

Dr. Sana' Nayef Elhennawi • CV

Profile and values

- ❖ Evidence based evaluator; over 15 years experienced as senior evaluator and researcher of multi sectors, multi international agencies, and multi targeted stakeholders (beneficiaries, commissioners and partners).
- ❖ Result based monitor and evaluator; over 15 years experienced as senior evaluator,
 - Designer and implementer of theory of change of development projects, programmes, systems and policies.
 - Developer of evaluations through criteria includes relevance, efficiency of output, effectiveness, sustainability, scaling up, coherence, and impact
- ❖ Modeling designer and cope up updated practitioner; experience more than 18 years of modeling initiatives as strategic planner and leader positioning of institutional performance assessment, national plan performance modeling, and ethics and behaviour commitment assessor.
- ❖ Designer and implementer of research; economist researcher and evaluator experience in designing and implementing
 - Qualitative and quantitative data collection • Questions, interviews and meetings platforms • Sampling approach
 - Qualitative and quantitative data analysis • Work field visits • SPSS & Excel analysis.
- ❖ Field practitioner (university instructor); experienced in designing and implementing economics, finance & community field studies and need assessment of,
 - Academic courses' syllabuses • Student Performance assessment
 - Student engagement & empowerment
- ❖ Respect and leverage human capital, as motivator, mentor, living in the culture & the context, leader by example, interactor, and consider the talented professionals.

Skills and Competencies

Professional/ • Strategic planner • Developer and assessor of vision, mission and core values • Analyst of cause and affect • Field visits, qualitative and quantitative data collection and analyses specialist • IT practitioner (SPSS & MS Office) • Designer and implementer of samples, and linkages among models.

Managerial/ • Highly communication practitioner • Positive holistic picture viewer • Solution thinker • Added value & appreciate core values assessor • Good team worker • Chain processes specialist.

Personal/ • Initiative & creativity taker and maker • Beneficiaries' project interests appreciator
• Patient to accessor to targets • Resilient • Committed person

Selected Assignments

Assignment	Description
European Evaluation Society, (EvalPartner and EvalUouth), Young Emerging Evaluators Programme (yEES), September, 2018	<p>Free- Lance Consultant in Evaluation volunteer Tutor (coaching) in young emerging evaluators (yEES) programme, Impact Assessment Challenges/ Stakeholders' Engagement: Experience Based on Social Return on Investment (SROI) Analysis,</p> <ul style="list-style-type: none"> • Communicating, sharing and advising the mentee's abstract and presentation. • Reviewed documents were discussed in the European Evaluation Society conference in Thessaloniki/ Greece, 4th, Oct. 2018, in a competition among emerging participants. • Modeling and Mapping Data Collection Processes approach were implemented, including chain process; that is, key processes, stakeholders' engagements, benefits, outcomes, etc. in certain criteria. • Addressing the actual and the proposed model to manage cost and time challenges of data collection processes. • Valuing and measuring the social outcomes' performance (intangible) in the SROI model analysis.
aes / Academy: Subsidiary of Accelerated Electronic Services (أكاديمية التسارع), Thara' Programme, Jordan, August, 2018	<p>Economist consultant volunteer of Reviewing Thara' Programme Material, financial awareness programme,</p> <ul style="list-style-type: none"> • Reviewing three presentation slides of 189 of three levels of education (Basic, Junior, and Advanced). • Economic and financial concepts and analysis were considered in this reviewing process. • These grouped presentations are for awareness sessions targeted students are still at school age. • Reviewing and correcting the learning outcomes, activities and learning mechanisms to be suit to the targets. • Matching the reviewing process results considered the educational policies and strategies at the Ministry of Education.

