

Hadelzein M.E. S. Elobeid

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Career objective:

To pursue a career related to teaching, researching and working on labor rights, labor regulations and employability.

Work Experience:

Intern Researcher, National Domestic Workers Alliance (NDWA), New York, May- June 2016

Duties:

To provide research assistance in three projects:

- The International Domestic Workers Federation (IDWF)'s reports,
- The Hand In Hand research project and surveys,
- The Slavery's Done book and research.

Visiting Graduate Researcher/Fulbright Visiting Scholar, Institute for Research on Labor and Employment (IRLE), University of California at Los Angeles (UCLA), October 2015- May 2016:

Duties:

- Write a research paper about domestic workers' organization and advocacy,
- Engage with the dynamics of the US worker movements.

Part-Time lecturer/ School of Management Studies, Ahfad University for Women, April 2014- August 2015:

Duties:

- Teach undergraduate courses of business environment and introduction to management.

HR Manger; Concern Worldwide/ Sudan, February - June 2013:

Duties:

- Ensure compliance of the organization's policies and procedures with the Sudan Labor Law,
- Train staff on HR policies, practices, systems and communication across all functions and program areas (West Darfur and South Kordofan),
- Advise HR officers/focal persons and managers on HR related matters including staff relations, disciplines and grievances, drafting job descriptions, organograms update, staff consultation, training and recruitment,
- Coordinate and ensure adherence to Concern's Code of Conduct, and strengthen accountability across the program areas,

- Work with emergency response teams on establishing terms of references, job descriptions and rosters as required,
- Work with project partners advising them on how to develop their HR capacity.

Intern Researcher, the South African Domestic Service and Allied Workers Union (SADSAWU), and the Social Law Project/ University of Western Cape, Cape Town/ South Africa, November- December 2012:

Assignments:

- Design a document presenting the South African labor acts for domestic work vis-à-vis the ILO Convention 189,
- Research the South African Commission for Conciliation, Mediation, and Arbitration (CCMA)'s statistics for domestic workers' cases, complaints, disputes and their management,
- Draft the SADSAWU handbook blueprint for recruiters, organizers and case workers,
- Assist in the coordination of the first National Meeting for SADSAWU.

Lecturer/ Management Sciences Department, Yanbu University College / KSA, May 2010- September 2012:

Duties:

- Lecturer, course developer and coordinator of different subjects including: organizational behavior, behavioral sciences in business, entrepreneurship, strategic management, human resource management (HRM), staffing, training and development (T&D), industrial relations, contemporary issues in HRM, legal environment of business and corporate social responsibility(CSR),
- Support in establishing the business management program and the MBA program: developing syllabus, designing courses outlines and recruiting staff,
- Supervisor of graduate projects on human resource, corporate social responsibility(CSR), total quality management (TQM), organizational behavior and career counseling,
- Career and personal counselor,
- Member of the students' and staff development committees.

Corporate Social Responsibility (CSR) Supervisor, DAL Group Company Limited/ Sudan, November 2009- April 2010:

Duties:

- Co- formulation of the Group's CSR business plan,
- Design of the group's strategic philanthropy policy, DAL Forums' charters, the CSR engagement sessions and the group's strategic partnership policy,

- Coordination of the CSR orientation campaign all over the group,
- Support in design and implementation of the corporate communications' plan.

Training and Development Coordinator, Sayga Investment Company/ Sudan,

May 2007- September 2009:

Duties:

- Support in designing and analyzing the company's training needs' assessment process,
- Coordinating the implementation of approved annual training plans and budgets for all departments,
- Support in the development of special programs such as feedback surveys and activities aiming at raising morals, fostering team work, and motivating staff,
- Administration of the company's performance management system.

Personnel Administrator, Schlumberger Overseas/ Sudan, November 2006-May 2007:

Duties:

- Conduct the hiring process for support staff,
- Design the induction package for new hires,
- Coordinate with the medical insurance outsourcers.

Lecturer (full and part time), School of Management Studies/ School of Rural Extension, Education and Development (REED), Ahfad University for Women/ Sudan, 2004- 2008:

Duties:

- Teaching and designing outlines for undergraduate courses of principles of management, marketing management in developing countries, development studies, and industrial relations,
- Graduate research supervision in areas of human resource management, marketing, CSR and organizational behavior,
- Participation in university projects targeting corporate governance, gender, income generating activities, sustainable development, and reproductive health,
- Supervision of rural extension fieldtrips under the themes of FGM, health education, reproductive health and sustainable development,
- Editor-assistant for the Ahfad Journal.

