

CURRICULUM VITAE

1. **Family name:** Samhan
2. **First names:** Mahmoud
3. **Date of birth:** 15/4/1966
4. **Passport holder:** Jordan
5. **Education:**

Institution (Date from - Date to)	Degree(s) or Diploma(s) obtained:
New York Institute of Technology (NYIT) 2010 – 2011	Diploma in Marketing university of Management Philadelphia
University 1/9/ 2003 – 30/9/2006	Bachelor's degree in Business

6. **Language skills:** Indicate competence on a scale of A1 to C2

Language	Reading	Speaking	Writing
Arabic	C2	C2	C2
English	C2	C2	C2

7. **Membership of professional bodies:** Certified ILO Participatory **Gender Audit**,
Member of the governing body of the General **Trade Union of Workers** in Health services and Pharmaceutical **Industries** (Vice president),
Member of National Committee for **Pay Equity**,
Member of the Jordanian Society for Trainers and Consultants,
Member of Hand by Hand for Economic Empowerment and Entrepreneurship
8. **Other skills:** Fully computer literate
9. **Present position:** marketing and seals consultant
10. **Specific experience in the region:**

Country	Date from - Date to
Jordan	1/4/1988- until now
Saudi Arabia	January – august 2020
Tunisia	October – November 2020
...	

11. Professional experience

Date from - Date to	Location	Company & reference person (name and email)	Position	Description
(February 2024 - March 2024)	Jordan	Arab Aid Action Region (AAAR)	Consultancy	<p>Design an e-learning module for training purposes. This module covered two main areas:</p> <ul style="list-style-type: none"> ▪ Decent Work and Women-Friendly Labeling Standards: Participants were provided with an understanding of decent work practices and the specific standards that companies must meet to obtain the Women-Friendly Label. ▪ Women's Rights in Jordanian Labor Law and ILO Conventions: This component focused on empowering participants with knowledge of their rights
February 2024	Jordan	Pharmacists Syndicate NAJWA SHOBAKI <najwa_shobaki@yahoo.com	Trainer	<p>Awareness about Jordanian labor law and social security</p> <p>The training was conducted in cooperation with the Pharmaceutical Affairs Committee, and a group of female pharmacists participated in the training and Human resources managers working in the pharmaceutical sector</p> <p>The training included the following topics:</p> <p>The concept of Jordanian labour and workers law, its sources, and a historical overview of it</p> <p>Employment contracts and their types, cases of contract termination, unfair dismissal, working hours and overtime</p> <p>Rights and duties of workers, wages, leaves and vacations</p> <p>An overview of the, Social Security including compulsory, maternity, and unemployment insurance</p>

November 2023	Jordan	Hand By Hand Nawal Hasan <nawal.mashro3i@g mail.com	Trainer	<p>Economic Empowerment and Entrepreneurship Communication and Connection skills sales and marketing</p> <p>A project funded by the European Union within the project “Towards enhancing women’s economic participation in Jordan” led by the Euro-Mediterranean Feminist Initiative</p> <p>The “Let’s Get Started Project to Enhance Economic Participation Opportunities for Women and Youth” began in Al-Hosn Camp “or what is known as Azmi Al-Mufti Camp” to train and empower two groups with a total of 35 participants.</p> <p>The first group consisted of 15 unemployed young men and women. We trained them in the mosaic craft and provided them with the necessary equipment and tools during the training. Then we handed each person a special set and stones to work for about a month on their own, and after that we held a competition to choose the best works.</p> <p>The second group, consisting of 20 women who have very small home projects (or project attempts), were trained in business skills. And completing their first marketing.</p> <ul style="list-style-type: none"> • Both teams were trained on small business simulation – business basics. • A photo session was also held for their products in cooperation with professional photography company Tomandro • After encouraging the participants to produce and photograph their products, they were helped with marketing through the bazaar, which was held over two days at the association’s headquarters located in Tabarbour. <p>The number of direct beneficiaries is 35. The categories are youth and women</p>
October 2023	Jordan	Jordanian co- Cooperative Corporation Holland Horti Support Jordan Hamza A 962 7 9603 3648 I-Balbisi	Trainer	<p>communication and Connection skills</p> <p>Training a group of managers of branches of the Jordanian co- Cooperative Corporation on the skills of dealing with the associations spread throughout the Kingdom. This included training on communication skills, time management, and dealing with difficult cases.</p>
February 2023 – July 2023				
May- 2020 – May- 2022				
October – November 2022	Sudan	Funded by ILO Tomoki Watanabe <t.watanabe@itcilo. org	Trainer	<p>ITC partner ILO in Sudan</p> <p>IYB training IYB training is designed for micro and small-scale entrepreneurs</p> <p>We trained a group of business owners, men and women in the industrial sector, and service providers to the industrial sector. The training included the following topics:</p> <p>Market their products more effectively</p> <ul style="list-style-type: none"> • Set up buying procedures • Set up a stock control system • Forecast their sales, costs and cash flow and produce balance sheets and profit

