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Profile

With over 12 years of progressive experience in international development, I have designed and led Monitoring, Evaluation, Accountability, and Learning (MEAL) systems across multifaceted programs including Education, Livelihoods, Gender Equality, Protection and Safeguarding, Socioeconomic Empowerment, Women's Empowerment, Climate Resilience, Agriculture, Health, Housing, Psychosocial Support, and TVET for both refugee populations and vulnerable host communities in Egypt and beyond.

Since 2019, I have taken on significant MEAL leadership responsibilities, ranging from MEAL Officer to Senior M&E Consultant, supporting national and international NGOs, UN agencies, and donor-funded consortia. My work has focused on adaptive monitoring frameworks, robust data systems, and learning strategies aligned with donor compliance (USDA, USAID, GIZ, UNHCR, UNICEF, CARE, BPRM, etc.).

Key areas of expertise include:

- Designing MEAL systems for complex, multi-sectoral interventions including logframes, theories of change, results frameworks, and learning agendas.
- Developing quantitative and qualitative data collection tools; leading baseline, midline, endline, and impact evaluations.
- Managing data quality assurance processes (validity, reliability, precision, timeliness, and integrity) and ensuring rigorous performance measurement aligned to OECD-DAC criteria.
- Building institutional capacity through tailored training and technical coaching on RBM, indicator development, participatory M&E, and data visualization.
- Leading operational research and applied learning to inform adaptive program management and evidence-based decision-making.
- Producing analytical reports, learning briefs, and donor deliverables using tools such as SPSS, Power BI, Excel, and online platforms (KoboToolbox, IMPACT, CommCare).
- Supporting real-time monitoring using ICT4D tools and strengthening data use for strategic planning and advocacy.

In parallel to my technical roles, I've contributed as a consultant to design MEL strategies, develop communication frameworks, conduct gender-based violence research, and evaluate social innovation and inclusion projects.

Additionally, my continuous professional development includes diplomas and training in data science, advanced data visualization, emergency needs assessments, and MEAL system architecture. I am also an active contributor to community-based initiatives, with volunteering experience in education-focused programs both locally and internationally.

Education

- Enrolled in Data Science Diploma (Cairo University) 2025
- Bachelor of Arts English translation Department (Cairo University)
2016

Languages

1. Arabic - Mother tongue
2. English - Read, write, and speak.

Key Qualifications & Skills

- MEL framework design
- Formative and Impact Evaluation
- Qualitative and Quantitative Analysis
- Programme Management
- Design monitoring tools
- Report writing
- Proposal writing

Country Experience

Egypt and India

Relevant Experience

August 2023- *Present | Egypt*
Seas | M&E Manager

SEAS for Environment and Training is a social enterprise based in Quseir City, operating along Egypt's Red Sea coast. We work at the intersection of environmental conservation, cultural heritage, and gender equality—empowering coastal communities, particularly women and youth, to lead sustainable change. Under the UK Embassy-funded *Nawara Project*, we support women in the Red Sea Governorate through gender equality awareness, psychosocial support for GBV survivors, and capacity-building training that fosters leadership and resilience.

Main responsibility

- implement the organization's M&E strategy, ensuring alignment with mission and goals.
- Lead the execution of M&E frameworks to track, measure, and report on programmatic impact and outcomes.
- Oversee the collection, analysis, and interpretation of data related to organizational programs and initiatives.
- Ensure data accuracy, quality, and relevance for informed decision-making.
- Implement impact measurement systems, utilizing both quantitative and qualitative methods to assess the effectiveness and outcomes of organizational initiatives.
- Collaborate with program teams to define clear performance indicators and evaluation criteria.
- Coordinate and manage program evaluations, including the development of evaluation plans, methodologies, and tools.
- Collaborate with internal teams to establish evaluation criteria and performance indicators.
- Provide training and support to internal staff on M&E methodologies, data collection, and analysis.
- Contribute to building a culture of data-driven decision-making within the organization.
- Prepare and present M&E findings, outcomes, and recommendations to the Director of M&E and other stakeholders.
- Contribute to communication efforts to share impact stories and achievements.

