

We propose Guy Gabriel for the position of project manager because he has the key project management skills and experience required to succeed in the role: 7 years' direct project management experience in challenging environments, including working on Syria.

Profile & Background:

Educated to Masters level and with a background in journalism and media monitoring, Guy currently manages projects on regional and thematic issues related to communications, public information and peacebuilding in transitional and developing societies funded by a variety of international donors including the UN, the FCO and the EU. This has most recently included managing CSSF-funded projects in the Baltics and Sudan. English, French, and Arabic language skills, Deployable Civilian Expert (strategic communication strand) at HMG Stabilisation Unit, hostile environment first aid trained (current as of July 2016);

Gender : Male
Nationality : British
Languages : English, French, Arabic
Clearance : SC

Key Skills: Project management, stakeholder management, communications, public information, peacebuilding and grassroots campaigns, Middle East / Africa specialism.

Relevant Experience/Employment (selected):**2016 – current: CSSF Youth Engagement / CVE Programme, Project Director**

This is a project which aims at reducing vulnerability to extremism among youth populations of Sudan. *Main responsibilities:* Project management and client liaison, oversight of contractual requirements and finance, direct leadership of monitoring and evaluation across four downstream projects, and responsibility for delivery of youth engagement projects under the project's stated objectives. Oversaw training of over 300 imams on CVE, plus CVE outreach programme in Khartoum's universities and other key demographic areas.

2013 - 2014: Foreign and Commonwealth Office, Geneva - Team Leader

- Team lead of communications support to the Syrian National Opposition during a highly sensitive event, the Geneva II peace talks, requiring professionalism, dispassion and unerring commitment over 18 hour days;
- Worked up and staffed the communications team, including tasks such as strategic advice, narrative positioning, media handling, logistic consideration;
- Oversaw: development and management of press list and handling (1100 accredited journalists at Geneva II, many of them hostile), narrative development through tasking and deployment of project Electronic News Gathering team; and tasking translation and research unit;
- Scoping research and relationship building with opposition politicians and officials, mentoring of Syrian counterparts.

2016 - present: FCO People to People Outreach in the Baltic States, Project Director

This project conducts outreach to Russian speaking communities in the three Baltic States.

Main responsibilities: Project management and client liaison, oversight of contractual requirements and finance, and responsibility for delivery of communications and outreach elements and coordination across project partners and stakeholders, including three Embassies and their teams.

2014 – 2015: UNDP Awareness Raising for the Libyan Constitutional Drafting Process – Consultant

Main responsibilities: Consulting on a public information campaign supporting the Libyan constitution drafting process, drafting and advising on implementation of the communications strategy, running focus groups and outreach elements. Ensuring that ongoing M&E outcomes are fed back into the media production creation process to ensure objectives are met.

Education/ Other:

2006 - 2007 - MA Near and Middle East Studies, School of Oriental and African Studies, University of London
1995 - 1999 - BA Hon French and Literature, Staffordshire University

Albany proposes **Adrian Sutton** for the position of **Project Director and Chief Editor**.

Profile & Background:

Adrian Sutton has 17 years' experience leading, training and mentoring teams on mass media projects, and has written or contributed to communication strategies for Islamic Relief, USAID, the Government of Iraq, the Kurdish Democratic Party, the Government of Yemen, Multi National Forces Iraq (MNFI), IOM, the UN Iraq team, prominent NGOs, and commercial companies.

As a film and photo journalist, Adrian covered conflicts in Afghanistan, Central America and Africa, and his ability to operate in the field (or train others to do so) has provided professional content for multimedia products across all platforms. He has set up content-gathering networks in the Middle East, Afghanistan, and South America, producing paid-for advertisements, documentary, radio, and persuasive editorial for outlets such as Yemen TV, BBC, al Jazeera, Rudaw, al-Iraqiya, and numerous social media platforms. Much of this material has been in Arabic, and has involved complex logistics; often necessitating the remote direction of diverse content gathering teams.

Gender : male
Nationality : British
Languages : English

Key Skills: Strategic communications, public relations/affairs, news gathering, production and post-production of news, documentary, and T.V commercials for all platforms including social media. Specialism in Islam and Muslim cultures. Working level basic Arabic

Relevant Experience/Employment:

Adrian is currently working as a consultant to companies focusing on Libya, the Gulf, and Yemen. The training and mentoring of youth in specific social media mediums forms part of efforts to encourage themes of empowerment, integration and participation.