Selected Assignments (Cont.)	
Assignment	Description
USAID, Management Evaluation Support Project (MESP), Certificate Program in Evaluation (CPE), Jordan, April- July, 2018	Senior evaluator (training program) of “Sexual Reproductive Health and Rights” project, 2014-2018), <ul style="list-style-type: none"> • Aims to mainstream SRHR project across Jordanian universities in their learning path, • Depends on field work evaluation of university professors, UNFPA, MoHE, and Higher Council of Health • Data collection tools were key informative interviews (KIIs), and focus group discussions • Concept coding technique of qualitative data analysis • Concludes through reporting to new unexpected solutions and new targeted areas to implement the project in • Depended on the desk review of the study, especially on the Baseline Survey report for comparison and assess the impact purposes.
aes / Academy: Subsidiary of Accelerated Electronic Services (أكاديمية التسارع) Summer Club for kids Jordan, July, 2018	Financial consultant awareness volunteer “Household’s Economics” , <ul style="list-style-type: none"> • Awareness sessions of new generating ideas for innovation purposes. • Prepared participation was shared with them to think out of the box by cases and success stories. • Presentation used mostly pictures and shapes to generate ideas and concepts in simple and focus ways. • Participatory approach and KIIs for brain storming process under mentoring technique with the kids
aes / Academy: Subsidiary of Accelerated Electronic Services (أكاديمية التسارع) Thara’ Curriculum Jordan, June, 2018	Economist consultant volunteer of discussing “Educational Outcomes of Thara’ Programme- Financial Literacy empowerment” at Education Sector, <ul style="list-style-type: none"> • Mapping 27 units of Ministry of Education (MoE), and more than 25 of Thara’ main learning subjects • Coping up Thara’ subjects’ outcomes with MoE ones in Financial Culture curriculum • Linking Thara’ subjects and lessons’ concepts with MoE ones. • Mapping the General, unit and lessons learned outcomes and outputs. • Building learning manual for the linkages between two paths of financial culture of MoE and Thara’
Jordan Hashemite Charity Organization (JHCO), Jordan, May, 2018	Training consultant in Monitoring and Evaluation (M&E) of development interventions, for NGOs and International Organizations’ officers, mainly; building capacities of M&E practitioners <ul style="list-style-type: none"> • Formulating, objectives, goals, indicators and results of the projects & programmes. • Monitoring topics based on the built indicators and the intended results. • Evaluation practices including theory of change, evaluation matrix, evaluation approach. • Data collection tools and instruments, data analysis techniques, reporting and evaluation utilization of the attained recommendations.
aes / Academy: Subsidiary of Accelerated Electronic Services (أكاديمية التسارع) AL Hassad School & King Hussein Business Park Jordan, April & May respectively, 2018	Economist consultant volunteer of “Economics of Household” two discussion session <ul style="list-style-type: none"> • Awareness session in household’s rational budget, priorities, financial planning, saving behaviour, etc. • Awareness of production techniques and opportunities comparing of consumption and expenditures • Discussing national numbers of household’s income, consumption, expenditures, generating income • Prepared households for consumption/ expenditures and investing/ production as well are, rational ones. • These were presented in full presentation slides of economic concept and research.
Morison KSi Independent member Jordan- Afghanistan, December, 2017	Evaluation Consultant in evaluation The impact of Safety Nets and Pensions Support Project (SNPSP) – “Survey of Pension Beneficiaries” – End line (Impact), of using new system for pension beneficiaries, <ul style="list-style-type: none"> • Depended on the desk review of the study, especially on the Baseline Survey report for comparison and assess the impact purposes. • Two forms of questionnaires were used included 86 questions of about 6 options regarding to the purpose of the question. • These questions covered qualitative and quantitative data. • Micro Soft Excel is used to analyze the data to present 58 charts and 5 tables for 5 categories of the study. • This study addressed the impact at End line survey based on the baseline survey, which introduced recommendations. • End line survey Study submitted to the Ministry of Labor, Social Affairs, Martyrs and Disabled (MoLSAMD) in Afghanistan and to the World Bank, the donor of this programme.

