

MOHAMMAD MOUSA AL-HAMWAN

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TEACHING PHILOSOPHY

I believe a good teacher, first, has great faith in the future. Like the forester planting an oak seedling knowing he or she will never see the tree in all its glory, I know I may never see the fruits of my labors as a teacher. My calling is to plant and nurture seeds that will grow and shape the tomorrow. My teaching goal is to help students become self-directed learners. Self-directed learners are life-long learners who pursue new ideas and skills because they want to, not because they have to. They take control of their learning: making choices about what, when, and how to learn. My students need to acquire this approach to learning because careers demand self-directed learning. Armed with personal understandings of self-directed learning, students can create opportunities for others. I believe the classroom is a living community and that everyone in the classroom contributes as a student, teacher, and thinker. I learn from students as much as they learn from me. I believe we never stop learning, and I want my students to know we can learn from each other. Finally, I believe a teacher lives to serve. A teacher is dedicated to learning, to his or her discipline, to his or her students, and to making the future the best possible place for all of us to live. And I am committed to delivering my teaching philosophy for a better future for my students and the community we live in.

EDUCATION

Universiti Utara Malaysia, Malaysia

PhD, Business Administration (2016)

Dissertation: “The effect of organizational, individual, and job-related factors on turnover intention among Jordanian registered nurses: The moderating effect of collectivistic culture”

Webster University, St Louis, Missouri, United States of America

Master of Arts (Human Resource Management) (2009)

Mu'tah University, Karak, Jordan

Bachelor's Degree in Military Science (2005)

Mu'tah University, Karak, Jordan

Bachelor's Degree in Administration Science (1992)

Other qualifications:

Certificate/Diploma in Understanding and Analyzing Non-State Armed Groups, Cairo, Egypt (2017)

Certificate/Diploma in on Humanitarian Law and Policy, Dubai, UAE (2016)

US Army Command and General Staff College, Fort Leavenworth, Kansas, USA (2008-2009)
Certificate for Leadership/Diploma for Leadership and Staffing (2008-2009)

Fort Huachuca, Arizona, USA
Certificate/Diploma in Advance Intelligence (2003)

Fort Knox, Kentucky, USA
Certificate/Diploma for Reconnaissance and Cavalry Leaders (2002)

Jordanian Peace Keeping Institute, Zarka, Jordan
Certificate/Diploma as Military UN Observer (1999)

EMPLOYMENT HISTORY

United Nations Children’s Fund – Jordan Country Office

February 2017 – August 2019: Humanitarian Affairs Specialist

Key responsibilities include:

- Negotiated access, and ensuring the effective implementation and monitoring of UNICEF’s humanitarian response at the Jordanian border with Syria (Rukban and Hadalat)
- Coordinated with the Government of Jordan, the UN Country Team and other stakeholders to ensure an effective response at the Jordanian border with Syria
- Analysed the humanitarian context in Jordan and Syria and formulating recommendations for UNICEF’s overall response
- Managed and regularly updated UNICEF’s internal preparedness system for various scenarios
- Designed and carried out humanitarian capacity-building of key Government and civil society partners and staff.

March 2018 - July 2018: Four-month support mission to UNICEF South Sudan Country Office (Juba)- Emergency Specialist

Key responsibilities include:

- Coordinated the planning, implementation, monitoring and reporting of the UNICEF South Sudan Country Office Emergency response
- Analysed outputs from Sector coordination mechanisms and reports to advocate and/or assist UNICEF South Sudan in their planning and implementation of emergency assistance and coordination
- Undertook field visits to emergency project areas to assess local conditions, monitored project progress and identified bottlenecks and developed solutions to programme implementation
- Supported the planning, implementing, monitoring and reporting of the *180 Day Response Plan*, through the provision of technical oversight and guidance to 11 field offices FOs
- Collated inputs from all Technical Section Emergency Focal Points for the development of Situation Reports (SITREPs) ensuring concise, quality and timely submissions