- **USAID project in Baghdad and Basra** – Communications Team Leader (2015-2017)
 - providing technical support to the Ministry of Oil. Using photography, reportage and film to encourage behavioral change, promote public awareness, and encourage donor interaction.
- **Yougov Special Projects in support of the Kurdistan Regional Government** – Advisor (2014-2015)
 - contributed to the parliamentary, provincial, and national Iraqi elections, and supported political and commercial clients toward a goal of independence. Advertising, news reportage, and media relations were important components. Adrian produced dozens of prime time news features, and high end adverts; utilized social media.
- **USAID Iraq Administrative Reform Project** – **Head of the Communications Department** (2012-2013)
 - This was a governance program working with 24 ministries in 14 provinces on a variety of policy, decentralisation, and regulatory initiatives. The communications outreach was predominantly in Arabic, and had diverse, often conflicting publics and agendas. The ability to gather content, direct and produce news in unpredictable and violent areas once again played an important role.
- **Counterwind – Consultant** (2012-2013)
 - Worked on various political projects in Cuba, Venezuela, Mexico, S. Sudan, and Kyrgyzstan. All briefs began with extensive communications strategies, and on-the-ground content gathering and research. He headed the rebranding of a prominent commercial company, traveling to Afghanistan, Kyrgyzstan, South Sudan, Iraq and USA to gather content and discuss process.
- **Bell Pottinger Special Projects – Consultant** (2005-2009)
 - Worked in strategic communications, crafting complex messaging between citizens, governments and organisations in order to widen perspectives, encourage dialogue, and stimulate behavioral change. He supported the Multi-National-Forces-Iraq, and the Government of Yemen.
- 2000 - Following a degree in Arabic and Islamic studies, Adrian moved into public/media relations, working for NGOs such as Islamic Relief and development agencies such as the International Organisation for Migration, in Afghanistan, Palestine, Iraq, Chechnya, Sudan, and elsewhere. Documentary photography and videography shot in dozens of frontline countries significantly helped change public perception of the organizations, and press kits provided broadcast quality exciting footage for broadcasters such as BBC, Reuters, and al-Jazeera. Regular print features in prominent newspapers helped broaden and reinforce the media mix.
- Adrian spent much of his early career covering conflict and development as a freelance journalist in Africa, Asia and the Middle East. Here he honed photography, videography and reporting skills.
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Education/ Awards:

- Degree in Arabic and Islamic Studies, with a dissertation on Taliban application of Sharia law

Albany proposes **Bahia Mardini** for the position of **News and Insight Manager**.

Profile & Background:

Bahia Mardini is currently the media advisor of the Syrian National Coalition and has been a Syrian activist for over ten years. Serving as Chief of Staff for the delegation of the Syrian National Coalition at the Geneva II peace process, Bahia embodies the spirit of the moderate Syrian opposition, having made a career for herself as a reporter for the likes of Al-Arabiya, Nesf Al Dounia Magazine and Al Hurra TV. She is a celebrated and award-winning journalist recognized by the Egyptian government for her work. Over the years, she has refined her reporting skills with extensive training for reporting on human rights for women and children. She also has a background in law, international relations and diplomacy provided by her university education at the University of Cairo and the Syrian International Academy respectively. Over the years, Bahia has become a respected commentator on Syrian issues, producing a special report on Syria for the European Union in 2007 and responsible for the Syrian annual reports produced by Reporters Without Borders. Fluent in English and Arabic, she has an extensive network of contacts.

Gender : Female
Nationality : Syrian
Languages : English, Arabic, French

Key Skills: journalism, strategic communication, activism

Relevant Experience/Employment:

- **Freelance journalist** (2006 – present)
 - Reporters without Borders, Paris
 - Alhaqeqa Aldawlea (Jordanian Newspaper)
 - Al-Arabiya channel
 - Heya (Lebanese Channel)
 - Al-Somaria (Iraqi channel)
 - Al-Dounia TV
 - Al Hurra TV, Syria
 - Elpah website
- **Activist and advisor to the Syrian National Coalition** (2006-present)
- **Syrian National Coalition – Chief of Staff at Geneva II and Media Advisor of the Syrian National Coalition** (2013-2014)
 - providing technical support to the Ministry of Oil. Using photography, reportage and film to encourage behavioral change, promote public awareness, and encourage donor interaction.
- **Aljazeera Center, Syrian Academy, Damascus – Journalist** (2006-2009)
 - Published articles in the Syrian websites of Alhayat newspaper, AlSharq Alawsat Newspaper, Al Daar (Kuwait), Al Arabi magazine (Kuwait), Al Arab magazine (Syria), Al Watan (Syria)

Education/ Awards:

2009 - Arab Institute for Human Rights, Tunis – Certificate for reporting on human rights for women and children
2009- Citizenship and Development Institute, London, UK - Media and Human Rights Reporting
2008-2009 – Arab Institute for Human Rights, Istanbul - Media and Human Rights workshop
2008-2009 Internews Network, Cairo, Egypt - Media and Human Rights Reporting workshops
2007 - Institute for War and Peace Reporting, London, UK - UNDP Special Journalism Training for Development Reporting
2006 - Damascus International Academy, Syria - Diploma in Public Relations
2006-2008 - Syrian International Academy, Damascus - MA International Relations and Diplomacy
1996-2000 University of Cairo, Egypt - Bachelor Degree in Law

WRITING ACHIEVEMENTS

- 2007: Prepared a special report about Syria for the European Union in 2007
- 2008: Prepared a special report on the state of foreign maids and human rights in Syria for FIDH.org
- Responsible for the annual report published by Reporters Without Borders relating to Syria
- Written a book called "Poems, Lilhob Raeht al-Khobz".
- Winner of two awards celebrating free journalism from Al-Yamane and the Egyptian governments.

