

Salam Chreim

Public Policy- CP/GBV expert

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Executive Summary

- An experienced professional with a demonstrated history (20 years) of success in public policy, social development and emergency response, specializing in child protection (CP), gender-based violence (GBV) and Education initiatives.
- Extensive experience in Lebanon, including consultancies with UNICEF, UNFPA, World Learning, World Bank and others, highlighting a deep understanding of local communities and effective strategies for social development CP and GBV and Education.
- Proven leadership in developing comprehensive strategies, overseeing program implementation, and fostering partnerships with key stakeholders, including ministries, NGOs, and UN agencies.
- Strong track record of driving impactful change and advocating for the rights and well-being of women and children.
- Strong research background and skills in quantitative and qualitative methodology and tools.
- Adept at program design, management, and evaluation, with a commitment to promoting a survivor-centered approach and ensuring the highest standards of care and protection.

Experience

CONSULTANCIES in Lebanon

- o Senior technical expert for the child multidimensional poverty study and the post distribution monitoring and evaluation of the national disability allowance, *connecting research to development, ILO and UNICEF, May 2024- Present*
- o Development of a Roadmap towards a National Social and Emotional Learning Policy and related advocacy, *World Learning, 2022-2024*
- o Sexual Harassment Law Mapping for the Lebanese Parliament, *UNFPA, 2023*
- o Development of Youth Sexual and Reproductive Health and Rights monitoring Tool, *UNFPA, 2023*
- o Development of Child Rights Roadmap for Qabelias Municipality, *UNICEF and Mouvement Social, 2023.*
- o Training of journalists in Lebanon on National CP and GBV system in Lebanon. *Canal France International, 2022 and 2023*
- o Gender Based Violence mainstreaming of Child Protection policy and related tools at the Lebanese Ministry of Education and Higher Education, *National Commission for Lebanese Women and UNICEF, 2022*
- o Development and Rollout of a Protection from Sexual exploitation, Abuse and Harassment policy for the Municipality of Beirut, *Lebanon 2022-2024*
- o Preparation of an online course and curriculum for Juvenile judges on law 422 and Justice for Children, *American University of Beirut, 2021*
- o Mapping Administration and situation analysis of girls in detention centre in Lebanon, *Terre des Hommes Lausanne, 2021*
- o Development of a Child Friendly version of the Child Protection policy for the Lebanese Ministry of Education and Higher Education, *Save the Children International, 2019*
- o Development of Training of Trainers modules on Child protection in Education, *Centre de Recherche et de Development Pedagogique, Lebanon, 2018*
- o Management of the MoSAIC program for Strengthening the Lebanese Institutions and Support to the most vulnerable groups at the local level, *Lebanese Ministry of Social Affairs, 2010 – 2014*

Ministry of Social Affairs – Lebanon

Head of Child Protection Division

February 2003 – August 2014; November 2017 – May 2022

Strategies and Business development

- o Led on the development of a comprehensive and contextually aligned strategy for Child Protection and GBV in Lebanon
- o Promoted a culture of effective coordination with the line ministries and collaborative partnerships within donors including international NGOs and UN agencies, particularly in relation to the integrated programming approaches that serve the needs of beneficiaries across the range of sectors in which the Ministry of Social Affairs work. (UNICEF, UNHCR, Expertise France and World Bank)

Programs Oversight and Technical quality

- o Led the process of designing Child Protection, GBV and social protection programs, including psychosocial support, case management, cash for work, social safety nets and inclusion.
- o Provided strategic direction and technical guidance over the Child protection and education programs and ensured adapted programming to foster efficiencies and increase impact.
- o Ensured smooth supervision and management of project work plans and budget.
- o Implement a Monitoring and evaluation system and accurate reporting in accordance with the Ministry and donor regulations.
- o Supervised and provided technical support to the team in the implementation of the Ministry' protection activities.
- o Prepared circulars and ministerial decisions ensuring the smooth implementation of the Child Protection department programs.
- o Participate to the evaluation of the MoSA model center of persons with special needs.

Partnerships, Coordination, and Representation

- o Established effective and long-term partnerships with international organizations, foreign associations, UN agencies, potential and current donors to support the development of the Ministry strategy.
- o Represented the Ministry of Social Affairs in relevant working groups, ministerial and coordinating committees, and the High Council for Childhood, ensuring information sharing and providing feedback to senior management in the ministry.
- o Contributed to the development of coordination mechanisms with relevant ministries, including early warning systems, referral mechanisms, and child protection policies in the educational, health, tourism, labor, and agriculture sectors.

