more cost efficiency and a deeper impact.
- ✓ Initiated, developed and sustained significant partnerships
- ✓ Piloted and launched Business Clinic Programme which is the first centre for Career Guidance and development centre in Syria (September 2008)
- ✓ Helped scaling up KAB programme to the national level through leading and conducting TOT workshops for university professors and vocational schools teachers in the north of Syria (Aleppo, Der Alzor, Idleb and AlHasaka). (Aug 2008)

<sup>4</sup> SHABAB is a national movement of local community action that forms a part of the Syria Trust for Development that is chaired by the First Lady of Syria. SHABAB focuses working through governmental, non-governmental and private sector organisations to boost entrepreneurship and business knowledge amongst young Syrians, encourage them to enter the private sector as well as to lead on and develop their career potential, and build positive impression of business.

- ✓ Initiated “Global Exchange” programme for the first time in Syria in partnership with The British Council, Syria and Volunteer Services Overseas VSO, UK. (Jan 2008), and managed it in 2009 and 2010.
- ✓ Developed and won a grant proposal from the World Bank with an amount of 2,880,000 USD (Sept 2008 - 2009), and another 40,000 Euro on from Euro Med Youth that secured (May – June 2008) in additional to 40,000 USD unrestricted funds for SHABAB (May – June 2008)
- ✓ Participated in Initiating “Harran Al-Awameed” Project in cooperation with The Ministry of Labour and Social Affairs (Sept 2007)
- ✓ Designed, piloted and launched the following programmes: “Business Shabab” (Sept 2006), “Business Experience” (Aug. 2006) and “Business Awareness ” Programme (April 2005)
- ✓ Managed and conducted “The Mapping Exercise” Survey – Organisations that support Syrian youth employability (Oct 2005)
- ✓ Acted as a spokesperson for SHABAB at many occasions in different media outlets such as: TV, radio, talk shows, conferences, etc (Oct 2005 - present)

➤ **Professional Instructor for English as a Second Language (ESL), (Aug. 2003 – Aug. 2005 )**

**Little Village School ([www.littlevillageschool.com](http://www.littlevillageschool.com))**

- Instructing students individually and in groups, using various teaching methods such as lectures, discussions, and demonstrations.
- Preparing materials and classrooms for class activities as well as implementing them to provide students with opportunities to observe, question, and investigate.
- Establishing clear objectives for all lessons, units, and projects and communicating that to students.
- Establishing and enforce rules for behavior and procedures for maintaining order among the students.
- Observing and evaluate students' work to determine progress and make suggestions for improvement.
- Maintaining accurate and complete student records as required by laws or administrative policies.
- Preparing students for further education by encouraging them to explore learning opportunities.
- Serve as a liaison between the ESL student, his/her family and the school, especially with respect to cultural and language differences.
- Monitoring ESL students' progress in all aspects of his/her academic schedule and their participation in all school activities and programs and promote and advocate for their participation as appropriate.

➤ **Executive assistant\ IT specialist (Jun. 1999 – Spt. 2005 \part time)**

**Al-Wahda Sport Club, NGO**

- Supporting the decision- making by providing overall analysis and statistical data.
- Managing Correspondents with different stakeholders including relevant local and international organisations.
- Providing support on managing the relationship with donors and supporters.
- Developing and maintain a database for the Club members and employees.
- Managing and maintaining the e-records of the club.
- Providing admin support during contests, tournaments, championships and public events.
- When necessary, acting as an interpreter and translator for sports delegations.

## Academic Education

- 2011 – present :Edinburgh Business School, Heriot Watt University, Edinburgh, UK  
**Masters in Strategic Planing – in progress**
- 2006 – 2008: Graduate Schools of Business, Arab Academy for Science and Technology, Damascus, Syria  
**Masters of Business Administration (MBA) – GPA 3.04**
- 2000 – 2005: Faculty of Arts and Human Sciences, Damascus University, Damascus, Syria

## Bachelors, English Literature – Second Class Honours 2:2

### Professional Certification

- **Project Management Professional (PMP)**  
Project Management Institute (PMI)
- **'Public Narrative' Trainer of Trainers,**  
Monitor Group, Damascus, August 2009
- **Evaluating the Impact of Development Programs: Turning Promises into Evidence**  
World Bank Middle East and North Africa Region and the Human Development Network, Amman, Jordan May, 2009
- **Certified Trainer of Trainers - Business and entrepreneurial Education,**  
The United Nations, International Labour Organisation (ILO), Italy, July 2008
- **Professional Career Guidance Coach,**  
The United Nations, UNRWA, Damascus, May 2008
- **Integration Management**  
Easy Learning Programme, SEREBRA, (Online Training), Canada, 2007
- **Project Management**  
Centre for International Development and Training (CIDT), University of WOLVERHAMPTON, UK, Syria, November, 2007

