

# Muntaser Jamal Melhem, MBA, PhD

Assistant Professor in Accounting, Faculty of Business, University of Jordan

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## Work Address:

University of Jordan,  
Faculty of Business  
Amman – Jordan  
11942

## Education

- |             |   |
|-------------|---|
| 2018 - 2022 | PhD in Accounting (Golden Completion Award) - University of Kent, UK    |
| 2015 - 2016 | Master of Business Administration - Cardiff Metropolitan University, UK |
| 2007 – 2011 | Bachelor's Degree in Accounting – University of Jordan, Jordan          |

## Academic and Work Experience

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|--------------------|---|
| Nov 2022 – Present | Assistant Professor in Accounting, Faculty of Business – University of Jordan |
| 2016 – 2017        | Associate External Financial Auditor at PwC, Jordan                           |
| 2014 – 2015        | Chief Accountant at Microfund for Women, Jordan                               |
| 2012 – 2014        | Engagement Financial Auditor at EY, Jordan                                    |

## Language Proficiency

Arabic – Native Tongue

English – Excellent

## Courses, Conferences, Workshops

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|------|--|
| 2022 | Participated in the 3 <sup>rd</sup> International Interdisciplinary Conference on Gender, Work and Society, Future of Equalities, Diversity and Inclusion (EDI) in South Asia and Beyond Conference as a presenter for a research paper. |
| 2022 | Participated in Warwick Summer School – Emotions in Routine Dynamics   |
| 2021 | Participated in Warwick Summer School – Routine Dynamics and Process Research  |
| 2021 | Participated in the British Academy of Management (BAM) Conference as a research presenter in the performance management track.  |
| 2021 | Attended European Group for Organizational (EGOS) Studies PhD workshop   |

## Academia-related Skills:

- Expertise in neo-institutional theory and routine dynamics theory.
- Proficiency in practice and process research and the micro-foundations of management and organizations.
- Collaborative mindset, actively engaging in interdisciplinary research projects and contributing to the academic community.
- Proficiency in relevant technologies and software used in the field, including qualitative data analysis tools such as Nvivo.
- Dedication to continuous learning, including ongoing professional development and staying abreast of research trends.
- Proficient in delivering engaging and effective material to undergraduate students in management and financial accounting.

- Skilled in developing comprehensive curriculum materials, including syllabi, lectures, assignments, and assessments.
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### **Professional-related Skills:**

- Extensive experience in conducting financial audits, including planning, risk assessment, testing, and reporting in accordance with auditing standards and regulations.
- Proven ability to assess and identify financial risks, develop appropriate control measures, and provide recommendations for risk mitigation.
- Expertise in evaluating and testing the effectiveness of internal controls, including documentation review, process analysis, and control gap identification.
- Demonstrated skill in developing comprehensive audit plans, setting objectives, allocating resources, and executing audits within agreed timelines.
- Proficiency in analyzing financial statements, identifying anomalies or irregularities, and interpreting complex financial data to draw meaningful conclusions.
- Strong ability to prepare clear, concise, and well-structured audit documentation and reports that effectively communicate findings, recommendations, and conclusions.
- Experience in leading and managing audit teams, including assigning tasks, providing guidance, reviewing workpapers, and conducting performance evaluations.
- Familiarity with auditing and accounting softwares and tools, data analysis techniques, and the use of technology to enhance audit effectiveness and efficiency.
- Expertise in budget preparation, variance analysis, and financial forecasting to support decision-making and ensure financial goals are achieved.
- Ability to liaise with internal and external auditors, prepare audit documentation, and manage audit processes to ensure successful completion.

### **Research**

Melhem, M.J. and Darwish, T.K., 2023. Employee voice in Jordan: Challenges and opportunities. *Employee Voice in the Global South: Insights from Asia, Africa and South America*, pp.127-158.

Melhem, M., 2022. *Employee Performance Appraisal: A Process Perspective of Institutional Logics and Routine Dynamics* (Doctoral dissertation, University of Kent,).

### **References**

- Prof Tamer Darwish, International and comparative HRM, and the Head of HRM Research Centre in the Business School. University of Gloucestershire, UK. Email: [tdarwish@glos.ac.uk](mailto:tdarwish@glos.ac.uk)
- Dr M.May Seitanidi, Reader in Strategy. University of Kent, UK. Email: [m.m.seitanidi@kent.ac.uk](mailto:m.m.seitanidi@kent.ac.uk)

- Dr Abdullah Iqbal, Senior Lecturer in Accounting and Finance. University of Kent, UK.  
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