Selected Assignments (Cont.)	
Assignment	Description
Dajani Consulting, Management & Economic Consultant, Amman. November- December, 2017	<p>Institutional development consultant in preparing implementation plan to Educational Sector of “Jordan Economic Growth Plan 2018- 2022”,</p> <ul style="list-style-type: none"> • Mini workshops with the Ministry of Education and the Ministry of Higher Education and Scientific Research to build implementation for result- based management purposes. • Field visits to both ministries to address the projects and programmes of the education sector, SMART objectives with targeted indicators, for evidence –based M&E purposes. • Coaching was implemented with education sector officers to set the .
Sami Development Programme, Jordan, Sept- Nov. 2017	<p>HR assessment consultant volunteer of new university graduates (Youth), whom looking for better jobs based on efficient competencies,</p> <ul style="list-style-type: none"> • Assessing 37 participants concerning 84 HR competencies to be more competitors. • Role play, interviews, group exercise, Lego bricks, and presentation are assessment techniques and applied with each participant. • Data collection and analyzing were conducted for each competency/ technique/ participant. • 37 assessment report were delivered, and submitted to Sami Development Programme.
Sami Development Programme, Jordan, August, 2017	<p>Human resources assessment consultant volunteer in preparing “Human Resources Competencies’ Assessment Model”, for Fresh Graduates: Job Driven Market,</p> <ul style="list-style-type: none"> • Composing a manual of planning, implementing, and reporting of fresh university graduate assessment. • Building a model includes the outcomes/ results, methodology, techniques of using, etc. • Building better practices to reflect behaviour with target indicators of HR assessment. • Building 53 actions/ practices of 19 targeted outcomes/ behaviours of 4 HR assessment techniques.
Dubai Electricity and Water Authority (DEWA) Dubai, August, 2017	<p>HR and institutional assessment consultant at Hindawi Group for Excellence of DEWA’s employees for the purpose of Dubai Excellence Award,</p> <ul style="list-style-type: none"> • Excellence Criteria is implemented to assess about 120 employees’ performance of DEWA. • Writing reports of each employee based on an extensive interview for about five categories of administrative levels, like specialized, creative people. • Reporting to DEWA higher management of their personnel performance results
Al Bayt University February- June, Jordan, 2017	<p>University instructor of “Scientific Research Skills: Banking and Financial case studies” course,</p> <ul style="list-style-type: none"> • Aimed to enhance 43 students’ capabilities in research processes. • Designing proposals, research management plan were implemented by each student. • Research steps were implemented, data collection & analysis, questionnaire, sampling and reporting. • 43 research papers and presentations were done.
Al Bayt University Februray/ 2016- 2017 Jordan, 2016	<p>University instructor of “Economics of Small and Medium Entrepreneurships (SMEs)” course,</p> <ul style="list-style-type: none"> • Aimed to enhance 98 students’ capabilities and participation. • Designing, managing and planning 98 new projects. • Projects based on the communities’ need assessments.
MoPIC, USAID, Millennium Challenge Company (MCC)/ Millennium Compact Account (MCA) Jordan, March/2013- March/ 2016	<p>Monitoring and evaluation (M&E) specialist experience at MCC/ MCA- Jordan, Government Representative for its projects,</p> <ul style="list-style-type: none"> • Government represantor in M&E data quality review tender of water sector/ Zarqa governorate. • Aimed to review the offered tenders of data collection, follow up and reporting processes. • Included socioeconomic analysis and impact assessment models.
Ministry of Planning and International Cooperation (MoPIC), Ministry of Education (MoE), International agencies, Jordan, September/2007- March/2016	<p>Senior evaluator and economist researcher experience with donors and evaluation missions of international agencies/ grant driven projects/Jordan.</p> <ul style="list-style-type: none"> • Aimed to enhance the projects’ performance and sustainability. • Examples, (1) “Country Portfolio Evaluation” (CPE)/ IFAD. (2) “Evaluation of Educational Reform of Knowledge Economy (ERfKE)/ WB.

Selected Assignments (Cont.)	
Assignment	Description
Sami Development Programme, Jordan, Sept- Nov. 2017	HR assessment consultant volunteer of new university graduates (Youth), whom looking for better jobs based on efficient competencies, <ul style="list-style-type: none"> Assessing 37 participants concerning 84 HR competencies to be more competitors. Role play, interviews, group exercise, Lego bricks, and presentation are assessment techniques and applied with each participant. Data collection and analyzing were conducted for each competency/ technique/ participant. 37 assessment reports were delivered to the participants via Sami Development Programme.
King Abdullah II Center for Excellence (KAC), MoPIC, MoE Jordan, April/ 2007- March/ 2016	Leadership officer experience (plus senior evaluator and economist researcher) in King Abdullah II Award (KAA) criteria, <ul style="list-style-type: none"> Institutional performance assessment reports in terms of client & employee satisfaction. Simplifying MoE's processes to reach efficient and effective processes. Preparing institutional report performance based on King KAC criteria of institutional excellence Examples of, (1) "Impact study of government procedures simplifications of three MoE's public services"/ MoE. <ol style="list-style-type: none"> Institutional annual reports (2013-2015) (included M&E of strategic and operational plans, client and employee satisfactions using questionnaire and SPSS analysis
Prime Ministry (PM), MoPIC, MoE Jordan, April/ 2007- March/ 2016	Strategic planner consultant experience in designing 1st initiatives models in Jordan (approved by PM), <ul style="list-style-type: none"> Aimed to implement M&E and reporting of institutional and operational processes and programmes Based on SMART objectives, result based management and targeted KPIs. Qualitative and quantitative data collection and analyses are used. Examples, (1) A computerized logic model of MoPIC performance assessment towards National Goals, 1st exercise and practice in Jordan, which approved by PM and circulated to the ministries. <ol style="list-style-type: none"> MoPIC employees commitment assessment model towards its core values, 1st one in Jordan. MoE general policy frame of educational policies, MoE strategic and operational plans.
MoPIC, KAC Jordan, April/ 2015	Institutional excellence composer of "MoPIC's Leadership Framework: Mandate & Responsibilities" Paper, <ul style="list-style-type: none"> Aimed to frame tasks, activities, communications and responsibilities of MoPIC's higher management. The purpose is for accountability, transparency and efficient management processes.
MoPIC, Jordan, February- June 2015	Evaluation team leader of "Enhancing Women Agencies Productivity" project (RAEDAT), <ul style="list-style-type: none"> Aimed to assess women empowerment and their economic participation in their community. Assessed the efficiency of allocated resource (output) and change of women productivity behaviour. Financial committee considered the evaluation results and recommendations.
MoPIC, Jordan, July- November 2015	Senior evaluator experience in "Enhancing Productivity Centers Performance programme evaluation" (IRADA) programme, <ul style="list-style-type: none"> Based on qualitative and quantitative data collection of a sample of 26 centers across Jordan. The centers' institutional performance of providing administrative and capacity building. Financial auditing committee at MoPIC considered the evaluation results in the next IRADA's tender.
Jordanian Association of Development Evaluation (EvalJordan), Jordan, May/ 2015	Volunteer trainer in Evaluation and Impact Assessment of "How to build an evaluation plan: processes and activities" paper, <ul style="list-style-type: none"> Targeted officers at public institutions, civil community and NGOs. Covered main components of the evaluation plan, including theory of change, evaluation questions, methodologies, and evaluation approach, etc. It was discussion and cases to fill the needed areas. Fully participation approach in discussion the paper.
MoPIC, KAC, Jordan, May, 2014	Institutional developer experience in preparing the "Benchmarking Methodology paper", <ul style="list-style-type: none"> Requirement methodology for operational criterion/ KAA. Aimed to institutionalize activities and processes of benchmarking at MoPIC. Approved by the planning board and put into action.

