



CURRICULUM VITAE

Name: Hesham Eldaw Mohamed Eldaw

Nationality: Sudanese.

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Education: Ph.D. in Business Administration
University of Khartoum, Nov. 2000
M.Sc. in Business Administration
University of Khartoum, June 1996
B.Sc. (Honors) in Business Administration
Second Class (Division One)
University of Khartoum, May 1987

Work Experience:

- Associate Professor, Ahmed Bin Mohamed Military College, Qatar, Nov. 2014- up-to-date
- Associate Professor, School of Management Studies, Nov. 2010
- Vice-dean, School of Management Studies, University of Khartoum, Nov. 2009- Nov. 2014.
- Head Department, School of Management Studies, University of Khartoum , Sept. 2008 up-to Oct. 2009
- Assistant Professor, School of Management Studies, University of Khartoum, Sep. 2004.
- Assistant Professor, Skyline College & National American University at Sharjah, United Arab Emirates, Sep.2002- up to Aug. 2004.

- My duties included; teaching business and management subjects, supervising graduation projects and academic advising, and a facilitator for some of the on-line courses of the National American University at USA.
- Assistant Professor, School of Management Studies, University of Khartoum, Sudan. Nov. 2000- Aug.2002. My duties included: Teaching business subject at both postgraduate and undergraduate levels in addition to supervising partial dissertations at both levels. I have also worked as postgraduate studies coordinator for two years.
 - Lecturer, School of Management Studies, University of Khartoum, Sep.1996- Oct. 2000. My duties included; teaching business subjects and supervising graduation projects for the honors students.
 - Teaching Assistant, School of Management Studies, 1991- 1995. My duties included conducting seminars and other academic and administrative assignments.
 - Administrative Assistant, University of Khartoum Administration, 1988-1991. My duties included; supervising the conduct of University of Khartoum examinations, University senate affairs and other administrative assignments. I have also worked as a secretary for the following committees; Housing Committee, Deans Committee, Academic Advisory Committee, Examinations Committee and the Senate of the University.

Subjects Taught:

- I have taught the following subjects at Postgraduate level; Principles of Management, Organization Behavior, Organization Theory, and Human Resource Management
- I have taught the following subjects at undergraduate level; Principles of Management, Marketing Management, Industrial Relations, Organizational Behavior, Strategic Management, Organization Theory & Design, Communication Skills, Mathematics for business, Financial Institutions, International Business, Research Methodology, Human Resource Management, Financial Management and Operations Management.

Course Development Activities:

- A participant in developing and designing new curricula for post-graduate programs at the School of management Studies, U.of K. (2010-2012).
- A participant in developing and designing new curricula for undergraduate program at the School of Management Studies, University of Khartoum (2005-2009)
- I have developed the course of “Supervisory Management” and updated the course of “Organizational Behavior” at skyline College for accreditation purpose by The Association to Advance Collegiate Schools

of Business (AACSB); the American professional body to accredit Business Schools worldwide (April 2003).

- I have participated in the development and indigenisation of curriculum on “New Enterprise Creation in Sudan” for the UNIDO in 2002.

Computer Knowledge:

- Microsoft Word
- Microsoft Excel
- Microsoft Power point
- Microsoft Outlook
- Internet Explorer
- COMFAR 111 Expert for Project Appraisal
- Blackboard 9
- Smart PLS

Published Research:

