

DOREEN KHOURY Address: Sarina Bldg., 7th Floor, Dekweneh, Beirut, Lebanon **E-mail:** doreen.khoury@gmail.com | **Skype:** Doreen.khoury **Phone:** +9611511378 | **Mobile:** +9613753264

KEY QUALIFICATIONS

Experienced Business Development Manager and Fundraiser, building national regional and international coalitions on diverse topics from gender equality, contributing to the Women Empowered for Leadership Programme (2015), leading consortia of CSOs to write proposals on Women, Peace and Security (2019 & 2020) to the Dutch MFA, 4 proposals for the Arcus Foundation, the Dutch MFA and the Dutch National Lottery Fund on LGBTQ rights in the MENA region (2015, 2017, 2019), 8 United States Government DRL proposal on LGBTQ rights, women's rights GBV, and human rights (2019, 2020, 2021). Co-wrote 2 proposals for the Dutch MFA strategic partnership fund on SRHR and LGBTQ rights (2020, 2021), 2 proposals on Green entrepreneurship to Palladium Group and the EU (2022), and the Gates Foundation (2022/2023). Experience in devising and implementing strategies and capture plans with donors, and conducting outreach with potential fundraising international and regional partners.

Experienced Programme Manager that has led impactful programs, research and capacity building in the Middle East, managing annual budgets of approximately €1 Million.

Considerable Civil Society Engagement Experience including leading workshops, producing knowledge products, training and guiding CSOs in DMEL processes, Theory of Change workshops. Providing online content and writing to highlight programmatic outcomes with civil society organisations. Experience in capacity building on integrity and safeguarding processes for CSOs, including inclusion and diversity

Excellent Writer & Communicator with published works across social media and research institutions. Topics cover a range of issues related to elections, governance, refugees, and gender equality.

PROFESSIONAL EXPERIENCE

Hivos International, Beirut, Lebanon

September 2013 – Present

- Senior Programme Development Manager, MENA Region

Jan 2019 - April 2023

- Led Consortium to develop 1 proposal focused on decent green jobs for youth and women in North Africa for the Dutch MFA / Palladium Group, which was awarded a grant of €5 million in May 2022. Co-wrote on 1 proposal to the EU on decent green jobs which was awarded €1 million (2022) and 1 concept note to the Gates Foundation, which was selected as the finalist and invited to submit fill proposal (Jan 2023).
- Wrote 6 proposals (4 awarded) for United States Department for Rights and Labour (2019-2021 average project: \$1.5 million); and 1 proposal for the United States Near East Affairs Department (2021: \$2.5 million) the Dutch MFA Women Peace and Security Fund (2019: €500,000, 2020: €4 million).
- Co-wrote 2 multi-partner (both awarded) consortium proposals for the Dutch MFA for the 2021-2025 SRHR Fund (€44 million) and the 2021-2025 Power of Voices Fund (€34 million).
- Co-wrote multi-country proposals to SIDA and GAC in 2019 (15 €million).
- Collaborated and coordinated with colleagues in Hivos regional hubs and international and regional partners on proposals, coordinating M&E and budget processes.
- Developed an extensive network of CSOs, activists, influencers and opinion-leaders in the MENA region.
- Led theory of change and outcome harvesting workshops with partners to develop ideas for proposals.
- Led communication with donors during proposal writing process & the post-submission phase.
- Devised and led donor strategies to bring on board new programmes, secure repeat funding and meet fundraising and business development targets.

Hivos Programme Manager Women Empowered for Leadership Programme (WE4L) Jan 2016 – Dec 2018

- Led a coalition of over 12 CSOs, facilitating campaign coordination, communications (social media, audiovisual and grassroots) and visibility, as well as relations with other similar coalitions, key government officials and international NGOs.
- Managed a yearly budget of approximately €1 million and 8 partnerships.
- Managed gender knowledge products, including public opinion research, media consumption surveys, aimed at developing effective and innovative intervention tools.
- Managed online content creation for programme website, both contributing content and hiring content creators, graphic designers, etc.

- Conducted continuous outreach with and scouting of new and innovative initiatives, ideas and activists in the MENA region.
- Submitted quarterly context, risk analysis reports and International Aid Transparency Initiative (IATI) reports.
- Implemented M&E tools together with local partners specifically Theory of Change and Outcome Harvesting as well as direct partner coaching on M&E.
- Managed a yearly budget of approximately €1 million and 12 partnerships.

Hivos Middle East Liaison Officer

Sept 2013 – Dec 2015

- Built and maintained relations with dozens of CSOs, activists and journalists in the MENA region, particularly in Lebanon, Jordan, Iraq, Tunisia, Egypt and Syria. Expanded Hivos' network of local partnerships which enabled the creation of region-wide programmes, focused on supporting women in elections in Iraq, human rights advocacy, and supporting independent journalists, and WHRDs.
- Coordinated a project on gender based violence (GBV) awareness and services for Syrian refugees and LGBT rights in the MENA region. Responsibilities included local partner activities, field projects, and writing progress reports.
- Co-organised, conceptualised and presented at regional conferences on: child marriage during transitions and conflicts (October 2015) attended by key local and regional organisations,; minorities in the MENA region attended by key LGBT activists and organisations (November 2015).
- Co-organised four meetings in Geneva, Istanbul and Beirut aimed at preparing and advocating for Syrian women's rights groups at the peace talks.
- Supported and coached Syrian women's rights activists on numerous advocacy trips to Geneva, The Hague and New York (for the UNGA).
- Assisted the Hivos Knowledge Programme in developing research ideas, identifying researchers, and reviewing final papers focused on actors of change in the MENA region, and political transitions.
- Wrote periodic reports on key regional and country trends pertaining to changing political contexts, freedom of express and civil space to inform departmental strategies.