Amman, 2015

Selected Assignments (Cont.)	
Assignment	Description
MoPIC, KAC, General Department of Civil Defense Jordan, July, 2014	Team leader of HR specialist of “Developing Benchmarking methodology of job description” methodology <ul style="list-style-type: none"> • Aimed to assess & develop job description system MoPIC, which was approved by the planning board • It is one of KAA requirements to compare and learned lessons for better practicing. • It based on field visits of the General Department of Civil Defense/ Jordan.
PM, Ministry of Public Sector Development, (MoPSD), USAID Jordan, June 2014	Institutional and strategic development consultant experience in enhancing institutional performance/ Financial Reform Programme in Jordan. <ul style="list-style-type: none"> • Reviewing the “Operational and organizational guidebook for the organizational units that interest in institutional performance development”. • Reviewing the “Guidebook of the participatory approach in strategic planning”. • Both guides were approved by PM, circulated to the ministries and published on the MoPSD’s website.
MoPIC, Jordan, August/ 2014	Excellence of institution, composer of “Perception and Rationale of Moving Quality Assurance Division (QAD) to Impact Assessment Unit” paper, <ul style="list-style-type: none"> • An investigation paper in order to shift QAD accountability to HE the minister (CEO). • Approved by the planning board and put into action.
MoPIC, Jordan, April- August, 2013	Senior evaluator experience in “Evaluation of Productivity Youth Environment Component Projects”, <ul style="list-style-type: none"> • Assessed the capabilities of targeted youth empowerment, mainly: professional government, public officers and students at school and universities. • It used a stratified sample of four projects of youth environment component; mainly, INJAZ, DARB, military training and professional development at Colombia Center. • Data collection tools were interviews, meetings and questionnaire of qualitative and quantitative data. • The evaluation results considered in the extension decision of Darp project.
MoE, MoPIC, WB Jordan, March/2007- November/ 2013	Economist researcher experience in conducting studies of economics of education, <ul style="list-style-type: none"> • Examples, (1) Evaluation study of the educational innovation fund: educational & economic study. (2) Study of the cost of the supervisor visit to the class at school field. (3) Evaluation of the Robotic Project-First Lego League paper at MoE . (4) Educational cohort analysis paper, based on educational Indicators (intake ratio, gross enrollment ratio and net enrollment ratio). (5) Educational wastages and economic efficiency of schooling years paper at MoE.
MoPIC, Saudi Arabia, Jeddah Jordan, February- May, 2013	Senior evaluator experience in “Institutional 30 Years Performance Evaluation of Islamic Development Bank” (IDB) An economic and financial analytical paper. The evaluation results were used to build the next ten years strategic plan of the bank As Jordan is member at the governorate board of the bank, its technical opinion is considered.
MoPIC, PM Jordan, June, 2013	Institutional and sectorial development consultant experience in preparing “Proposed M&E Criteria of assess Government Plan (2013-2016) performance towards its objectives” model, <ul style="list-style-type: none"> • Assessing the Government Plan (2013-2016) performance towards its objectives • An institutional computerized assessment based on National Goals at sectorial level. • Built based on the initiative methodology of National Goals and MoPIC’s strategic objective linkages model.
MoPIC, PM, Ministry of Social Development (MoSD), National Aid Fund (NAF), Jordan, January- August, 2011	Senior evaluator of “National Aid Fund (NAF): policies and processes” evaluation study, Aimed to enhance policy processes flow channels between NAF, MoSD and PM. Assessed the alignments of NAF policies processes with PM trends of poverty and unemployment mitigation policies. <ul style="list-style-type: none"> • It targeted cash aid programme of poor people and those are in need. • Qualitative and quantitative data collection and analyses were conducted.
MoPIC, WB Jordan, June/ 2010- March/ 2011	Evaluation consultant experience in evaluating the submitted tenders, <ul style="list-style-type: none"> • Assessed the practices at the ministries, public and civil community institutions towards gender issues. • Evaluation recommended the best party to conduct the assessment study.