- Mansour, H. F. Illham, Dlia D. Elzubeir, **Mohamed, Hesham E** (2019): “**Investigating** Dimensions of Sudanese National Culture: A Comparative outlook”, International journal of Recent Academic Research, Vol. 01, Issue 08,pp445-452, ISSN:2582-158X
- Gangy, Yagoub A. & **Mohamed, E. Hesham** (2017): The Development of Entrepreneurship in Sudan (ed.) Entrepreneurship in Africa (Brill publishing, Leiden, Netherland)
- Diab, D. Elzubeir, **Mohamed, Hesham E.**, Ilham H. F. Mansour, and Eljelly, A.M.A. . (2016) “Graduate Students' Assessment of Educational Services Quality in Sudan”, International Journal of Advance Research and Innovative Ideas in Education (IJARIIE) vol.2, No.3, 2016, ISSN NO (O):2395-4396, *Impact Factor 4.06*.
- Diab, D. Elzubeir , **Mohamed, Hesham E.** , Ilham H. F. Mansour and Osman Saad (2016), Investigating the impact of key dimensions of service quality on customers’ satisfaction and loyalty: Evidences from the restaurant industry in Sudan. *Journal of Marketing and branding research, Vol. 3, No.2, 2016. ISSN 2476-3160*
- **Mohamed, Hesham E.** (2013) “The relative Importance of Size, Technology and Ownership and Control to structure in Organizations” Interdisciplinary Journal of contemporary Research in Business. volume 5, No. 5 pp. 209-216
- **Mohamed, Hesham E.** (2011) “Some Methodological Insights in Structure-Context Alignment” Khartoum University Journal of Management Studies. Volume 4 No. 1 pp34-42.

- **Mohamed, Hesham E.** (2010) “Towards Establishing Global Measures for Organizational Task Environment” International Review of Business Research Papers. Volume. 6, Number 6 pp246-258.
- **Mohamed, Hesham E.** (2007) “Structure-Context Alignment: Evidence from a Developing Country (Sudan). Cross Cultural Management; An International Journal. Volume 14, Number 1 pp23-42

Unpublished research:

- “The Impact of the legislations of some government authorities on the performance of the National Fund for Students Support (Sudan)” A paper presented at a workshop for developing the performance of the NFSS, 2004.
- “The Relationship between Context and Structure in Manufacturing in the Sudan”. Unpublished Ph. D. thesis, University of Khartoum, Sudan, Jul. 2000.
- A joint paper on “The Performance of Higher Education Institutions in The Sudan: An Administrative Perspective”. This paper was presented at the UNISCO conference held at Lebanon, March 1998.
- “ The Relationship Between Technology and Organizational Structure in the Industrial Sector in the Sudan, A case Study of Five Public and Private Sector Enterprises”. Unpublished M. Sc. Thesis, University of Khartoum, 1996.
- “The Economics of Processing Bread and Kisra in Sudan”. A group research conducted at The School of Management Studies, University of Khartoum during 1992-1995. The research was funded by Ford Foundation (USA).
- “Cost and Finance of Higher Education in Sudan: The Case of Khartoum University. A joint paper at a workshop on developing the University of Khartoum financial resources, 1989.
- “An evaluation Study to the Pricing Objectives of the Gum Arabic Company”. This research was submitted as a partial fulfillment of the B.Sc. (honors), 1987.

Textbooks

- “Human Resource Management”. A textbook prepared for the 4th year student at the distance learning program at the College of technological and Developmental Studies 2009.

- “Principles of Management” A textbook prepared for the 2th year student at the distance learning program at the College of technological Studies 2009.

Journals Referring

- University of Khartoum Journal of Management Studies
- Gezira University Journal for Economic and Social Studies
- Sudan University Journal of Social Studies

Scholarships and Grants:

- The German Academic Exchange Service (DAAD), 1996.
- Small Grant for Thesis writing (CODESRIA), 1999.
- One-month research visit to the University of Padova, Italy 2000, within the framework of a cultural agreement between the University of Khartoum and the University of Padova.

Conferences and Workshops:

- The 3rd Conference on New Challenges in Management and Business, Dubai UAE on 2 May 2016. “Investigation of Dineserv Dimensions on Customer Satisfaction and Loyalty: Evidence from the Restaurant Industry in Sudan”.With Dalia M. E. Diab, Elham Hassan Mansour, and Osman Saad
- The 5th International Arab Conference on Quality Assurance in higher Education, University of Sharja, UAE 2015. “Graduate Students’ Assessment of Educational Services in Sudan” with Elham H.F , Abuzer Jelly and Dalai Diab.
- A participant in a training program for senior administrative staff of Sudanese universities at Yangzhou University, Yangzhou, Jiangsu Province, China, Dec. 2013.
- A participant in a workshop on” Exploring case-based learning on MBA program” the workshop was organized by Brunel Business School, London, March 2013.
- A chairperson of a session titled” Current issues in Management within the Context of Globalization” this session is conducted during the conference of the Graduate College, University of Khartoum Feb. 2013
- A participant in a workshop organized by Brunel Business School (UK) and The School of Management Studies (U of K) within the framework of a project to improve the quality of management studies in the higher