Albany proposes **Ammar Kourany** for the position of **Network Manager and Chief MAO Liaison**.

Profile & Background:

Ammar Kourany is a humanitarian and development professional with training and experience in project management, needs assessment and context analysis, access, community liaison, and security and safety management of teams and operations. Skilled trainer with a background in building capacities of local organisations to operate safely and effectively. Researcher and analyst experienced in building understanding of the Syrian conflict amongst international audiences.

Gender : Male
Nationality : Syrian
Languages : English, Arabic, Turkish

Key Skills: security, project management, conflict management, stakeholder management, community liaison

Relevant Experience/Employment:

- **Proximity International (Istanbul, Turkey) – Area Manager** (June 2017 to present)
 - Provide daily updates of major developments in the geographic area of focus
 - Analyze research/assessment/data collection findings and interpret results to recommend programming strategies
 - Conduct regular, frequent, and methodical consultations with a broad range of stakeholders/armed groups in north Syria.
 - Design and customize training materials for field data collection
 - Liaison with the partners/armed groups.
 - Ensure risks to program and reputation are appropriately managed
 - Work closely with Country Director to write, develop, and submit concept notes and proposals
 - Ensure the program is in line with community and beneficiary needs
- **ARK Group DMCC (Istanbul, Turkey) – Safety and Security Liaison Director** (June 2016- July 2017)
 - Conduct research and analysis relevant to the political and military situation in Syria
 - Manage projects and programs including communications and gender programming
 - Hold regular, frequent, and methodical consultations with a broad range of stakeholders in north Syria and southern Turkey on subjects relevant to development programming and context analysis
 - Report regularly to the Country Director, on trends and events that may impact ARK programs
 - Liaise with and provide appropriate duty of care to partners and staff in Syria and southern Turkey
 - Develop, update, and roll out a best practice safety and security management plan for programmes and partners
 - Working with SMT, lead on-going safety risk analysis and associated contingency planning
 - Providing/Arrange appropriate training and organizational capacity development in areas related to safety and contingency planning
- **Save the Children (Antakya, Turkey) – Acting Safety and Security Director** (January 2016 – June 2016)
 - As a member of the senior management team operating a \$40 million humanitarian and development programme in northwest and northeast Syria, led security management including providing conflict analysis, development of risk analysis, risk mitigation strategies. Supported Syrian partner organisations to build capacities that assure safe operations, adequate emergency planning, and duty of care. Contributed to program planning and development.
- **Save the Children (Antakya, Turkey) – Safety and Security Liaison Manager** (August 2015 – June 2016)
 - Working closely with the senior management team and Country Director, provided comprehensive strategic and practical management leadership for the safety and security teams in northwest Syria, supporting the Country Office, Field Offices, and personnel with timely analysis and guidance to assure uninterrupted and safe operations.
- **Save the Children (Antakya, Turkey and north Syria) – Security Coordinator** (Nov 2014 – August 2015)
- **Save the Children (Antakya, Turkey and north Syria) – Security Officer** (August 2013 – November 2014)
- **Orient Association (Antakya, Turkey and north Syria) – Logistic and Security Coordinator** (Jan 2012 – July 2013)
- **Syrian Red Crescent (Idleb, Syria) – Member of Emergency Committee** (January 2008 – November 2011)

Education/ Awards:

- Bachelor's degree in Political Science, University of Damascus - High School Diploma (Scientific) Idleb, Syria

Training

Certificate: Gender Sensitive Programming, Gaziantep (March 2017); MEE Regional Security Workshop, Jordan (November 2015); Certificate: Fully integrated Security Management (October 2015); Certificate: Emergency Preparedness (September 2015); Global Safety and Security Annual workshop, Thailand (September 2015)
Certificate: Effective Decision Making (August 2015); Certificate: Safety and Security Management E-course (July

2015); Certificate: Acceptance in Action (July 2015); Certificate: TOT (Fraud Training), Antakya, Turkey (May 2015)
Training Course: Fraud Training, Antakya, Turkey (May 2015); Training Course: Child Safeguarding Training,
Antakya, Turkey (December 2014); Certificate: PMD Pro 1, Antakya,(November 2014); Training Course: Stress
Management, Antakya, Turkey (September 2014); Certificate: International Humanitarian Law (IHL), Antakya, Turkey
(August 2014); Certificate: TOT (Heat Training), Jordan (June 2014); Training Course: First Aid Kit, Antakya, Turkey
(April 2014); Training Course: Security Training, Antakya, Turkey (January 2014)

Albany proposes **Firas Rajab** for the position of **Operations and Logistics Manager**.