- Reviewed and coordinated available resources (funds and supplies) to ensure their maximum utilisation and optimal pre-positioning
- Supported monitoring and evaluation of programme progress and achievements, including the expansion of cross-sectoral linkages and learning
- Contributed to fundraising activities, including inputs into project proposals, in addition to strategic engagement with donors
- Supported the development of partner agreements and regular reviews of partnership progress, and identified means to accelerate progress and remove bottlenecks, where and when necessary

November 2014 – January 2017: Humanitarian Affairs Officer

Key responsibilities include:

- Coordinated UNICEF’s response in informal tented settlements, supported three local partners in designing, implementing and monitoring interventions to address the needs of this highly vulnerable refugee population
- Worked with different stakeholders to identify vulnerable Jordanian and Syrian population clusters and designed and implemented assessments
- Continuously analysed the humanitarian context in Jordan and Syria and formulated recommendations on UNICEF’s overall response accordingly

United Nations Office for Project Services, Za’atari Camp, Jordan

November 2013 – November 2014: District Field Officer

Key responsibilities include:

- Managed a team of 15 Field Assistants to monitor the effectiveness of UNICEF’s operations in Za’atari camp (WASH, Child Protection, Education, Health and Nutrition)
- Designed and led relevant assessments and made programmatic recommendations to UNICEF
- Identified protection cases and referral to relevant service providers
- Represented UNICEF in all camp-level coordination mechanisms and served as the interface between UNICEF and the refugee community in the camp.

Royal Jordanian Command and General Staff College, Jordan

2009 – 2011: Jordanian Armed Forces (JAF) Instructor

Key responsibilities include:

- Provided training on joint military operational and strategic-level tactics to officers from around the world covering a wide variety of topics such as management and leadership, planning and problem-solving, and conflict resolution.

United Nations Mission in Haiti, Port au Prince, Haiti

2006-2008: Joint Operations Center Chief Duty Officer

Key responsibilities include:

- Coordinated all levels of the United Nations Field Operations in Haiti related to securing peace in Haiti and facilitated Haitian access to humanitarian aid from both non-governmental and state-sponsored organizations
- Prepared and presented the morning situation/security brief for all staff officers about the current security situation in the mission area
- Provided daily road advisory and the current security situation in the mission area and exchanged information with the different military battalions
- Developed reports, including flash, daily, weekly and monthly reports, as well as with Department of Peace Keeping Operations (DPKO) in New York
- Coordinated with the peacekeeping battalions for the security operation and search and escort operation
- Responsible for monitoring and providing support to the military, UNPOL and FPU operations
- Exchanged information with the UNSEC and UNPOL and local police, working with them to develop integrated plans for security operations
- During the national elections, supervised approximately 25 personnel from 22 countries in the Joint Elections Security Centre
- Acted as Chief of the Joint Operations Centre, as required.

Jordanian Armed Forces HQ, Amman, Jordan

2003-2006: Information Analyst

Key responsibilities include:

- Designed and managed an information collection plan, gathered and analysed information from different sources, and prepared extensive and detailed critical documents to facilitate peace in Jordan and the Middle East
- Responsible for providing data and information support to operations, planning and decision making at all levels of command within the Jordanian Army
- Gathered, recognized, exploited and analyzed information which was likely to positively affect operations, national policies and objectives
- Operated and managed information technology systems
- Responsible for safeguarding highly classified material and provided advice to senior commanders based on such material
- Developed strong analytical skills and performed critical tasks under extreme circumstances
- Provided advice to superiors on threat assessment and tactical operations
- Supervised and managed up to 50 personnel.

United Nations Sierra Leone, Freetown, Haiti

2001-2008: Operation Officer

Key responsibilities include:

- Led incorporate information gathered from all mission sources including -but not limited to- political affairs, civil affairs, military, police, security, rule of law, administration, DDR, mine action, electoral affairs, gender, child protection,

humanitarian and human rights into mission-wide reports and analysis and reporting for mission managers and to UN Headquarters.