- education in Sudan. The project is financed by the British council (Nov.2012)
- A participant in a workshop on "Contracting the Private Sector to Manage and Operate Public Projects". The workshop is organized by Arab Administrative Development Organization, Cairo, March 2006.
 - A participant in a workshop for developing the performance of the National Fund for Students Support Sudan), 2004.
 - The Performance of Higher Education Institutions in the Sudan: An Administrative Perspective". This contribution was presented at the UNISCO conference held at Lebanon, March 1998.
 - A participant in a workshop on developing the University of Khartoum financial resources, 1989.
 - Administrative Assistant for the steering committee of the Conference of Business and Administrative Sciences is Sudan, Khartoum 1987.

Memberships in Committees and Special Assignments:

- A member of a committee formulated to prepare several documents for establishing an Academy of Defense Studies in Qatar 2020
- A member of a committee formulated to establish an Academic Affairs Department for Comman and Staff College in Qatar 2109/2020
- A member of a committee established for re-structuring Abmmc in Qatar, 2018
- Developed proposals on refining the objectives and learning outcomes of the Management Department, and the objectives of Ahmed Bin Mohamed Military College, 2016.
- A leader of a committee established by the University of Khartoum Principal to develop a job and pay structure to the administrative staff of the university. 2014
- A leader of a work team of faculty members supervised the representatives of University of Khartoum Students who participated in Qatar Debate championship organized by Qatar Foundation in April 2011. The Uof K delegates occupied the second rank in this event.
- A visiting professor at Ahmed Bin Mohamed Military College in Qatar from Jan. 2009 up to June 2009, and from Sept. 2011 up to Sept. 2012
- A member of a committee established by the Vice-chancellor for developing distant learning programs in the university of Khartoum, 2009
- For "Arab Bank for Economic Development in Africa" (BADEA): a member of referees committee for assessing research papers submitted for winning the Arab Bank annual prize (2008).
- A member and a reporter of a committee established by the Vice-chancellor of the University of Khartoum for operationalizing the recommendations of " The Decentralization Workshop" (2008)

- Head of the Committee of Academic Reform at the school (2006/2007)
- Head of the Examination Committee at the School of Management Studies (2005- 2009))
- A member of the University of Khartoum planning committee (2006)
- A member of a committee formulated by the Vice-chancellor of U. of K. for restructuring the University, (2005).
- Chief Editor, Khartoum Journal of Management Studies, a bi-annual scientific journal to be issued by the School of Management Studies, U. of K. (2005-2008))
- A participant in Several “Staff Development” sessions at Skyline College (2003).
- A participant in a training of trainers program on “New Enterprise Creation”. The Program was organized by the UNIDO, Sudan Nov. 2001
- A participant in a training of trainers program on “Investment project Identification, Preparation and Appraisal with the Application of COMFAR III Expert Software for Project Appraisal”. A program organized by the UNIDO, Sudan, Oct. 2001.
- Coordinator, Postgraduate Studies Programs at the School of Management Studies, University of Khartoum, 2000-2002, and 2008 up-to-now.
- A participant in preparing the proposal of the post-graduate studies program at the School of Management Studies submitted for the University Senate, 1999.
- A member of the Academic Board of the Institute of Extra-mural Studies and Community Development, University of Khartoum, 1997.
- Managing Director, Khartoum Journal of Management Studies, a bi-annual Scientific journal issued by the School of management Studies, 1993.
- A member of Editorial Board of “Management Horizon” a bi-annual professional journal 1993.
- Membership Affairs Secretary for the Society of Business Graduates, University of Khartoum, 1988-1990.