September 2023- *Present | Egypt*
Land O'Lakes VENTURE37 | MEL Specialist

Expanding domestic & international trade through food safety five-year USDA project to work in close collaboration with the National Food Safety Authority (NFSA) and other food stakeholders in Egypt to ensure a successful, modern food safety system. To regulate food across Egypt and promote greater U.S. export and investment opportunities.

Main responsibility
- Lead the Strategic Oversight and Strengthening of M&E Systems: Provide high-level leadership in the design, periodic review, and refinement of TAIB's Monitoring, Evaluation, Accountability, and Learning (MEL) framework. Ensure adaptive, evidence-driven systems are in place to measure program effectiveness, inform decision-making, and support continuous improvement.
- Capacity Strengthening & Technical Supervision: Deliver tailored coaching, training, and technical assistance to TAIB's sectoral leads and field teams. Ensure rigorous application of M&E principles and adherence to data quality standards (validity, reliability, precision, timeliness, and integrity) across all projects.
- Institutional Data Systems Management: Oversee the governance, maintenance, and quality assurance of TAIB's IMPACT database. Ensure system interoperability, alignment with reporting frameworks, and the integration of real-time analytics for data-driven management.
- Applied Research & Contextual Analysis: Lead operational research initiatives to deepen contextual understanding, uncover trends, and identify local capacities, risks, and opportunities. Use findings to enhance program design and responsiveness.
- Strategic Reporting & Data Visualization: Produce and validate monthly, semi-annual, and annual performance reports benchmarked against project targets and strategic indicators. Synthesize data for executive-level insights and donor reporting.
- Promoting Institutional Learning & Adaptive Management: Design and facilitate structured learning and reflection processes across TAIB's program portfolio. Translate findings into actionable insights and promote knowledge sharing internally and with external stakeholders.
- Evidence-Based Institutional Development: Collaborate with technical and management teams to capture, archive, and systematize TAIB's institutional achievements. Lead the annual update and utilization of TAIB's organizational performance assessment tools to guide strategic planning and institutional growth.

September 2022- August 2025 | Egypt
SATTVA | Led Monitoring & Evaluation Consultant
Sattva Consulting is a global impact consulting firm from India. engaging with communities, business and government to achieve societal impact at scale, based in India, Singapore, Denmark and UK, but as a global organization our work has spanned 25 countries and 5 continents.

Main responsibility

- Developing a Monitoring and Evaluation structure for funding measures.
- Adapt M&E processes as needed to capacitate fund recipients.
- Lead research, monitoring and evaluation for project teams.
- Develop Monitoring and evaluation frameworks.
- Develop Data analysis tools and research questionnaires.
- Contribute to designing and drafting project proposals.
- Develop design projects different studies (baseline, endline, needs assessments, feasibility, final evaluations, etc.)

July 2024- *March 2025 | Egypt*
Common Ground Solution | MEAL Expert Consultant

Counseling for making impactful contributions to the ever-evolving landscape of international development. Swiftly establishing itself as a forward-thinking entity, we specialize in Research, Monitoring, Evaluation, Labor Market Studies, Gender Assessments, TVET Model Assessments, Cooperative Value Chain Studies, Employability Promotion, SMSEs Support, Migration and Refugees, Child Protection, Youth Inclusion, GBV Trainings, and People with Disabilities Inclusion.