Profile & Background:

Firas Rajab is an operations specialist in development programmes with proven skills in coordination, problem-solving, and delivery under pressure. He has been employed by ARC Group DMCC since 2014, where most recently he was responsible for coordinating production, logistics and procurement for their Syria-based project. He is also a contributor to a Systems Conflict Analysis exercise, the first of its kind for Syria. Firas has experience conducting research and analysis in English and Arabic. Versatile and self-taught, and known for pragmatism and taking initiative; he is a fluent English and Arabic speaker with additional proficiency in Russian and Circassian.

Gender : Male
Nationality : Syrian
Languages : English, Arabic, Circassian, Russian (intermediate), Kurdish (limited)

Key Skills: logistics, project management, strategic communications, activism

Relevant Experience/Employment:

ARK Group DMCC - Operations Specialist (November 2014 – present)

Istanbul, Turkey

- Coordinated the production, logistics/procurement, and reporting functions of a strategic communications programme to ensure compliant and timely delivery of multimedia products to their target audiences
- Successfully handled the challenges associated with remote management of a programme in a conflict zone, for example facilitating decision-making by upper management in response to reports from our field teams
- Created and operationalised a workflow for ARK's full media production cycle, to harmonise the efforts of team members with disparate working schedules in different office locations
- Acted as focal point for the procurement of third-party services (radio production, printing, distribution, animation production)
- Improved fortnightly and quarterly reporting by ensuring thorough collection and analysis of data on production and viewer feedback

ARK Group DMCC: Researcher/Reporting Officer (Interim) (February 2015 – present)

Istanbul, Turkey

- Conducted primary research on a weekly basis to track the evolution of public discourse on the Syrian conflict:
 - Established a roster of social media pages to monitor
 - Tracked, analysed, and reported on trends
 - Gained insight into views of Syrian regime supporters and “fence-sitters” in an environment where such information is difficult if not impossible to obtain
- Contributor to a Systems Conflict Analysis exercise, the first of its kind for Syria, with team members; presented results on a panel before an audience of donors and analysts in Istanbul (March 2016)

ARK Group DMCC - English/Arabic teacher (October 2013 - November 2014)

Istanbul, Turkey

Freelance work, Study, and Independent travel (March 2012 - August 2013)

St. Petersburg, Northern Caucasus, and Black Sea Regions, Russia

- After being forced into exile from Syria for supposed political activism, he traveled to Russia, where he embarked on a journey of study, freelance work, and self-funded travel exploring St Petersburg, the Black Sea region, and the N. Caucasus region where his family has ancestral ties. He gained immense insight into the challenges faced by local communities in the social, political, and economic dimensions.
- Activism in support of Circassian rights made him persona non grata in Russia and prompted his second exile to Turkey, where he resumed a career as a freelancer before joining ARK.

UNDP / United Nations Development Programme - Project Officer (June 2009 - January 2011)

- Assisted the management of two UNDP programmes in Syria - the Social Aid Fund and the Women's Empowerment Programmes, active in Hasakeh, Idlib, and Damascus
- Trained teams of field enumerators, created database for programme's needs analysis data
- Tasked programmers to implement selection algorithms for beneficiaries, by linking between programme teams and translating needed outcomes into instructions intelligible to IT specialists

Education/ Awards:

Kabardino-Balkar State University, Nalchik, Russia - Certificate in Russian Language (2013)

Higher Institute of Business Administration Damascus, Syria - B.A., Management of Information Systems (MIS) (2008)

Project Management for Development Professionals (PMD Pro), Level 1 - January 2017

The Syrian Conflict: A Systems Conflict Analysis (Contributing analyst). ARK Group DMCC, March 2016.

Weekly Syria Atmospherics Report. ARK Group DMCC, weekly publication March 2016 - Feb. 2017

Albany proposes Jonathan Mark Heald for the position of Project Director, Audience Insight and Evaluation

Profile & Background:

Johnny Heald has been Managing Director of ORB since 2006. He was responsible for ORB's Iraq polling team from 2005 – 2009 and has overseen a pan-Arab qualitative study among military-aged males since 2008, together with his US colleague Cara Carter he was responsible for standing-up ORB's polling operation in Mogadishu in 2009 from where he has polled throughout South Central, Puntland and Somaliland. Johnny has travelled widely throughout Africa and the Middle East working on behalf of a range of clients across both the US and UK Governments, media organisations and NGOs. Closer to home he has provided private polling to the Conservative party since 2004.