Training Delivered:

- Delivered training courses on communication skills for Qarari armed forces officers 2018/2019/2020
- Delivered a training course to the staff of the department of Financial Affairs of the Qatari Army on” Performance Evaluation of Employees” Jan. 2018
- A joint presentation to the chief officers of the Qatari Army on “ Quality Standards and Institutional Performance” May 2015
- Delivered a training course to some of the employees of Southern Kordofan Province on Human Resource Management March, 2011.

- A participant in conducting a training program for developing the managerial skills of the administrative staff of the University of Khartoum (2007)
- A participant in conducting training courses in “Developing Managerial capabilities” of the personnel of the Taxation Chamber in Sudan (2002/2003/2005).
- A resource person in a workshop on “Project Appraisal from an Islamic Perspective”, organized by The Islamic Development Bank, Jeddah, Saudi Arabia. My task was training the participants on using COMFAR III Expert in project appraisal, Sudan (2003).
- A participant in designing and convening a training course titled “Cost of Financial Resources and Investment Analysis: An operational perspective”. This course was offered by SRDC, University of Khartoum, 1995.
- A convener of a training course on “Computer Application in Project appraisal”, the course was organized by SRDC, University of Khartoum, 1995.
- For Save the Children (UK), a participant in developing and convening management training program for field staff in Sudan, 1992.

Consultancies and Reports:

- A member of a team of local consultants, representing the local counterpart for Sofregaz -a French company- in preparing a feasibility study for Sudan Liquefied Natural Gas Project, 2013-2014.
- A member of a team conducting a study on capacity building for Southern Kordofan state 2010.
- For the Public Corporation for Irrigation and Earth Moving" Designing a New Organizational Structure within the framework of Privatizing the Corporation" 2007
- "A Marketing Report on the Private Healthcare Services in Khartoum", a report prepared to foreign investor (2006)
- A joint study on restructuring several companies belong the Ministry of Interior in Sudan (2006)
- For The UNIDO, regional office in Bahrain; Arabic translation of some chapters in the annual report, 2002
- For “Newtech” a consulting firm, a report on the “Marketing of Dairy Products and Natural Syrups in Khartoum”, 2002.
- A member of a team conducted a study on restructuring “Elnillien Group for industrial Development”, Khartoum, Sudan 2001.
- For Arab Authority for Agricultural Investment and Development (AAID), a consultancy on “The Market Forces for Poultry Products in Khartoum”, 1999.

- A member of a team conducted a study on “Restructuring the Gum Arabic Company in Sudan”, 1998.
- For “Bin Tami” a Saudi holding company in Riyadh, a management consultancy on solving some structural problems 1998.
- A member of a team conducted a study on evaluating the financial performance of the Sudanese Development Complex in Khartoum (a 26 million dollar investment), 1998.
- For “Saudi Sudanese Bank in Khartoum”, organizing aptitude tests for candidates applying to fill vacant posts in the bank, 1993 & 1997.
- A member of a team conducted a study on “Restructuring the Civil Aviation Authority in Sudan”, 1997.
- A member of team conducted a study and presented a report on “An administrative Reform Program for Elhaj Abdullah Spinning Factory”. The factory is one of the productive units of the Public Company for Weaving and Spinning in Sudan, 1996.
- A member of a team conducted a feasibility study to evaluate expansion possibilities for Humavet for Pharmaceutical industries, 1996.
- A joint report for Cereal Investment and Development Company “A market Survey on the Supply and Demand Situations of Wheat and Wheat Flour in Sudan”, 1995.
- For federal Airlines Company: a participant in conducting the feasibility study and other organizational aspects, Sudan, 1992.
- For Arab Authority for Agricultural Investment and development (AAID), a participant in a consultancy on “Debt Rescheduling and Financial Restructuring of the Sudanese Arab Agro-industrial Companies in Sudan, 1992.

Languages:

- Arabic, excellent professional skills in writing, reading, and speaking.
- English, very good professional skills in writing, reading, and speaking.

Personal Data:

- Date of Birth: 1964, Sudan.
- Marital Status: Married with four children