				and loss statements <ul style="list-style-type: none"> • Cost their goods and services • Keep records • Improve productivity through improved workplace practices.
June 2022	Jordan	Labor Rights Academy FES Jordan Yousef A. Ibrahim Program Manager Democracy & Social Justice & Gender in Jordan Friedrich-Ebert-Stiftung	Trainer	Decent work Social Protection + Collective Bargaining Labor Rights Academy Programme, the German Friedrich Ebert Foundation - Amman Office will implement the academy for a new generation in 2020. Training meetings will be held in which a combination of topical sessions and capacity-building exercises will be held to enhance the skills of trade unionists, build capacity systematically and provide basic knowledge related to trade union movements, the economy and social issues to improve their competencies at the level of trade union work. This year, the Foundation targets 15 young men and women to enhance the knowledge and skills necessary to take more action and actively participate in decision-making processes at the union level. Training content Introduction to negotiation skills negotiation skills Collective negotiations Negotiation steps Determine negotiation priorities Settlement of labor disputes
March 2022	Jordan	Arab Renaissance for Democracy and Development Khawlah Sadeq <khawlahsadeq@gmail.com>	Trainer	The Jordan National Forum for Inclusive Social Protection Shifting Paradigms: Towards Sustainable and Inclusive Social Protection in Jordan/ Reversing/Backtracking the rise of the Precariat in Jordan (When working is not enough to overcome poverty)
March 2021		Labor Rights Academy FES Jordan Yousef A. Ibrahim Program Manager Democracy & Social Justice & Gender in Jordan Friedrich-Ebert-Stiftung	Trainer	Project "Climate change and sustainable development – the role of trade unions FES Jordan Decent work and sustainable development goals The international framework for collective bargaining The national framework for collective bargaining Settlement of labor disputes Negotiation's collectives Negotiation skills and the role of trade union committees Prioritizing labor demands Role-playing activity on collective bargaining Role-playing activity on collective bargaining(including related to climate change)
November 2021	Amman & Governates of Jordan	ILO- (HCAC) Amira Elian <aelian@hcac.com.jo>	External Expert & Researcher Trainer	Developing a specialized certification course to empower working women within the health sector by acquiring them with the critical leadership skills to support them reaching higher management levels.
March 2020	Jordan	FES Jordan	Trainer	Labor rights' Academy: Collective Bargaining." trainer for the Fifth training workshop of the national Project "Labor Rights' Academy: Collective Bargaining." The training will

				focus on essential elements of collective bargaining, Skills required, and the provision of collective bargaining in Jordan laws. The trainer is asked to introduce also good practices and positive examples for collective bargaining.
October 2020	Tunisia	FSI Tunisia Arab Women Syndicate Network Asma Guitouni Regional Program Manager_ Program Regional Trade Union Cooperate	Trainer	Cooperatives and women's economic empowerment Within the framework of the partnership with the Arab Trade Union Confederation, we intend to continue distance training for the Arab Women's Trade Union Network regarding cooperatives and the economic empowerment of women.
August 2020	Saudi Arabia	Jeddah Chamber of Commerce Saudi Arabia szamil@silah.com.sa	Trainer	on line training courses Organizing meetings and preparing reports In cooperation with the Silah platform of the Haddah Chamber of Commerce, it provided a group of courses, including: 1- Writing the report and preparing meetings 2- Effective leadership 3- Guidance and training in the work environment.
January 2020	Saudi Arabia	Salah Temkin information Technology (Jeddah Chamber of Commerce Saudi Arabia szamil@silah.com.sa	Trainer	on line training courses Organizing meetings and preparing reports In cooperation with the Silah platform of the Haddah Chamber of Commerce, it provided a group of courses, including: 1- Writing the report and preparing meetings 2- Effective leadership 3- Guidance and training in the work environment.
November 2019	Jordan	UN – FEF hbelbesi@efejordan.org	Trainer	Entrepreneurship Training Course SYRAN REFUGEES Entrepreneurship Training Course Incubation Topics: 5 Days .Module 1 – Greeting and Essential skills. ((communication skills, team building negotiation skills)) .Module 2- ASSESSES YOUR READINESS TO START A BUSINESS Module 3 – Entrepreneurship Skills .Module 4 – Ideas generation & S.W.O.T Analysis Business coaching topics: 8 Days .Module 5 – Business Plan Module 6 –Marketing Plan Module 7 –STAFFING Module 8 –Organization AND Management Module 9 - Buying FOR YOUR BUSINESS Module 10 - Costing YOUR Goods and services .Module 11 – FINANCIAL Plan Module 12 - REQUIRED START-UP CAPITAL Module 13 - TYPES AND SOURCES OF START-UP CAPITAL