### Project Record (Managed, Co-Managed)

Project	Year	Organisation	Nationality
Enhancing Second Chances for Youth at-risk	2008 – 2009	The World Bank	International
Adolescence Friendly Places	2008 – 2009	UNICEF	International
SEEDS project	2008 – 2009	UNRWA	International
Global Exchange GX	2007 - 2008	Volunteers Services Overseas (VSO)	British
Euro Med Youth Project, Syria, SHABAB	2008	Euro Med Youth	International
Global Exchange GX	2007 - 2008	The British Council	International
Harran Al-Awameed Development Centre	2007 - 2008	The Ministry of Labour and Social Affairs	Syrian
IHRM Monthly Round Table	2007	Institute of Human Resource Manage IHRM	Syrian
“Arab Youth and Voluntarism” Conference	2007	The Ministry of Foreign Affairs,	Syrian
- Best Business Plan Competition	2007	Junior Chamber International JCI	International
- Rescuing Lebanese Refugees	2006		
- Business Awareness Programme	2005	Business Dynamics	British
- Business SHABAB Programme	2006		
The Mapping Exercise	2005	The Syrian Commission for Family Affairs	Syrian
Arab Championship for Table Tennis	2003	The Arab Federation for Table Tennis	Arab
Al-Wahda Summer Camp	1999 - 2005	Syria General Sport Federation	Syrian

### Awards

- 'Thank You Letter' from the CEO of the Syria Trust for Development, Feb, 2010
- 'Thank You Letter' from BASMA for Child Cancer, March 2009
- Certificate of Appreciation , Boosting and Inspiring Dynamic Youth Achievement (BIDAYA), 2008
- Letter of Accreditation from Institute of Human Resource Management (IHRM),2007
- Best New Member - Junior Chamber International (JCI), 2006
- Best Grade One Teacher - Little Village Schools, 2005

### Languages and Skills

**Languages** Arabic and English – fluent, German – beginner

**IT Skills** MS Office Applications (Access, Excel, Word, PowerPoint, Outlook), MS Project, Graphic Design Applications (Adobe Photoshop, Corel Draw) , Data handling and analysis, Internet Surfing and browsing

### Courses and Training

• <b>International and Executive Media&amp; TV, Center For Development Communication</b>	Damascus,	2011
• <b>Situational Leadership, Ken Blanchard's Modules</b>	Damascus,	2010
• <b>Youth Employment Network's Clinic for Impact Evaluation – YEN, Wold Bank, ILO</b>	Damascus,	2009
• <b>Performance Planning and Review – Lisely Hartely</b>	Damascus,	2009
• <b>Fundraising as a Strategy – Richard Street</b>	Damascus,	2009
• <b>Managing and supervising volunteers – Volunteers Services Overseas (VSO)</b>	Birmingham, UK	2007
• <b>Initiating &amp; Designing Sustainable Development Projects – Business Dynamics</b>	London, UK	2005
• <b>Test Of English as a Foreign Language (TOEFL)</b>	Damascus	2005
• <b>Test Of English for International Communication (TOEIC)</b>	Damascus	2005
• <b>Diploma in Neuro-linguistic programming (NLP)</b>	Damascus	2004
• <b>Teaching English as a Second Language (ESL) – Tamra Gray</b>	Damascus	2003
• <b>First Aid – The Red Crescent Organisation</b>	Damascus	2002

### Conferences and Workshops

• Arab European Young Leaders Forum, Austrian Ministry for European and International Affairs,	Vienna,	2010
• UNESCO Regional Meeting to discuss Youth Strategy in the Region,	Beirut,	2009
• Youth Employment Network's Clinic for Impact Evaluation – YEN, Wold Bank, ILO,	Damascus,	2009
• Youth@ The Crossroads, a future without Violent Radicalization – UNESCO,	Bahrain.	2008
• Supporting projects through Country Management Teams – <b>The British Council</b> ,	Kenya	2008
• Literacy in Arab World – <b>UNSECO</b> , (as a member of Syrian delegation),	Doha,	2007
• Arab Youth and Voluntarism – (as a board member)	Damascus,	2007
• Entrepreneurship Development & Promotion of Innovation in MENA Countries through Cooperation between Business Incubators,	Damascus,	2008

### Voluntary Profile

- JCI (<http://www.jci.cc/members/dbnoms.php?n=226&z=>) PR& Marketing Commission Director 2006, 2007
- BIDAYA (<http://www.bidaya.org.sy>) – as a Business mentor – helped the launching of two business start-ups
- Institute of Human Recourse Management), IHRM (<http://www.facebook.com/group.php?gid=5407103683>) , member
- Syrian Young Entrepreneurs Association SYEA (<http://www.syea.org/en/>) – as a trainer
- The Syria Trust for Development: Other than my responsibilities I have voluntarily participated in initiating and organising different events and activities such as the Trust's annual events and the Trust's Sada committee.

### Hobbies and Activities

Sport, music, movies, reading and writing

### Personal Information

**Nationality:** Palestinian\ Syrian      **Birth:** 10\01\1980      **Residency:** Damascus.      **Marital Status:** Married

#### Note:

I will appreciate treating my application with the highest professional confidentiality, assuming an obligation that the above-mentioned information is true and correct to the best of my knowledge and belief.

References available upon request