Main responsibility

- M&E System Design and Results Frameworks: Led the development of Theories of Change, results frameworks, and comprehensive M&E plans for complex programs, including *Endeavor Egypt's XceleRise Green Tech Accelerator* and *CARE International's GBViE framework under Vision 2030*. These included output-outcome-impact level indicators and aligned measurement strategies tailored to both local and international donor standards.
- Evaluation Leadership and Quality Assurance: Designed and supervised baseline, endline, midline, and final evaluations for projects funded by GIZ, CARE, and PIE, ensuring methodological rigor and evidence-based reporting. I produced evaluation tools (quantitative and qualitative), led fieldwork supervision, and delivered actionable insights through inception, interim, and final reports.
- M&E Coaching and Capacity Building: A core component of my engagement included tailored coaching and mentoring for local NGOs, youth-led initiatives, and project staff on results-based management, indicator formulation, data quality assurance, and participatory M&E approaches. For example, under the GIZ consultancy, I adapted M&E systems to capacitate local fund recipients and supported youth-led initiatives in improving their monitoring practices.
- Data Systems, Tools, and Learning: Designed M&E tools including surveys, focus group discussion guides, and KII protocols, and led data cleaning, validation, and analysis using mixed-method approaches. In multiple projects, I worked closely with technical and management teams to extract lessons learned and translate them into improved implementation strategies and adaptive learning plans.
- Cross-Sectoral Expertise: My consultancies spanned gender and social inclusion (GBViE, women's empowerment), climate-tech innovation, legal and financial inclusion of women, and food security (She Feeds the World - CARE Egypt). Across these, I emphasized equity-centered measurement, context-sensitive indicator development, and community-led monitoring.

March 2023- *June 2023 | Egypt*
Habitat for Humanity | MEAL Head Officer

Habitat for Humanity Egypt (HFHE) works in forty communities in five governorates in Egypt, most recently its geographical focus has been directed towards Upper Egypt. HFHE works to improve the housing conditions in these locations through strategic local NGO partners to provide housing services to vulnerable low-income communities to improve the functionality, quality, and safety of their homes.

Main responsibility

- Work with the Project Manager and the concerned staff for the development and finalization of the project implementation plan to ensure that the project design in proposals is logically sound, beneficiary-informed, and contextually appropriate, based on learning from previous projects and best technical practices, and includes a Theory of Change and SMART logic model.
- Providing technical oversight & support for establishing a monitoring system for the project, procedures, and mechanisms, particularly with feedback relevant to the field level, presentation of findings to the project management, and building the partner staff competencies on M&E.
- Support staff to ensure that monitoring activities are adequately resourced, with sufficient project and support staff and an adequate budget.
- Lead Mid/Final evaluation assessment process.
- Develop, translate, pilot, and finalize data collection tools as needed and train staff in data collection methods, management, analysis, and action techniques.

June 2021- *June 2022 | Egypt*
Plan International Egypt | MEAL Coordinator

SWEET (Strengthening Women's Entrepreneurs in Egypt) funding by Global Affairs Canada. The project asserts that targeted gender-specific action is critical to empower women and girls to amplify their inherent individual and collective agency and create an enabling social and economic environment for them.

Main responsibility

- Champion the integration of Monitoring, Evaluation, Accountability, and Learning (MEAL) across all programming layers to institutionalize a culture of data-driven decision-making, adaptive learning, and program quality assurance.
- Provide strategic leadership to ensure that MEAL systems are embedded within program design, implementation, and close-out phases, aligning with international standards (e.g., CHS, OECD-DAC criteria) and donor-specific compliance frameworks (e.g., USAID ADS 201, UNHCR Results-Based Management, BPRM M&E Toolkit).
- Embed programmatic accountability by developing and institutionalizing community feedback and response mechanisms (FRMs),

ensuring responsiveness to beneficiaries while reinforcing transparency and safeguarding principles.

- Lead the development and operationalization of evidence-generation strategies, including performance monitoring plans (PMPs), learning agendas, and longitudinal outcome tracking, contributing to strategic reviews, evaluations, and impact assessments.
- Supervise the design, rollout, and use of digital and participatory MEAL tools across field and central teams, ensuring timeliness, data integrity, and alignment with log frames, theories of change, and donor indicator handbooks (e.g., FCDO, ECHO, GIZ).
- Oversee data quality assurance protocols and ensure timely and rigorous analysis and synthesis of monitoring data for internal use, donor reporting, and adaptive management.
- Receive, validate, and consolidate routine monitoring, accountability, and evaluation outputs from field MEAL units, translating findings into actionable insights and disseminating them to technical and leadership teams.
- Provide technical oversight to MEAL managers and field leads, ensuring adequate capacity, resource allocation, and reporting structures are in place to facilitate cross-level coordination between country office, regional hubs, and field teams.