Selected Assignments (Cont.)

Assignment	Description
MoPIC, Jordan, April/ 2010 & September/ 2011	Institutional evaluation practitioner experience in mapping monitoring and evaluation practices and management in Jordan, <ul style="list-style-type: none"> To support 1st established unit specialized in evaluation and impact assessment in Joran. Included flowcharts, models, maps, and road map, strategic and operation plans and reports of IAU. Based on best practices and learned lessons of evaluation and assessment around the globe.
GoJ, ministries, public sector, Jordan Educational Initiative, UNICEF & MoPSD Jordan, 2010- up till now	National evaluation practitioner experience in mapping monitoring and evaluation practices and management institutionally in Jordan. <ul style="list-style-type: none"> “Mapping Monitoring and Evaluation in Jordan” workshop in 2010. “Mapping the capacity development at the GoJ and public sector in evaluation” in 2012. Establishing “Jordanian Association of Development Evaluation” (EvalJordan) as co-founder since
MoE, WB Jordan, 2006	Financial specialist of reviewing the WB report of “Management Capacity in Financial Institutions Social Development and Education Sectors”, <ul style="list-style-type: none"> It covered the educational financial resources development. Covered outsourcing and insourcing techniques and better financial and educational investments. Several ministries and partners reviewed WB report, where the final one finished by MoE/ EoE (by me).

Work Experience

March, 2016- up to date

Independent/ Free-lance consultant

Key tasks

- Evaluation, Economics and Economics of Education consultant
- Capacity building practitioner in evaluation, institutional performance assessment, strategic planning, and economics of education.
- Free volunteer supervising in evaluation, institutional performance assessment, strategic planning, and economics of education.

February, 2016 – June, 2017

Al Bayt University, Mafrqa Governorate, Jordan

Job Title: Part time Instructor

Key tasks

- Teacher of business courses, Jordanian economy, Economics of SMEs, Economics of Organization, Macroeconomics, Banking and Financial Information Systems and Scientific Research Skills (Financial and Banking Case Studies).
- Re-engineered students' participation tools and performance assessment that market driven needs.

September 2010- March 2016

Evaluation and Impact Assessment Unit (IAU)/ Ministry of Planning and International Cooperation (MoPIC)

Job Title: Senior Evaluator

Key tasks

- Designer of evaluation plan of projects and programmes. • Developer of theory of change matrix and approach.
- Implementer of evaluation criteria (relevance, efficiency, effectiveness, sustainability and impact).
- Designer and implementer of data collection tools, analysis techniques, and sampling approach.
- Practitioner of communication platform with stakeholders and of capacity building of M&E management.

September 2010 – March 2016 (separate periods)

Evaluation and Impact Assessment Unit (IAU)/ Ministry of Planning and International Cooperation (MoPIC)

Job Title: Deputy Director of Evaluation and Impact Assessment Unit

Key tasks

- Practitioner in designing MoPIC policies, programmes and plans (include smart objectives and targeted indicators KPIs).
- Designer of policies
- and procedures of evaluation processes.
- Participator in sectorial and national ones and developer of capacities building programmes in M&E.

March 2006- September 2010

Economics of Education/ General Department of Research and Development / Ministry of Education

Job Title: Economist researcher at Economics of Education

Key tasks

- Representor of economics of education position in MoE committees, consultancy events, and meetings.
- Designer and implementer of proposal, research, data collection, data analysis, sampling and report processes.
- Designer and implementer of research methodology, approach, and communicate with targeted stakeholders.

March 2006- September 2010 (separate period)

Economics of Education/ General Department of Research and Development / Ministry of Education

Job Title: Deputy Head Division of Economics of Education

Key tasks

- Practitioner in formulating the division plans, objectives and reporting processes.
- Manager of the division processes, projects, studies, programmes, and consulting efforts.