				<p>Review – Evaluate- Register- pitching : 2 days •</p> <p>Module 14 - Starting THE BUSINESS</p> <p>:OUTCOMES after completing these course participants will be able to projects will register 13</p> <p>13 participants wrote a business plan</p>
November 2019	JORDAN	<p>SPARK -EFE</p> <p>hbelbesi@efejordan.org</p>	Trainer	<p>Entrepreneurship Training Course</p> <p>Entrepreneurship Training Course SPARK -EFE</p> <p>Incubation Topics: 5 Days</p> <p>.Module 1 – Greeting and Essential skills. ((communication skills, team building negotiation skills))</p> <p>.Module 2- ASSESSES YOUR READINESS TO START A BUSINESS</p> <p>Module 3 – Entrepreneurship Skills</p> <p>.Module 4 – Ideas generation & S.W.O.T Analysis</p> <p>Business coaching topics: 8 Days •</p> <p>.Module 5 – Business Plan</p> <p>Module 6 –Marketing Plan</p> <p>Module 7 –STAFFING</p> <p>Module 8 –Organization AND Management</p> <p>Module 9 - Buying FOR YOUR BUSINESS</p> <p>Module 10 - Costing YOUR Goods and services</p> <p>.Module 11 – FINANCIAL Plan</p> <p>Module 12 - REQUIRED START-UP CAPITAL</p> <p>Module 13 - TYPES AND SOURCES OF START-UP CAPITAL</p> <p>Review – Evaluate- Register- pitching : 2 days •</p> <p>Module 14 - Starting THE BUSINESS</p> <p>:OUTCOMES after completing these course participants will be able to projects will register 13</p> <p>13 participants wrote a business plan</p>
	Tunisia	<p>Friedrich-Ebert-Stiftung</p> <p>GHRIS Khaled</p> <p>Training Coordinator</p> <p>Arab Trade Union Confederation (ATUC)</p> <p>Tel:+216 23 333 299/ +2016 58 458 946</p>	Trainer	<p>Decent work and campaigning</p> <p>Academy of Arab Trade Union Youth</p> <p>Campaign management training</p>
July 2019	Jordan	<p>Eastern Amman investors Industrial association</p>	Trainer	<p>Eastern Amman investors Industrial association</p> <p>To raise the efficiency of industrial companies in the eastern Amman region, two courses were provided</p> <p>Organizing exhibitions and conferences</p>