Gender : Male
Nationality : British
Languages : English, French

Key Skills:

Relevant Experience/Employment:

- **ORB International** Managing Director (2006-Present)

Syria Target Audience Analysis, 2017: Nationally representative study of 4,200 interviews that explored attitudes towards media, security, and local leadership. Detailed analysis to find target audiences for messaging campaigns

Syria Defector Research, 2016, 2017: A series of ongoing indepth interviews, primarily in the Idlib and Aleppo regions among Syrian Daesh defectors – exploring reasons for joining, life inside and process of leaving/defecting

Syria Public Opinion Poll, 2016: A fourth nationally representative study, of 3,000 interviews, that explored attitudes towards security, international actors, and the media landscape.

Syria Qualitative Research, 2015-present: Ongoing qualitative research in Syria and Southern Turkey with Syrians including multiple rounds of focus groups and in-depth interviews to better understand the views of Syrians and to test communications products.

Kenya, Tanzania, Zimbabwe, Ethiopia, Sierra Leone, DRC, Somalia/Somaliland, Mozambique, and Afghanistan: Baseline and Midterm Evaluation

For the past 3 years ORB has carried out a baseline evaluation study comprising quantitative and qualitative work in 9-countries. The study explored attitudes towards education, challenges to education, and included an early grade reading and math test. Completed the baseline in 2013-14; finishing the midterm in 2016.

Afghanistan: Multiple Rounds of Research

With a focus on Regional Command East, ORB has undertaken large scale quantitative polling throughout this part of Afghanistan and provided in-depth multi-variate analysis to a range of stakeholders.

Somalia: On-going polling since 2009

For various organizations within the US Government and the UN, ORB was the first agency to establish a fully operational polling function throughout Somalia. Our polls have focused on humanitarian issues, opinion towards al-Shabaab and attitudes towards piracy. We recently (October 2011) established a similar operation in Hargeisa (Somaliland).

Trans Sahel: Public Opinion Tracking & Program Evaluation

For the past four years ORB has tracked public opinion throughout the Sahel region of Africa. Conducting face-to-face surveys throughout the Saharan countries, we have analysed opinion from 14,000 households each year.

Yemen: Quantitative Polling, Target Audience Analysis and Focus Groups

Between May and July 2011 (during the uprising) ORB working with our local partner in San'aa undertook 9,450 face-to-face interviews across 20 of the 21 governorates throughout Yemen.

Iraq: Tracking since 2004

On behalf of HMG ORB undertook multiple rounds of opinion polling and focus groups throughout Iraq's 18 governorates. Our findings delivered an index of opinion that was presented across a range of stakeholders in Whitehall.

Education/ Awards:

BA HONS IN INTERNATIONAL POLITICS

Albany proposes **John Williams** for the position of Advisor on **Political Moderate Opposition**.

Profile & Background:

John Williams is a highly experienced strategic communications professional and political commentator and advisor. He is the Former Director of Communication at the UK Foreign and Commonwealth Office for six years, who has worked for Robin Cook, Jack Straw and Margaret Beckett. He was also the chief media advisor to the Foreign Office on every major international event since the Kosovo conflict, and was heavily involved in the negotiations with Iran on its nuclear programme.

John is also the co-founder and lecturer at the King's College London Centre for Strategic Communication and is now working as a consultant and lecturer. John was also the lead international advisor to Syrian Democratic Opposition at United Nations talks in Geneva and worked as a consultant to Prime Minister's spokesman as part of the British Support Team to the Palestinian Authority.

Gender : male
Nationality : British
Languages : English

Key Skills:**Relevant Experience/Employment:**

- **Associate Fellow, King's College London**, Centre for Strategic Communication: **co-founder of the Centre, lecturer** on Masters course (2016-17), and on Executive Course for the Coalition Against the Daesh (December 2016)
- Strategic Communication Consultant:
 - **Lead international advisor to Syrian democratic opposition at United Nations talks in Geneva**, and on their global media profile, 2014- continuing.
- Consultant in government and corporate communications.
 - Clients have included governments of Afghanistan, Nigeria, Bangladesh, Maldives; British Army; UK beer and pubs industry, chairman of the Football Association.
- Freelance broadcast commentator for all UK Channels and Al Jazeera on foreign policy and security
 - **British Support Team to the Palestinian Authority: consultant to Prime Minister's spokesman**, 2009-2015, building a spokesman service for government, advising the PM's spokesman and mentoring his team; created and taught a diploma in strategy and communication at Birzeit University 2013-16.
 - **Lecturer, Royal College of Defence Studies** July 2016
 - **British National Infrastructure Forum. Report writer for the annual forum**, 2016: Building Britain Better.
 - **Report writer - Social Progress Index** (August/September 2015)
- **Chief spokesman for and communications advisor to Foreign and Commonwealth Office** (title Head of News upgraded to Director of Communications 2004) (September 2000-2006)
- **Deputy Head of News, FCO** (1998)
- **Political Editor/Political Columnist, Daily Mirror**. Chairman of the Lobby 1995 (1993-1995)
- **Political Correspondent, London Evening Standard** (1985)
- **Labour Correspondent, London Evening Standard** (1980)

Education/ Awards:

1972-3 Leeds University.