October 2022- *November 2023 | Egypt*
Don Bosco Institution | Monitoring & Evaluation Associate

Salesian Institute Don Bosco takes pride in educating young Egyptians and vulnerable refugees in the technical and vocational field by offering several training study programs built upon high quality to promote their sustainable livelihood opportunities.

Main responsibility

- Develop design and implement final Evaluation for Sunrise project year 2022.
- Developing a Monitoring and Evaluation structure for funding measures.
- Monitor the different funding cycles and develop monitoring tools for activities progress tracking.
- Collect lessons learned and advise the project team as needed.
- Develop design and implement Endline and final Evaluation, for ILO program's evaluation year 2023.
- Conduct training for staff, M&E components in project design, and data collection methods qualitative and quantitative such as assessments, reviews, surveys, and evaluations
- Support develop design and implement Endline and Impact Evaluation for Sunrise project year 2023.

Feb 2021- *August 2022 | Egypt*
Educate ME | Monitoring & Evaluation Specialist

Teaching at Right Level (TaRL), a pioneering approach by the Indian NGO Pratham, aims to solve a learning crisis at its root. The approach divides children (generally in grades 3 to 6) based on their level of learning and skills rather than age or grade. It also focuses on basic reading and arithmetic skills rather than focusing only on the curriculum; Regularly evaluating students' performance rather than relying solely on end-of-year exams.

Consultancies

- Senior M&E Officer Etijah August Women Empowerment 2023
    - Design and Manage Monitoring, Evaluation, Accountability and Learning Systems
    - Support the design and implementation of systems to collect and analyze program performance data for evidence-based programming decisions.
    - Work closely with Program Managers and Project Officers to process, analyze, and use information collected to improve management, make necessary adjustments, and assess trends.
    - Provide direct supervision over MEAL unit staff.
    - Liaise with each program manager to check progress on the implementation of MEAL activities and MEAL Policies and Procedures. And ensure adherence to the implementation of MEAL plans across all projects.
    - Coordinate the Overall Accountability and Learning Systems
    - Facilitate operational research for contextual understanding, identifying opportunities, vulnerabilities, capacities, and resources.

- M&E Consultant developing Project structure, Logic model, Tools, and learning methodology for "Jasdyat School" May 2023 a positive and thorough project that provides online/offline education on issues such as gender equality, body embracing oneself, sexuality, rights, and sexual health. The school tries to provide comprehensive educational knowledge and awareness for groups of all ages.

- Gender-based violence for Sudanese refugees in Egypt research. May 2023
    - This consultancy involves conducting research on gender-based violence (GBV) among Sudanese refugees in Egypt. The purpose of the research is to understand the prevalence, causes, and impact of GBV on the refugee population. The consultancy employed a combination of qualitative and quantitative research methods to gather data, analyze findings, and provide recommendations for addressing GBV and supporting survivors.

- Impact Evaluation and process documentation Consultant for CARE. November 2022
    - Responsible for conducting an impact evaluation and process documentation of Digital saving groups for the Women in Upper

Egypt project implemented by CARE. The purpose is to assess the effectiveness and outcomes of the program. Additionally, document the project cycle processes and methodologies used during the evaluation, including data collection methods, analysis techniques, and capturing lessons learned.

- M&E Consultant developing communication strategy and annual report/plan for Pro Helvetia. November 2022
    - Developing a communication strategy and annual report/plan to effectively build communication and reporting strategy to showcase their activities, achievements, and impact. Through designing a comprehensive communication strategy and preparing an annual report that highlights the organization's initiatives, partnerships, and outcomes.
- Senior M&E Officer TDH for PSTIC projects. June 2022 – Sept 2022.
    - As a Senior M&E Officer, the consultancy was tasked with developing a monitoring and evaluation (M&E) system, conducting impact indicators reporting and accountability framework for PSTIC projects. This involves designing data collection tools, establishing monitoring mechanisms, and ensuring that the project is on track to meet its objectives. Additionally, focused on building the capacity of staff members involved in M&E activities and developing guidelines for learning and knowledge sharing within the organization.