

Summary:

Alsaraireh Amer



Head of Business Administration Department & faculty member, at Zarqa University. With an academic rank of Assistant Professor and 8 years academic teaching in universities, training institutes. With a PhD in Strategic Management from Mutah Business School. Talented in English language and computer skills. Committed to helping all students reach maximum potential. With a leadership and managerial experience in Public Service for 30 years, crowned with the rank of brigadier general in PSD. The expected added value is the possibility of linking management theories to their application.

University Faculty Member

Contact:

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Skills:

- Strategist.
- Management & Leadership.
- Training.
- Capacity Building
- Curriculum Development.
- Computer

Languages:

- 1.Arabic
- 2.English
- 3.French

Academic Qualifications:

1) Ph. D. Degree in Strategic Management, Mutah University, (09.2016- 06.2019)

Dissertation title is "The Impact of Strategic Leadership Practices on Strategic Performance from Balanced Scorecard's Perspective: The Mediating Role of Strategic Flexibility". Study was conducted in the chemical and cosmetic industry- Jordan. The cumulative average is (91.67), with an assessment of excellent.

2) Master Degree in Security and Administrative Strategies, Mutah University, (08.2011- 10.2012)

Obtained with an Accumulative Average of (91.50), and an overall assessment of excellent.

3) Bachelor's degree in Economics and Administrative Sciences, Mutah University, (09.1991- 06.1995).

Obtained with an Accumulative Average of (85.01), and an overall assessment of excellent.

Research Efforts:

1. Published research entitled: "The role of the security services in preserving public rights and freedoms during the Corona pandemic under the Jordanian Defense Law", (2021), Journal of Jurisprudence, Muhammad Khaider University - Biskra, Algeria, 13(1), (ISSN 1112-8615).
2. Research accepted for publication in Jordan Journal of Business

Administration at the University of Jordan entitled "**The effect of strategic leadership practices on strategic performance, the mediating role of strategic flexibility**".

3. Research accepted for publication at Al-Hussein Bin Talal University- Ma'an – Jordan, entitled "**Attitudes of Employees towards Methods of Developing Performance in Governmental Hospitals in Jordan**".
4. Supervisor of three studies in the **Promising Leaders Program** at Public Security Directorate at the Center for Strategic Studies.

Academic Experience

1. Head of Business Administration Department & Faculty Member, Zarqa University, Zarqa, Jordan: (09.2021- Up to now)

I was assigned as head of Business Administration Department for one year, as well as teaching the following academic courses in the first semester of the academic year 2021/2022:

- Human Resource Management.
- Contemporary Administrative Issues.
- Change and Crisis Management.

2. Faculty Member, Disaster Department, Prince Hussein bin Abdullah II Academy for Civil Protection, Al-Balqa Applied University, As-salt, Jordan: (10.2020- 09.2021)

- 1) Enhancing the learning environment through instruction, applied research, scholarly activity, and service that support the institutional mission.
- 2) Being held responsible at all times for competent performance of duties and workload expectations, and fostering collegial relationships with, peers, students, and the University community.
- 3) Effective classroom teaching, and academic advising of students.
- 4) Sharing in University governance by participating in committees' work, meetings, and providing input on matters relating to curriculum development and the learning environment.

- 5) Cooperating with the Deanship College and the Head of Academic Section to achieve the desired results.
- 6) **Academic Courses** I had taught: Organization Theory, HR Management during Crises. Also, International Business and HR Management at Zarqa University on a part-time basis.

3. Faculty member, Mu'tah University, Jordan: (academic year 2019-2020)

Lecturer at Mutah University on a part-time basis, for the academic year 2019-2020, for the following courses:

- a) (OB) Business Organizations Behavior.
- b) Strategic Management.

3. Dean College & Faculty member, Royal Police Academy (RPA), PSD, Jordan: (05.2013- 02.2017)

During this tenure I was acting the director (RPA) during his absence. I worked as a faculty member. As a (RPA) Council's member, participating in improving the curricula. Also participating as a chairperson or member on the Scientific Research Evaluation Committee. I held significant academic positions there, which are:

A. Director Department of Educational Affairs: (05.2013- 02.2014)

- 1) Participating in determining the training needs of the units of Public Security Directorate in coordination with the Training Directorate.
- 2) Preparing, developing and designing the training programs and the training packages.
- 3) Preparing the training halls and places (In & out doors) with the proper training aids. Maintaining the library and the Laboratory of Languages and Computer LLC with the appropriate books, equipment and references.
- 4) Supervising the implementation of training programs (in-house & outdoors), including: courses, seminars, workshops, etc.
- 5) Evaluating the training process, taking the corrective actions.
- 6) Ensuring the quality of the training process, ensuring it is running effectively in accordance with the best standards.
- 7) Supervising the preparation of the Annual Training Plan that is

held at (RPA). Preparing and designing the urgent courses upon request from PSD.

B. Dean College of Graduate Security Studies:
(02.2014- 02.2017)

- 1) Supervising the work of staff and faculty members, the implementation of Master's Programs, namely: Criminal Justice CJ, Security and Administrative Strategies SAS and Rehabilitation Centers Management RCM. Those programs are being held under an agreement with Mutah University, that is accredited by the Accreditation & Quality Assurance Commission for Higher Education Institutions. and working to the requirements of the Ministry of Higher Education.
- 2) Enhancing the learning environment through instruction, applied research, scholarly activity, and service that support the institutional mission.
- 3) Ensuring effective classroom teaching, academic counseling and continuous development of the curriculum and syllabuses.
- 4) Ensuring the continuous improvement in all aspects of the college. Embodying this, relentless efforts culminated in a **joint venture** in partnership with Mutah University, by establishing a PhD program in "Strategic Management", that began receiving the first group of students in 2016, two groups were graduated, while the third group is still studying.
- 5) Participating in the selection of qualified lecturers, and conducting the evaluation process.
- 6) Coordinating with the national and international police academies in order to make the benchmarking, exchange experiences and students.