The German Institute for International & Security Affairs, Berlin

Sept 2012 – April 2013

Research Fellow – Arab Spring and Social Mobilisation Project • Conducted research on and provided expert opinion to German policy-makers on the Syrian crisis. • Extensively interviewed and established contacts with Syrian activists and analysts in Beirut, Istanbul and Damascus. • Published a policy paper in February 2013 entitled, "Losing the Syrian Grassroots."

Heinrich Boell Foundation - Middle East Office, Beirut

Jan 2009 - Aug 2012

Program Manager • Managed over 15 projects in Lebanon in the Statehood and Participation, and Conflict and Dialogue programmes. Responsibilities included writing contracts, devising action plans with partners, monitoring, writing narrative reports and conducting internal evaluations. Key projects include: Combatting censorship of the arts in Lebanon (2009-2012), Gender sensitisation and gender equality awareness with Iraqi judges (2009-2012),. • Managed four projects in post-conflict and transition countries. In Tunisia, managed two projects on electoral and democratic reform, and in Syria, three projects on supporting emerging civil society groups. • Successfully organised two Arab Bloggers Meetings in 2009 (Beirut) and 2011 (Tunis) which brought together many of the key digital activists in the MENA region and aimed to address digital freedom of expression. • Conducted field trips to Tripoli, Libya, Syria and Egypt to establish partnerships with local CSOs and international NGOs. • Co-organised and conceptualised conferences on ethnic and religious conciliation in Iraq (attended by 60 religious and ethnic leaders), security policies in the Middle East (attended by 50 U.S. and regional experts), and transformations in the MENA region (attended by 100 regional activists).

The Lebanese Centre for Policy Studies

Nov 2006 - Dec 2008

Project Coordinator • Managed the Civil Campaign for Electoral Reform, which is a coalition of 58 Lebanese NGOs advocating for electoral reform in Lebanon. • Organised and participated in over 30 meetings and workshops with Members of Parliament, political parties and political decision-makers on electoral reform. • Devised lobbying strategies for target groups, including preparation of material for political events and developing talking points and messages. • Wrote narrative reports and assisted in financial reporting submitted to donors such as MEPI and UNDP. • Gave regular assessments to European and North American

policymakers and international NGOs. • In December 2008, presented at the German Foreign Ministry on the Lebanese Interior Ministry's capacities for the Lebanese 2009 parliamentary elections (organised by FriEnt - Doreen Khoury|!3 the Working Group on Peace and Development), and in November 2007, presented at a German Foreign Ministry conference titled The Arab Media and Social Change.

Lebanese Association for Democratic Elections, Beirut

March 2005 - Oct 2006

Project Manager • 4 projects managed included: Enhancing the capacity of journalists in their coverage of elections (over a one year period organised 4 workshops, the writing of a manual for journalists, lobbying meetings with editors) • Monitoring the media's coverage of the 2005 Lebanese Elections (carried out in cooperation with the European Union, over a 8 month period oversaw 8 media monitors, writing of 2 media reports, 3 training workshops, final report, and final conference); • Elections monitoring of 2005 parliamentary election (organised over 15 training workshops with over 1500 participants, managed the organisation and registration of 1200 election monitors, managed a team of 10 staff and volunteers in logistics and planning, liaised with Ministry of Interior to establish a joint operations committee) and Enhancing the Participation of Women in Elections (organised 10 workshops with 500 participants). • Responsibilities also included writing narrative reports, monitoring activities, writing proposals and representing LADE at national and regional conferences. • Assisted in the coordination of parliamentary election monitoring for the 2005 elections.

EDUCATION

B.A. Political Science Oct 1996 - July 1999 American University of Beirut

PUBLICATIONS • August 2016 "Syrian Refugees - Talking Facts Beyond Populism." Syria Untold • March 2014 "Is it Winter or Spring for Christians in Syria?" • February 2014 "Syria - Organising for the Future: grassroots governance and national peace." • July 2013, "Between paralysis and civil war: Lebanon and the Syrian conflict." • September 2013, "Women's Political Participation in Lebanon." • February 2013 entitled, "Losing the Syrian Grassroots." • July 2012, "Cut It Out: Censorship in Lebanon", Sada Magazine, Carnegie. • June 2012, Chapter on the Middle East in Minority Rights Group International 2012 annual publication: "State of the World's Minorities." • May 2011, "Social Media and the Revolutions: How the Internet revived the Arab Public Sphere and Digitalised Activism." • July 2009, "The Lebanese Parliamentary Elections: A Surprise, But No Real Change." Doreen Khoury

SEMINARS/WORKSHOPS/CONFERENCES ATTENDED: • May 2017 - Gender Policy Dialogue Conference - organised by the Dutch Foreign Ministry, Hanoi, Vietnam • November 2015 - Citizenship and Social Constituency in the Arab Region -organised by the Carnegie Middle East Centre, Beirut Lebanon. • November 2013 - Peacebuilding in the City: Responses to Violence and Fragility in Urban Settings - organised by the Geneva Peacebuilding Platform - Geneva, Switzerland. • October 2012 - 13th Annual Foreign Policy Conference - Heinrich Boell Foundation, Berlin, Germany. • March 2011 - Life and Political Revolution: The Social Web in the Middle East - University of Naples, Italy. • June 2009 - EU regional conference to evaluate previous programme cycle, Cairo, Egypt. • December 2008 - Workshop on the 2009 Lebanese parliamentary elections - German Foreign Ministry, Berlin, Germany. • November 2007 - conference titled The Arab Media and Social Change - Germany Foreign Ministry, Cairo, Egypt.

ADDITIONAL INFORMATION: Computer Skills: OSX & Windows proficient. Languages: Arabic (fluent), English (fluent), French (intermediate writing and comprehension skills).