HR Assistant, Sayga Flour Mills/ Sudan, May- September 2005

Duties:

- Edit Sayga's job descriptions' manual,
- Assist in design of the staff orientation package,

- Assist in preparation for the Human Resources Information Systems (HRIS).

Teaching Assistant, School of Management Studies, Ahfad University for Women/ Sudan, May 2001-September 2003

Duties:

- Tutor seminars in economics, financial accounting, financial management, cost accounting and managerial economics
- Class supervision and administrative loads,
- Coordinate graduate researches,
- Supervise two rural extension fieldtrips to areas of rural Sudan under themes of health education and peace building.

Education:

PhD. in Peace Studies, 2014

Centre for Studies and Culture of Peace

Sudan University for Science and Technology

Sudan

M. A. in Development Studies, 2004

Major in human resource and employment studies

Institute of Social Studies

The Netherlands

B.Sc. in Business Administration, 2001

School of Organizational Management

Ahfad University for Women

Sudan

Trainings, seminars and workshops:

Troublemakers' School, participant, Miami/USA, February 2016

Fulbright Enrichment Seminar (on US democracy), participant, Austin/USA, December 2015

Digital Advocacy (online training course) participant, October 2015

Research and publication workshop, UPEACE/ IDRC, participant, Ethiopia, October 2013

PhD. research methodology workshop, UPEACE/ IDRC, participant, Ethiopia, September 2012

Team building training, Yanbu University College, facilitator, KSA, June 2012

Professional teaching workshop, Yanbu University College, participant, KSA, May 2011

Administrative Skills training, Sayga Investment Company, participant, Sudan, November 2008

Human Resource Management in GCC (Distance Learning Certificate), UAE, September 2007

Research, articles and working papers:

“Domestic workers’ organization and advocacy; lessons learned for Sudan”, Institute for Research on Labor and Employment (IRLE)/ University of California at Los Angeles (UCLA), working paper, in progress

Could door-to-door advocacy be effective in Sudan?! A depiction of two endeavors, article, 2016

“Making visible the invisible”: A glimpse at the history, evolution and current context of domestic work in Sudan, published at the African Peace and Conflict Journal (APCJ), 2015

“Merciful Homes” the initiative: a threshold in advocating labor rights for domestic workers in Sudan, article, in the Domestic Workers’ Research Network’s March 2015 newsletter, Kassel University, Germany

“Decent work for domestic workers; local measures for Sudan”, PhD. Research, Sudan University for Science and Technology, 2014

“RE- ACT”: Proposed amendment and reform to the Sudan 1955 Domestic Servants Act, in line with the ILO Convention No. 189 “decent work for domestic workers”, policy brief, in the Governance and Security Policy in Africa, VOL 1 No. 1, December 2013 and the Domestic Workers’ Research Network’s December 2013 newsletter, Kassel University, Germany

“Lessons to learn from the Rainbow Nation”: a glimpse at the experience of domestic workers’ organization in South Africa, article, in Domestic Workers’ Research Network’s March 2013 newsletter, Kassel University/ Germany, and in The Citizen daily newspaper/ Sudan, May 2013

“Conquering the dilemma: making an informed career decision”, article, 2012

“Learning by doing: college students’ projects: a practical application”, article, 2011

Corporate Social Responsibility; potentials for best practice and policy transfer to Sudan, drafted PhD. research proposal, 2007

“Assessing community needs for a community college; the case of Yanbu Industrial City/ KSA”, M.A. Dissertation, 2004

“Perceptions and visions of Sudanese youth towards conflict resolution and a culture of peace”, B.Sc. Graduation Thesis, 2001

Fellowships, awards and affiliations:

IRLE/UCLA Research Affiliate since May 2016, USA

Fulbright Visiting Scholar, 2015-16, USA

UPEACE/IDRC Doctorate Fellowship, 2012-15, Ethiopia

Senate recommended PhD. research publication to a book, Sudan University for Science and Technology, 2014

Students' voted best teacher for the 2011-12 academic year, Management Sciences Department, Yanbu University College / KSA

Students' voted most favorite teacher, School of Organizational Management, Ahfad University, 2006, Sudan

Best BSc. research in peace studies, Ahfad University for Women, 2001, Sudan

Most distinguished student, School of Organizational Management, Ahfad University, 2001, Sudan

Languages:

Arabic: Mother Tongue

English: Fluent

French: Basic

Spanish: Beginner

References:

Upon request