Hazar Y. Hmoud

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I am a proactive academic professional with over 12 years of experience in training and coaching. Training and coaching are not only a career of choice, they are a passion that I am fulfilling throughout the years. I believe in training through charging self-confidence, encouraging team work and minding the gap between theory and practice.

Qualifications Highlight

- Research skills
- Training needs assessment
- Event management
- Presentation and communication skills
- Creativity and initiative
- Supervisory skills and team work
- Critical thinking and confident decision making
- Proficient in MS project, MS office and power point
- NVivo qualitative tool

Professional Experience

University of Jordan (August 2020 – present)
Director of Career Guidance and Alumni Office/ King Abdullah II Fund for Development

- Bridge the gap between the university outcomes and market needs by conduct the training needs assessment for the university students.
- Hold awareness sessions and specialized lectures in the field of career guidance for the university students.
- Supervise the different training courses conducted by the office.
- Encourage and support students to engage in voluntary work and community service.
- Conduct the university career days.
- Connect the university students with local and international companies through internships.
- Connect the university with its graduates and get the benefits for all parties in terms of sharing experiences and supporting students.
- Manage and direct the mentors in the office and monitor the graduates.

University of Jordan (July 2018 – present)
Assistant professor

- Teach courses for Bachelor Degree in Management Information Systems.
- Contribute to quality control as a quality officer in the department.
- Participate to the development of the new curriculum for the MIS program.
- Conduct and Publish research.
- Contribute to community service.

University of Jordan (July 2018 – October 2020)
Quality Assurance Coordinator

- Work in and monitor all issues related to local accreditation for the undergraduate program offered by the management information systems department.
- Work in and monitor all issues related to international accreditation; namely AACSB for the undergraduate program offered by the management information systems department.
- Review and update the Program Learning Objectives (PLOs) for the undergraduate program offered by the management information systems department.
- Review and update the study plan for the undergraduate program offered by the management information systems department.
- Review and update all courses' portfolios and syllabus.

University of Jordan (August 2008 – August 2013)
Lecturer

- Teach courses for Bachelor Degree in Management Information Systems.
- Prepare syllabus, Exams and Class projects.
- Deliver technical contents in computer labs.

The Housing Bank for Trade and Finance (July 2005 – July 2008)
Information Security Officer / Group Risk Management

- Coordinate the development and delivery of an educational program on information security and privacy matters for employees, authorized users and outsourcing personnel.
- Development of information security policies and standards.
- Conduct compliance and risk assessment for the different bank activities against security policies and standards.
- Keep abreast of latest security and privacy legislation, regulation, advice series, alerts and vulnerabilities.
- Develop and provide timely report of compliance result for follow up an appropriate corrective action.
- Develop key performance indicators for the team members.
- Assist the information security manager in assessing information technology security risk and recommending appropriate compliance and monitoring mechanism.
- Insure all technical control and security hardening controls are implemented across the bank network devices, servers and databases.
- Review new technologies in order to assess information security control structures,

capabilities, strengths and weaknesses.

E-Dimension (March – May 2005)

Internship - Voice over IP billing system and SAGA800 Call centers.

Education

Nottingham University, Doctor of Philosophy PhD in Information Systems management (2013- 2018)

The 'private-collective' innovation model under permissive licensing: a case study of OpenNebula open source software. The Thesis aims for understanding how the private collective model of innovation works in permissive open software. This thesis investigated the research questions:

- How can the private actors invest and share in permissive open source software without experiencing a business dilemma?
- Why private actors chose to invest and share rather than to free ride in permissive open source software?

University of Jordan, MBA / Management (2006- 2008)

Dissertation studied the relationship between information quality and organizational strategic benefits.

University of Jordan, Bachelor in Computer Engineering (2000 2005)

Graduation project: Interactive Voice Response (IVR) that is divided into three main categories:

- DTMF IVR system based on TAPIEx ActiveX Control

- English Speech IVR System based on Microsoft Speech Application SDK 1.0.

- Research on Arabic Speech IVR Systems and the available capabilities.

Islamic scientific college / Scientific branch (1999 2000)

Certificates

- Information Technology Infrastructure Library (ITIL)
- Security+ Certified Professional (SCP)
- Microsoft Certified Professional (MCP)
- CCNA Routing and Switching
- Emotional Intelligence (IACET certified)
- Finance for non-financial managers

Social Activities

- Support the Jordanian Engineers Association in its voluntary activities (2006 – present).
- Act as a team member at Lenton Drive & Neighbour Association/ UK (2013 – 2018).
- Conduct emotional intelligence workshops designed for university students at Zinc/ Jordan (2019 –present).

Committees

- Follow up distance learning committee, Business school, University of Jordan (June 2020 - present).
- Follow up distance examination committee, Business school, University of Jordan (March 2020 – present).
- Training and employment project ,Deanship of Student Affairs, University of Jordan in cooperation with the American embassy (February 2020 - present).
- Business school alumni committee, University of Jordan (2019 – present).
- Business school quality committee, University of Jordan (2018 – present).
- MIS curriculum and study plan committee, University of Jordan (2018 – 2019).
- Business school doctoral society committee, University of Nottingham (2013 – 2015).

Teaching experience

Undergraduate level:
- Systems analysis and design
- Graduation project
- Web development
- Programming
- Computer networks
- Databases
- Principles of MIS
- Office automation

Publications

- Khalaf, R.K.A., Hmoud, H.Y. and Obeidat, B., 2019. Reviewing the Mediating Role of Job Satisfaction on the Effect of Employee Engagement on Organizational Performance. *Journal of Social Sciences (COES&RJ-JSS)*, *8*(1), pp.7-23.

- Ashal, N.M., Obeidat, B.Y. and Alhmoud, H., 2019. Theoretical Study on the Impact of Strategic Orientation on Organizational Performance: Examining the Mediating Role of Learning Culture in Jordanian Telecommunication Companies. *Journal of Social Sciences (COES&RJ-JSS)*, *8*(1), pp.24-40.

- HMOUD, H., KUK, G. & CURCHOD, C. (2016) From Restrictive to Permissive Licensing: The Governance of Appropriation in Open Source Software Project. British Academy of Management, 2016 Newcastle, United Kingdom

Conferences

- British Academy of Management (BAM), 2016: Presenting full paper under the title of "From Restrictive to Permissive Licensing: The Governance of Appropriation in Open Source Software Project"

References

Available upon request

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