September 1987 – March 2006

Princess Eiman Bent Al-Hussein High School at AL- Mafraq Educational Directorate / MoE
& Um AL-Darda' High School at Zarqa Educational Directorate/ MoE

Job Title: Teacher

Key tasks

- Teacher of Economics, Statistics, Business Administration, Financial Management, Math and Management Information System (MIS).
- Adapter of the updating student performance assessment and participatory techniques.
- Designer of reform plans for students got inappropriate exam results.

September 1995 – March 2006

Um AL-Darda' high school/ Zarqa educational directorate/ MoE

Job Title: Senior Teacher of Commercial Stream and Information Management Stream

Key tasks (In addition the my teacher key task)

- Manager of the commercial and information system streams' processes, plans, events and reports.
- Supervisor of the stream teachers academically, technically and administratively.
- Designer of the stream interactive activities and mutual experience and knowledge.

Training and capacity building

Trainer Courses

Organizer, Place & Time	Training Title & Targeted parties
Jordan, MoPIC & Carleton University/ Canada Jordan, April/2010- Nov/ 2013	Senior evaluator, participating in preparing "Primary and advanced training in evaluation processes and management" training processes. • Targeted concerned ministries, institutions, civil community and NGOs officers.
World Bank (WB) & ESCWA Jordan, June, 2012	Senior evaluator, speaker of "Institutionalizing Evaluation and Impact Assessment processes at MoPIC" topic. • Targeted concerned ministries, institutions, civil community and NGOs officers.
MoE/ Zaqa Governorate Jordan, 1996- 1997	Economist, trainer of new textbooks of "School Examination and textbooks development" & "Recent Textbooks", • Targeted teachers at MoE.

Trainee Courses

Organizer, Place & Time	Training/ Workshop Title
USAID, Monitoring and Evaluation Support Project (MES), Jordan, April- July, 2018	"Certificate Program in Evaluation" (CDE),
Safety Key for consultancy and Training Center/ International Organization of America (IoA), Jordan, March, 2015	"Moral Intelligence, Community Values and AlHemma Ambassadors" workshop
MoPIC, KAC Jordan, Jan- Feb, 2014	<ul style="list-style-type: none"> • "Benchmarking on Institutional and Operational levels" • "Institutional Performance Indicators: Key Performance Indicators" • "Transforming the KAA Report Output to Action Plan"
MoPSD, USAID, Jordan, Apr – Nov, 2014	<ul style="list-style-type: none"> • "Specialized Training Course in KAA" • "Leadership Capacity Building" for six weeks.
MCC & The Social Impact Inc. Jordan, Jan, 2013	"Monitoring and Evaluation Training for MCC".
MoPSD, Jordan, Dec. 2013	"Preparing Administrative Leaders"
Convenience Academy and MoPIC Jordan, March, 2013	"Forum of Producing Strategic Change Leaders" four weeks.
Colombia University Middle East Research Center, Jordan, Dec. 2012	"The Big Picture behind Monitoring and Evaluation: How to create and Improve Programmes Targeted for Jordanian Development"
MoPIC, Carleton University/ Canada Jordan, Jan/ 2011- Nov/ 2012	"Advanced Evaluation and Management Training Program"
Carleton University/ Canada & MoPIC, Jordan, May, 2010	"Mini International Program for Development Training - International Programme for Development Evaluation Training (IPDET)"
MoPSD & MoE Jordan, Nov/ 2006-Jan/ 2010	"Government Service Improvement, Procedure Simplification" and "Performance Management Assessment Committees"
KAC, Jordan, Feb/ 2010	"Radar Mechanism in the Leadership, Operation and Personnel Criteria of KAA"

PM/ Governmental Performance Department, Jordan, May/ 2010	"Supporting Decision Making Mechanism in Public Sector Institutions"
Arab Planning Institute/ Kuwait Jordan, 2009.	<ul style="list-style-type: none"> • Specialized Certificate in, • "Human Capital Development" • "Development Analysis for Education and Strategic Planning for Education"
KAC & MoE Jordan, May/ 2008	<ul style="list-style-type: none"> • "King Abdullah II Award for Excellence Government Performance & Transparency (KAA). • " Leadership, Processes and Knowledge Criteria"
MoE, EU/ SJE, Jordan, March/ 2007- Feb/ 2008	"Under- performing Student –fifth grade school year 2007&2008"
MoE, EU, Jordan, Feb/ 2007	"Institutional Capacity Building Program Development For Under Performance"
MoE, SJE, Jordan, Jan/ 2007	"Institutional Capacity Building Training Plan On Strategic Planning"
SJE, Jordan, Oct/ 2006	"Introduction to Performance Measurement and Results"