1959-72 Ellington and St Lawrence schools, Ramsgate; Sir Roger Manwood's, Sandwich, Kent

Author: Williams on Public Diplomacy (2012), Robin Cook, Principles and Power (2015)

Weaponised Honesty: Communication Strategy and NATO Values (Vol 2 Spring 2017, Defence Strategic Communications, official journal of the NATO Strategic Communications Centre of Excellence)

Albany proposes Stephen Harley for the position of Moderate Armed Opposition Strategy Advisor

Profile & Background:

- A Preventing/Countering Violent Extremism, project management & Strategic Communications professional with extensive experience of leading successful multiple activity stream projects in a range of environments (especially post-conflict zones).
- Extensive experience of advising senior government and military leaders and managing multi-cultural teams made up of diverse skills groups for a range of clients (government and private sector) with consistent measurable success.
- Experience with a variety of clients including the Federal Government of Somalia, the UK FCO and the UN in Somalia, NATO in Afghanistan, Turkey and Uzbekistan, the British Army Training Unit in Kenya (BATUK), the UK Home Office in Eritrea and the US government in Iraq and across the pan-Arab region.
- Former British Army officer and school teacher.
- Also a talented creative (writer, performer and artist).

Key skills: Project Management, Preventing & Countering Violent Extremism, Counter Terrorism, Counter Extremism, Strategic Communications, Lecturing/Instructing, Reporting, Writing, Drawing & Painting, Arabic, French and Somali language skills

Relevant Experience/Employment:

- Stephen Harley is a former British Army infantry, media and psychological operations officer and he served twice in Iraq, latterly as a Company Commander of an infantry/Special Forces unit in the Psychological Operations role. In a brief sojourn from soldiering he taught English & Drama in UK independent boarding schools.
- After his second operational tour of Iraq, Harley joined a leading British communications company, Bell Pottinger, exploiting his recent experience of using mass media to shape public perceptions. He led a Psychological Operations project against al-Qa'ida in Iraq in Baghdad, Iraq (2006-2007) and then across the pan-Arab region (2008) on behalf the US government: in Afghanistan (2009) he embedded with a local media group in a capacity building role; led a UN project to provide support to both the then Transitional Federal Government and the African Union Mission in Somalia (AMISOM), based in Nairobi and Mogadishu (2010-12); worked as a consultant with an East African security provider countering piracy off the Somali coast, and as an communications advisor to the British Army Training Unit in Kenya; more recently was a NATO civilian in Afghanistan, firstly embedded with the British Task Force in Helmand province and latterly in Kabul (2013).
- Harley is currently Counter Terrorism & Strategic Communications Advisor to the Office of the President of Somalia under the auspices of the British Embassy Mogadishu, Harley has a specific focus on neutralising the terrorist group, al-Shabaab through information operations and negotiations with potential defectors from the group.

Education:

- Stephen Harley holds a BA (Hons) in English Literature & Modern History and a Post-Graduate Certificate in Education (Secondary) from the University of Glasgow and is currently studying towards an MA in War Studies at King's College, the University of London (graduating late-2018). He will begin a PhD at King's in JAN18.
- Harley is also experienced lecturer on Preventing/Countering Violent Extremism and Strategic Communications and a syndicate leader and author for NATO School, Oberammergau & NATO Centres of Excellence in Defence Against Terrorism (Turkey) and Strategic Communications (Latvia).

Will De'Athe-Morris – Project Lead

Will De'Athe-Morris is a Project Lead with 10 years' experience working in communications in the Arab world and broader EMEA region.

As an Arabic and French speaker, Will's communications experience covers the 360 degrees of marketing communications, having worked in and for both the public and private sectors, in some of the leading organisations in the communications industry. During his time at M&C Saatchi, Will has been a member of two specialist teams working on country brands for Dubai and the Kingdom of Bahrain, before moving into the Development sphere, focusing initially on post-revolution Libya, before working with the Bill and Melinda Gates Foundation to support the eradication of polio, and the UN World Food Programme's EU funded work in Ethiopia.

Will graduated from the University of Exeter with a First-Class degree in Arabic and Middle East Studies with French. He is fluent in English, Arabic and French.

Sulaiman Osman – Syrian Creative

Sulaiman Osman is a Syrian creative with extensive experience working in across the region. Sulaiman's offers his expert knowledge of cultural, linguistic and regional nuances within Syria to ensure that creative products are rooted in authenticity and are highly effective. Having grown up in north eastern Syria, Sulaiman provides invaluable insight to ensure that all creative work is suitable for selected target audiences.

Sulaiman has since spent over 16 years as a freelance writer, contributing to a plethora of Middle Eastern publications and online media. Additionally, he has worked as a current affairs journalist for the BBC, Al Arabyia Television Network and KEO Films. Sulaiman is also the Founder and Project Manager of <http://hikayetna.com> ("Our Story"), which is a multimedia, collaborative project that draws upon the creative talent among the Syrian diaspora across the globe. It encourages participants to represent the human side of Syrian society and seeks to challenge dominant media representations to provide a digital cultural resource and archive for a wide range of international organizations.