4. Lecturer and trainer, PSD, Jordan:
(02.2017- 06.2020)

After my appointment as Deputy Director of the Juvenile Police Department, my work continued in the Academy and Training Centers on a part-time basis. I worked as lecturer and trainer at the following academic & training institutes of the Public Security Directorate PSD:

- Royal Police Academy (RPA)
- Criminal Detection Training Center.
- Peacekeeping Institute.
- Princess Basma Institute for Police Women Training.

The most important academic courses I had taught at RPA:

1. Strategic management.
2. The art of Leadership.
3. Total Quality Management TQM.
4. Human Resources Management.
5. Modern Management Concepts.
6. Skills of building a strategic plan.
7. Effective communication skills.
8. Transformational Leadership.
9. Institutional performance evaluation.
10. Preparing & Training the lecturers.
11. Training of trainers TOT.
12. Preparing the training packages.
13. Identification of training needs.
14. Preparation of supervisors for training programs.
15. Time Management.
16. Strategic Planning in English.

Practical experiences

1. Director of Bridges Security Department, Public Security Directorate PSD, Jordan: (10.2020- 05.2021)

- 1) In addition to my main job in carrying out the managerial & leadership duties at the unit level as a director;
- 2) Supervising security studies in the Promising Security Leaders Program (PSLP), at the Center of Security Strategic Studies of Public Security Directorate.
- 3) On October 20, 2020, I had been also appointed by the Director of PSD as a member in the Training Committee within the training follow-up committees at the Jordanian International Police Training Center (JIPTC). The first and main task of this committee is Capacity Building and Development for JIPTC.

2. Director of the Judicial Execution Department JED, Public Security Directorate PSD, Jordan: (12.2019- 10.2020)

Managerial & leadership duties, Strategic Planning and leading Capacity Building Team.

**3. Deputy Director of Juvenile Police Department JPD
then Deputy Director of Judicial Execution Department
JED, Public Security Directorate PSD, Jordan:
(02.2017- 12.2019)**

Main job is carrying out the managerial & leadership duties at the unit level. What distinguished this period was the joint work with strategic partners in government ministries, United Nations organizations, EU and civil society institutions, which resulted in the implementation of many projects, training programs, workshops and the First Jordanian Conference to Discuss Strategies for Juvenile and Childhood 2019.

**4. Chief of HR Management Section, Zarqa District Police
Directorate, Public Security Directorate PSD, Jordan:
(09.2008- 04.2010)**

Whereby the set of best HRM practices has been performed that can increase a Unit's performance, including: Performance management, providing safety & Health to employees, Recruitment & selection, Succession planning, Fair and performance-based compensation and benefits, Learning & development & Training, Supervising HR data and analytics (Human Resources Information Systems).

**5. Police Station Commander, Zarqa District Police
Directorate, Public Security Directorate PSD, Jordan:
(01.2007- 09.2008)**

**6. Chief Operations & Training Section, in Zarqa District Police
Directorate, Public Security Directorate PSD, Jordan:
(09.2005- 01.2007)**

**7. Assistant Chief Operations & Training Section, Criminal
Detection Department (CDD), Public Security Directorate
PSD, Jordan: (02.1999- 09.2005)**

**8. Chief Investigations Branch in several police stations,
Metropolitan Police Department, Public Security
Directorate PSD, Jordan: (08.1995- 02.1999)**

UN Participations.

- 1) 2012, **UNOCI**, Ivory Coast, Jordanian **FPU Commander**.
- 2) 2010, **MINUSTAH**, Haiti, in Police Academy.
- 3) 2004, **UNMIK**, Kosovo, deputy chief of investigations unit as an instructor.
- 4) 2001, **UNTAET**, East Timor, in reforming and rehabilitating and rebuilding local police (ETPS).

Wherein UN core values are:

- 1) Integrity.
- 2) Professionalism.
- 3) Respect for Diversity.

National and international courses, conferences, and seminars, attended:

- 1) "Youth Dynamics and Terrorism Seminar: Understanding and Confronting the Problem" The Malaysian Technical Cooperation Program (MTCP), **Malaysia**, 2018,.
- 2) "The Regional Consultative Forum on Children Deprived of their Freedom", **Tunisia**, 2018.
- 3) The First Jordanian Conference to Discuss Strategies for Juvenile and Childhood 2019. Held in cooperation with the strategic partner, Penal Reform International (PRI).
- 4) The senior police management.
- 5) Crisis management.
- 6) The Peace Keeping Operations for High Level Management, at the Center of Excellence for Specialized Police Units in **Italy (COESPU)**.
- 7) Paratroopers & Commando courses at the Army Special Forces.
- 8) Capacity Building Training in the Center of Excellence for Specialized Police Units in **Italy (COESPU)**.
- 9) Developing leadership and management skills for leaders and managers.

References

- 1) Professor Mwafaq Alkhaldi, Dean Prince Al Hussein Bin Abdullah II Academy for Civil Protection.
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- 2) Professor Ghazi Abuquod, Mutah University, Faculty Member, School of Business.
-Also, Instructor at the Royal National Defense College
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