- Monitored actions taken by intergovernmental groups, UN organizations, government and non-governmental organizations and collated and disseminated information of immediate operational interest.
- Managed, drafted and released approved integrated Situation Reports.
- Managed and released approved Flash Reports and associated updates; When necessary, research and draft special reports related to operational issues, draft Code Cables addressing current operations, and official e-mails.
- Supervised the drafting and consulting processes performed by associate reporting officers.
- In the absence of the Deputy Chief Joint Operations Officer, took over the management, coordination and supervision role performed by Deputy Chief JOC.
- Acted as Duty Officer during silent hours, weekends and holidays.
- Managed the operational coordination meetings with mission components and UNCT; monitor the implementation of decisions.
- Maintained an up-to-date database of contact details for key Sector personnel.
- Collaborated with the Joint Mission Analysis Center (JMAC) and Security Information and Operations Center (SIOC).
- Led the recruitment, training and management of Sector JOC staff; establish duty rosters and oversee budget submissions.
- Led the development of mission-level SOPs, tools and templates (for reporting, crisis management, communications, etc.) and help ensure their implementation, including through training and evaluation.
- Liaised regularly with the mission components and UNCT to provide timely information during a crisis.

Jordanian Armed Forces, Jordan

1992-2001: *Deputy Battalion Commander, other ranks*

Key responsibilities include:

- Identified, directed, supervised control of and coordinated all activities within the unit
- Trained soldiers and was responsible for their morale, discipline and combat efficiency.
- Responsible for the overall supervision of the unit in absence of commander
- Responsible for the administration and management of human resources for approximately 450 personnel
- Responsible for the development, performance, coaching and team building of officers and NCOs in the unit.

TEACHING EXPERIENCE

2009-2011: *Strategic and leadership instructor in the Royal Command and Staff College*

Key responsibilities include:

- Trained joint military operational and strategic-level tactics to senior military officers from around the world who came for training in the Middle East.
- Gave leadership training for senior officials
- Was an education specialist experienced in teaching joint security operational and strategic-level planning, evaluation, policies, international relationships.
- Delivered training in logistics, leadership, staff management, leadership values and attitudes, management of others training and courses.
- Delivered training in conflict resolution, diversity, team management, meeting management, group development, growth of organization.
- Managed courses and delivered training in topics with in-depth instruction including motivation, interpersonal commanding, interviewing, negotiation, coaching analysis, and management theories.
- Taught decision analysis, problem analysis, potential, planning, organizing, controlling, standards of performance and problem solving.
- Conducted and designed training materials, different exercises and training tools for planning and executing security operation.
- Led strategic and operational planning and analyzing training for senior military staff.
- Taught peacekeeping and peacebuilding operations training.
- Supervised training on management, HRM, and public relations

RESEARCH INTERESTS

Human resource management in crisis; emotional intelligence; leadership

PUBLICATIONS

Published

1. **Alhamwan M.**, Mat N., & Al Muala I. (2015). The impact of organizational factors on nurses' turnover intention behavior at public hospitals in Jordan: How do leadership, career advancement and pay level influence turnover intention behavior among nurses. *Journal of Management and Sustainability*, 5(2), 154-161.
2. **Alhamwan M.**, & Mat N. (2015). Antecedents of turnover intention behavior among nurses: A theoretical review. *Journal of Management and Sustainability*, 5(1), 84-89.
3. Adeoti, M. O., Shamsudin, F. M., & **AlHamwan, M. M.** (2019). Workload, work pressure, neutralization, and interpersonal deviance in public universities in Nigeria. *eBangi - Journal of Social Sciences and Humanities*, 16(8), 1-16.

Work-in-Progress

1. Adeoti, M. O., Shamsudin, F. M., & **Al Hamwan, M. M.** Opportunity, job pressure, neutralization and deviant workplace behavior among academics in Nigeria. *European Journal of Management and Business Economics* (re-submitted after making corrections).

REFERENCES

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