Sulaiman graduated from the University of Damascus with a degree in journalism and has since been sponsored by the Institute for War and Peace to gain his Basic Skills of Journalism certificate. He is fluent in Arabic, Kurdish and English.

Ronak Housaine – Syrian Producer

Ronak Housaine is a Syrian production expert with extensive experience producing a wide range of content for the area of influence. Ronak's first-hand experience of life in Syria, having been born and raised there, makes her a key adviser on the culture and traditions in the region. Her experience and understanding of Islam and Muslim communities today, coupled with her knowledge of how to communicate with people on the ground and develop appropriate messaging for them, makes her an invaluable member of the team in ensuring all content produced on the project is culturally appropriate and will resonate with target audiences.

Ronak's previous experience has provided her with a deep network of Syrian and Arab journalists across the world which she regularly leans on to provide the project with key cultural insights, support from journalists and actors and up to date research on the media landscape in the Middle East. Ronak also has experience in establishing a Syrian radio station in Cairo where she worked for a year and a half.

Ronak graduated from Media College at Damascus University in Journalism and is fluent in Kurdish, Arabic and English.

Muhammad Khankan

Manager

manager@dreamproduction.io



Career

2016-now

Worked in **Dream production** for as a **Team Manager**, with responsibilities including:

- Manage team members and organize their work.
- Projects planning and development.

2016-2017

Worked in **Adam Ict** as **Freelance Web Developer** for, with responsibilities including:

- Analysis of customer requirement.
- Develop websites in coordination with front-end and graphic designers.
- Testing, quality checks and reporting.

2015-2016

Worked in **IHR** as a **Projects Manager**, with responsibilities including:

- Gather information about requirement; prepare surveys in collaboration with field staff.
- Writing projects proposals.
- Report project progress to donors on a regular basis.
- Participate in OCHA cluster meetings for cross-country coordination.

2010-2015

Worked in as **Freelance Media Developer**, with responsibilities including:

- Meeting customer, gather requirements, and sign contracts.
- Develop website, social networks, events and report progress, and finalize project.

Education

Bachelor degree in **Information System Engineering / Syrian Virtual University** (*final avg of 75/100*)

Bachelor degree in **Engineer associate / Technical Institute of Applied Industries** (*final avg of 80/100*)

Languages

English: Fluent | Arabic: Native | Turkish: Basic

Skills

Management:

- Experience in leading small teams effectively
- Certified PMD pro 2.
- Quality control and reporting experience.
- Experience in working with International NGO.

Media:

- Moderate graphic design skills.

Computer:

- Windows and Linux power user
- Professional in using MS office, especially for data analysis or reporting
- Well experienced in QGIS mapping software.
- Profound web experience background.

Abdo Safaf

Social media officer - IT
abdo.s@dreamproduction.io



Career

2015-now

Worked in **Dream production** for as a **freelance social media coordinator** - **IT**, with responsibilities including:

- Manage social media network and publishing policy.
- Supervise technical hardware and devices, and suggest items for purchase.
- IT support.

2016-2017

Worked as **Media and IT officer** for **Spirit NGO** with responsibilities including:

- Manage all social media pages.
- Cover IT needs and IM needs (database, data analysis, data visualization).

2013-2015

Worked in **IT Support** for **SMG** with responsibilities including:

- IT supporter for SMG, which included Radio Hara FM and Lamba media production. As IT responsible for:
 - Online broadcasting.
 - Technical support for devices in hardware and software
 - Networking
 - Social media and website management and analysis
 - IM and database management.

Education and courses

High Institute of Computer Science/ **Aleppo University**

HND computing and system development / **Edexcel**

Network Plus / **CompTIA**

Languages

English: Fluent | Arabic: Native

Skills

- Window operating systems
- IT maintenance
- Social media management.
- Microsoft Office.
- Adobe Lightroom, Illustrator and Photoshop.
- Capable of working for long hours with good negotiation and communication skills besides having an effective interpersonal skill
- Control communications.
- Team player.

Hasan Abdo

Field staff coordinator
hasan.a@dreamproduction.io



Career

2011-now

Worked in **Dream production** as Field staff coordinator with responsibilities including:

- Manage field staff and networks.
- Capacity building and trainer.
- Security and safety supervisor.
- Local finance and procurement assistant.

2010-2011

Worked in **Alpha Medical** as **Marketing and advertisement officer**

Education and courses

Bachelor degree in **Electrical engineering / Damascus university**

Media training and development course

Teams management course.