Conferences

Speaker

Organizer, Place & Time	Paper Title
Zarqa University Jordan, May/ 2016	<p>Speaker of "Impact Evaluation of Foreign Assistance and Donors Efforts on the Development Performance" paper.</p> <ul style="list-style-type: none"> • It <u>discussed</u> methodologies, sampling, data collection and analyses techniques. • Addressed evaluation management and implementation/ case of Jordan. • The paper is published by Zarqa University in 2016 (please look at publications)
Amman Arab University Jordan, April/ 2016	<p>Speaker of "The Impact of the behaviour of the underwriter, initial public offerings' issuers and investors on Amman Stock Exchange market (ASE) efficiency" behavioural finance paper.</p> <ul style="list-style-type: none"> • Discussed the experience and analysis of ASE market based on the speaker's Ph. D. dissertation. • Presented a debatable talk of financial behaviour actions regarding the current believes. • Covered desk review technique and literature.
International Development Evaluation Association (IDEAS), Jordan, Sep/ 2011	Participant in preparing the material, graphs and charts of "Institutionalizing Evaluation and Impact Assessment Processes at MoPIC" paper.
MoE, UNESCO Jordan, Nov/ 2006	Speaker of "Educational Wastage: Problems and Solutions Educational and Economic Analytical Study" paper. • Discussed in the National Seminar for Educational Wastage and Economics of Education".
MoE/ EoED, UNESCO Jordan, Nov/ 2006	Co- organizer of "The National Seminar for Educational Wastage and Economics of Education", as an economist at economics of education division.

Conference participation

Organizer, Place & Time	Title of the Conference
2 nd HR Conference of aphra Association, Association of Professional Arabian Human Resources, October, 2018	Conference is titled, Let us scale up with our Human Resources, "فلنتنهض بموارثنا البشرية"
Jordan Leads, AUE, Business Box, EFQM Distributer, 12th Excellence Cafee, Amman, Jordan, Sept. 2018	Session of EFQM Criteris of evaluation, excellence and transparency.
USAID, Monitoring and Evaluation Support Project (MES), Jordan, April- July, 2018	Monitoring and Evaluation Learning Conference "Certificate Program in Evaluation" (CDE),
1 st HR Conference of aphra Association, Association of Professional Arabian Human Resources, November, 2017	Conference is titled, Let us scale up with our Human Resources, "فلنتنهض بموارثنا البشرية"
6th EvalMENA Annual Evaluation & General Assembly Conference, (Associated with EvalJordan Association) Jordan, Oct. 2017	<p>"Evaluating Humanitarian Assistance and Refugee Response in the Context of the 2030 Agenda for Sustainable Development,</p> <ul style="list-style-type: none"> • Workshops of Youth, Integrated Systems, humanitarian evaluation. • Discussing sessions of evaluator capacity building, SDGs with focused on gender responsive, agenda 2030 and refugees responsive.
The Reference for Consultation and Business Development, Jordan, 2017	<p>"Fingerprint of Change" Human Resources conference.</p> <ul style="list-style-type: none"> • It discussed new techniques of HR management and assessment. • It targeted private sector/ HR managers and recruiters
National Association of Investor Protection (NAIP), Jordan, 2014- 2015	<ul style="list-style-type: none"> • "Conference of Investment Issues in Jordan" • "10th Jordan Exhibition and conference for Capital and Investment".

Afaq Group Overseas. Jordan, 2014	<ul style="list-style-type: none"> • “Arabian Economies, Struggles and Crises Conference” • “Stock Exchange Markets’ Challenges Conference” • 9th Jordan Forex Expo & Award 2014
Eva IMENA Association, Jordan, 2014	“Mainstreaming Evaluation Theory and Practice in the Mena Region Conference”
Bright Minds for Human Resources, Jordan, 2014	“Institutional reform for enhancing institutional performance and facing corruption and extremism Conference”.
Royal Science Society (RSS) Jordan, 2012	“Women in Science and Technology Think Tank Network” workshop
GoJ, United Nations Jordan, 2011	“The United Nations Development Assessment Framework (UNDAF)”
MoPIC, International Development Evaluation Associations (IDEAS), Jordan, 2010	“The Crises of Food, Fuel, and Finances Conference”.
CFA Institute Traveling Conference Series, Jordan, 2008	“Emerging Markets Investing Seminar”.
Petra for Conference, Jordan, 2007	“Technostrategic Management of Institutional and Individual Performance Development”

Personal Information

Marital Status	Single	Residence	Jordan
Nationality	Jordanian	Language	Arabic and English
Date of birth	April 11, 1964		