		ayman@eaiia.org		And customer service
July – October 2018	Jordan	Jordanian National Forum for Women Sahar Al-Fayez sahar.f@johud.org.jo	Trainer	Economic Empowerment Project for Jordanian and Syrian Women in East Amman and Irbid – “Training for employment” in subjects: Gender, Negotiation Skills, Communication Skills and New methods of Marketing
June 2018	Saudi Arabia	Jeddah Chamber of Commerce Saudi Arabia szamil@silah.com.sa	Trainer	Training and mentoring in the work environment in cooperation with the Silah platform of the Haddah Chamber of Commerce, it provided a group of courses, including: 1 -Writing the report and preparing meetings 2 -Effective leadership 3- Guidance and training in the work environment.
September – October 2018	Jordan	Pharmacists’ association Jordan Funded by ILO Randa Al-Khaldi <randakhaldi@hotmail.com	Trainer	Start your business The program targeted a group of pharmacists who wanted to work on their own projects, and we targeted 50 pharmacists in two groups. According to the methodology of the ILO’s Entrepreneurship Academy Improve your business The program targeted a group of pharmacists who own private pharmacies, and we targeted 50 pharmacists in two groups According to the methodology of the ILO’s Entrepreneurship Academy
1/4/2016-1/4/2017	Jordan	AECID (Spanish Agency for International Development Cooperation) & JNFW (Jordanian National Forum for Women) Funded by EU Eman Al-Khatib <eman.k@johud.org.jo	Trainer	Tahdir –Masar1 project The training target is 300 Syrian refugees in Jordan Trained (12 days) in modules: Gender and Development Conceptual Approaches from HHRR Scope Care Economy Women economic empowerment and business undertaking
1/5/2013 – ongoing	Jordan	Ma’al Center for Consultations, Training and Human Development	Ma’al Center for consultation, training and human development works in the field of economic; Trade Union studies and training; market research, Training ; human development; Human Resources;	Customer Service, Business Etiquette, Business Communication, Sales Training, Leadership, Project Management, Marketing, Business Management, Tourism and Hospitality, Conflict Management, Dynamic Decision Making, Leading Through Change, Motivating Employees, Secrets of Management Success, Pharmaceutical Training Courses Management Supply Chain, Good Manufacturing Practices, Marketing Manager Essentials, Product Manager Essentials, Basic Pharmaceutical Skills, Advanced Pharmaceutical Skills, Presentation Skills and Public Speaking, Professional Hospital Pharmaceutical Skills, Hospital Basic Medical, Laboratory Selling, Promotion

			<p>Gender audit, Human Rights; Consultancy in different areas such as education, administration, labor and socialization. MC offers its services to individuals, institutions and entities and offer our customers the possibility of representing their agencies and search markets for them inside and outside Jordan. Our previous experiences and backgrounds before joining and establishing the center, in addition to our caliber of professional staff, will positively contribute to the objectives of any company. Our team are certified Gender Audit Facilitators from ILO to implement Participatory Gender Audit in organizations, companies and ministries and certified ILO trainer in Start and Improve your Business- GYB- SYB-IYB program</p>	
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1/4/1988-1/4/1966	Jordan	Bishwi Drug store	Sels man	My mission as a sales representative was to promote products and services to potential customers, display products with a unique promotional strategy for sale, and maintain existing customer accounts by ensuring that customer accounts receive a proper and smooth sales process in the Jordanian pharmaceutical sector.
1/4/1966 - 1/4/2013	Jordan	Bishwi Drug store	Sels manger	As a sales manager, my task is to build, lead and direct a team of sales representatives and marketers within the organization, according to professional principles and characteristics. Follow up and evaluate all special operations in sales on an ongoing basis, in the Jordanian pharmaceutical sector.

12. Other relevant information (e.g., publications)

Start Date	End Date	Type of Qualification awarded	Main subject(s) covered	Name/Type of organization providing the training
1/1/2017	30/6/2017	Certified ILO Participatory Gender Audit Facilitator	applying a gender perspective to analytical work; detecting and mapping discrimination at work; identifying strategies for advocacy and capacity-building in promoting inclusive workplaces; improving communication competence and organizational capacity to coordinate Gender Audit; analysing accountability, evaluation and monitoring systems and instruments in place for gender equality and change management; identifying new challenges and possible improvements	International Training Center (ITC) OF International Labor Organization (ILO).
1/3/2018	1/7/2018	Certification _ Entrepreneurship trainers Academy	SIYB (Start/Improve your business)	International Training Centre (ITC) OF International Labor Organization ILO entrepreneurship trainers Academy.
1/5/2023	15/6/2023	Certificate of participation	ENDING VIOLENCE AND HARASSMENT IN THE WORLD OF WORK,	International Training Centre (ITC) OF International Labor Organization ILO
2023/10/27	30/10/2023	Certificate of participation	GENDER EQUALITY, RESPONSIBLE BUSINESS CONDUCT AND HUMAN RIGHTS DUE DILIGENCE 27-30 oct	International Training Centre (ITC) OF International Labor Organization ILO