Photography course

Video editing course

Project Life Cycle course

Languages

English: *Intermediate* | **Arabic:** *Native* | **Turkish:** *Intermediate*

Skills

- Photography enthusiast
- Windows power user
- Professional in using office
- Team leader
- High security and privacy standards

Maysa Mardini

Manager assistant and finance

maysa.m@dreamproduction.io



Career

2017-now

Worked in **Dream team** as manager assistant and finance with responsibilities including:

- Coordinate meetings with clients, partners and media agencies.
- Financial assistance and bookkeeper.
- Manager assistance in daily work.

2015-2016

Worked in **Rosana Radio** as public relations officer

2014-2015

Worked in **Nasaem Soria**, as public relations officer and voice over

Education and courses

Associate degree in **Business Administration** / Damascus university

Marketing course in **Specialized Training Center**

Project Life Cycle course

Languages

English: *Intermediate* | **Arabic:** *Native* | **Turkish:** *Basic*

Skills

- Windows power user
- Professional in using office

Mohammed Tofan

Graphic designer

mohmmad.t@dreamproduction.io



Career

2014-2017

Worked in **Dream production** as **freelancer**, with responsibilities including:

- Graphic design
- Motion graphic
- Video editing
- Color correction
- Camera man

2014-2017

Worked in **Lamba media production** for as **senior editor**, with responsibilities including:

- Editing
- Motion graphic
- Color correction
- Camera man

2013-2014

Worked in **Halab today TV channel** for 1 year as **graphic supervisor and senior editor**, with responsibilities including:

- Graphic design
- Motion graphic
- Video editing

2017-2017

Worked in **Fadeyat Bukra Ahla** for 3 months as **freelancer for a tv series**, with responsibilities including:

- Color correction
- Graphic design
- Video editing

Education and courses

Graduate in Design / Akkad institute Aleppo – Syria 2009
Editing course with Director Ghalib Al-Ameen 2011
Coloring course with Nemer Ghazal – 2015
Camera operator with Irex institute -2016

Languages

English: *Basic* | **Arabic:** *Native* | **Turkish:** *Basic*

Skills

Computer:

- Windows and Mac power user
- Professional in using MS office
- Adobe master collection
- Da Vince resolve
- Corel Draw

Media

- Professional DSLR Camera shooter
- Adequate live interviewing skills

Muhammed Zidan

Logistics officer

muhammed.z@dreamproduction.io



Career

- Logistics and procurement at Dream Production 2015-until now
- Logistics at End polio in Syria campaign 2013-2014
- Logistics at Arganova NGO's 2014
- Freelancer Reporter at Basma for Syria 2014-2016
- Reporter and Cameraman at Radio Alkul 2015-2016
- Logistics at warshah team 2016

Education and courses

Institute of Engineering at university of Aleppo 2011-2012 (65/100)
Documentary Filmmaking Workshop with Basma for Syria 2015
Course of Project Life Cycle 2016

Languages

English: *Basic* | **Arabic:** *Native* | **Turkish:** *Basic*

Skills

Computer:

- basic office user

Media:

- DSLR Camera photographer
- Adequate live interviewing skills

Logistics:

- Syrian driving license

Tamara Mouallem

Social media associate - translator

tamara.m@dreamproduction.io



Career

2017-now

Worked in **Dream production** for as a **Social media assistant - translator**, with responsibilities including:

- Manage team members and organize their work.
- Translate paperwork and social media posts.

2014-2016

Worked as **Freelance translator** for many customers including NGOs and commercial companies with responsibilities including:

- Convert concepts in the source language to equivalent concepts in the target language
- Translating questionnaires, surveys, articles, training materials, stories...etc.

Education

Bachelor Degree in: English Literature / **Aleppo University**

Humanitarian Project management course at Alphabet for Relief

Lobbying and advocacy at Jozzor for development (non-government organization)

Languages

English: Fluent | **Arabic: Native** | **Turkish: Intermediate**

Skills

- Microsoft office (Word, Excel and Outlook...etc.)
- Capable of working for long hours with good negotiation and communication skills besides having an effective interpersonal skill
- Control communications.
- Team player.

Wael Adel

Scriptwriter & Voice over
wael.a@dreamproduction.io



Career

2015-2017

Worked in **Dream team** as Script writer (freelancer), with responsibilities including:

- Scripts writing
- Voice over recording
- Editing reports

2012-2015

Worked in **TRT6 TV, Alghad Alarabi TV and Al falloja Tv** as Script writer (freelancer), with responsibilities including:

- scripts writing
- Voice over recording
- editing reports

2011-2012

Worked in **H.N.N media network** as **editor**, with responsibilities including:

- News editing
- Scripts writing

Education and courses

Bachelor degree in **Arabic language** / Aleppo university
With good grade 72/100

Languages

English: *Fluent* | **Arabic:** *Native* | **Turkish:** *Basic*

Skills

Writing:

- Experience in writing documentary movies and reporters scripts.
- Editing news and articles.

Voice over:

- Experience in recording my voice over the videos.
- Experience in Voice over training.

Computer:

- Windows power user
- Professional in using MS office
- Professional in final cut, adobe premiere, and adobe audition programs.