Education

Institution, Date	Degrees obtained and Specialist
USAID, Monitoring and Evaluation Support Project (MESP), Jordan, 2018.	“Theory of Change (TOC)”. Monitoring & Evaluation Learning. (MEL).
King Abdullah II Center for Excellence, EQFM/ Belgium, Jordan, 2018.	“International Accredited Assessor in Institutional Excellence”
Science Caravan Academy for Training and Consultancy, Jordan, 2018.	“Advanced Excel Program Training”.
USAID, Monitoring and Evaluation Support Project, Jordan, 2018.	“Certificate Program Evaluation” (CPE) is equivalent to one semester course at the graduate school level at U.S. University in Evaluation.
Amman Arab University, Jordan, 2011	Postgraduate Certificate, Ph. D. in Finance
The University of Jordan, Jordan, 1996	Postgraduate Certificate, Master’s Degree in Economics
The University of Jordan, Jordan, 1986	BA: Economics and Statistics- Major, Business Administration- Minor

Professional Membership

Institution	Date/ place	Description
DevNet JOBS.ORG http://www.devnetjobs.org/default.aspx	USA, 2018	it submits international Development Jobs and consulting opportunities.
Teamwork for Business Solutions. www.teamworklo.com	Jordan, 2018.	Aims to set up solutions for innovative and entrepreneurial ideas and companies.
“Devex”/ the media platform for the global development community	Since 2017/ USA	Evaluation and Impact Assessment, full website of evaluation opportunities, reports, projects, studies, etc.
“EvalJordan”/ Jordanian Association of Development Evaluation	Since 2014/ Jordan	Evaluation and Impact Assessment association, covering events, consultancies, planning, etc. of evaluation and Impact assessment
“IDEAS”/ International Development Evaluation Associations	Since 2010/ Canada	Evaluation and Impact Assessment association, website of reporting, capacity building, events, consultancies, etc. of evaluation and Impact assessment

Publications & Articles

Title	Submitted to	Place/ Date	Published at
“Impact Evaluation of Foreign Assistance and Donors efforts on the Development Performance: Case of Jordan”	Zarqa University/ Business Conference	Jordan/ 2016	http://www.sciencereflection.com/Files/GJEB/GJEB2016118-3.pdf

Quality Assurance translator of "Road to Result book" to Arabic language	World Bank (WB)	WB/2013	World Bank (In the Acknowledgment)
"Economics of Education Newsletter", 1st, 2nd, and 3rd volumes	Ministry of Education	Jordan/ 2007-2009	Unpublished
"Educational Design for The Textbooks of MIS and its Teachers' Textbook Development	Ministry of Education/ CIDA- Canada	Jordan/ 2006-2007	Unpublished
Dissertation of Ph. D "Analysis of Initial Public Offerings and Seasonal Offerings and their Effect on the Secondary Market in Amman Stock Exchange"	Amman Arab University (1st manuscript in the Arab region, & 3rd at Emerging Markets)	Amman, September, 2011	Unpublished
Thesis of Master's degree "Jordanian Dinar and its Trade in the Occupied Territories (West Bank and Gaza Strip"	Jordan University (1st manuscript at that time)	Amman, June, 1996	Unpublished
"Fundamentals of economics and its legislations textbook", 11th & 12th grades	Ministry of Education	Jordan/ 1992-1995	Unpublished

Volunteering and initiatives consultations

Event title	Submitted to	Place/ Date
Preparing survey, analyzing two sets of collected data, and reporting of their both findings and results	aes / Academy: Subsidiary of Accelerated Electronic Services (أكاديمية التسارع) Thara' Programme for Financial Awareness.	Jordan, April, 2018
Need Assessment Training Survey of the association members	Jordanian Association of Development Evaluation (EvalJordan)	Jordan, March, 2018
"Innovation Assessment (Strategic Level): Lego Bricks Technique"	Team Work, Innovation Assessment Center	Amman, February, 2018
Institutional Performance Assessment, Appraisal Performance System, and Smart objectives	Taghyeer Organization, "We love Reading" (finished but not delivered)	Jordan, February, 2018
Abstract of "Why Does Economics of Education Matter?"	Arab Cooperation for Economic Consulting	Jordan, January, 2018
School Field Event of, "Yearly Specialty Cultural Week" for ten years	Om Aldarda' School/ Zarqa Educational Directorate (social community volunteer practitioner)	Jordan, 1996- 2005
School Field Events of Head of parental, School Parliament, and Activities Councils	Om Aldarda' School/ Zarqa Educational Directorate (planning, monitoring, evaluating and reporting)	Jordan, 1996- 2005

Websites of my concerns

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 Devex Professional Network <https://www.devex.com/profile/edit>
 Teamwork for Business Solution: www.teamworkjo.com

References

References will be submitted upon request.