- o Contributed to studies determining the cost of purchasing child protection services within the framework of the Cost Price Committee.

Contractual Relationship Management

- o Initiated and managed the non-governmental organization-NGOs and local community-based organization CBOs partnerships established through annual agreements with the Ministry including the budget allocation.
- o Carried out regular field visits to ensure a good understanding and quality implementation of the activities in compliance with annual agreements.

Team Supervision and Capacity Building

- o Maintained open and professional relationships with team members, promoted a strong team spirit, and provided supervision and guidance to empower employees to perform successfully in their positions.
- o Led the recruitment process of outsourced staff and technical experts under specific missions and support to MoSA.

Achievements

- o Tangibly contributed to the development of the child protection standard operating procedure, the national strategy to protect woman and children, the national development strategy, the emergency social safety nets (ESSN) and the standards and accreditation system of the public day care centers.

UNICEF LEBANON

Child Protection in Emergency Specialist at the Ministry of Education and Higher Education Lebanon, May 2016 – November 2017

- o Establish linkages between Education and Child Protection Strategies based on recent studies, data, and trends to identify priority interventions.
- o Support the mainstreaming and implementation of national Standard Operating Procedures (SoP's) for child protection case management in the education sector.
- o Coordinate internally and externally to ensure effective implementation of child protection case management and related interventions, including liaising with relevant units and agencies.
- o Develop and implement capacity-building plans on child protection, including supervision of partners and consultants.
- o Provide overall support for the development and implementation of a psychosocial support program in schools, endorsed by the Ministry of Education and Higher Education (MEHE).
- o Contribute to the development of the Child Protection Policy in the school environment in coordination with Saint Joseph University.
- o Participate in the review and evaluation of "Reaching All Children with Education."
- o Participate in Education in Emergency working group meetings.

Child Protection and Gender Based Violence in emergency Officer

Lebanon, October 2015 – May 2016

- o Ensure effective design, implementation, management, monitoring, and evaluation of the Child Protection program, including follow-up on partners' activities such as psychosocial support and case management services.
- o Analyze collected data and information to prepare progress reports.
- o Ensure appropriate financial, administrative, and supply documentation.
- o Compile training and orientation materials on Child Protection project implementation for knowledge sharing with donors, media, and stakeholders.
- o Establish and maintain effective communication and networking through partnerships and collaborations.
- o Collaborate with Operations staff to implement internal control systems and resolve day-to-day issues.
- o Contribute to the development of the Country Program Document and Annual work plan for Child Protection.
- o Participate in discussions with partners, including government representatives, at the local level (Beirut and Mount Lebanon).
- o Co-chair the Child Protection in Emergencies Working Group (CPIEWG) for Beirut and Mount Lebanon area.
- o Attend the Sexual and Gender-Based Violence in Emergencies Working Group (SGBViEWG) for Beirut and Mount Lebanon area.

Child Protection and GBV Specialist - UNICEF

Lebanon, August 2014 – July 2015

- o Support the implementation of the national plan to safeguard women and children signed between UNICEF and the Ministry of Social Affairs (MoSA).
- o Manage the components of information hubs and daycare centers in the MoSA National Plan.
- o Support the rollout of the national case management and Standard Operating Procedures (SOP) for child protection.
- o Collaborate with the Ministry of Justice on the agenda of alternative care.
- o Support the Ministry of Education in designing and implementing child protection activities in schools and developing a referral system for identified child protection cases.
- o Facilitate and support the mission of the International Expert recruited to assist the Higher Council for Childhood in preparing and submitting the Lebanon 4th and 5th combined Reports on child rights implementation.

Education

Professional Masters, Sociology and Human Resources Management
Lebanese University
2023

Masters in research, School Counselling
Lebanese University
2018

BA in Education, Early Childhood
Lebanese University
1998

Continuous Education

Child Protection Executive Education
Harvard, School of Public Health in Boston
2019

Specialized Certificate in Social Development and human resources development
Arab Planning Institute in Kuwait
2006

Public Administration Diploma
National Institute for Administration and training in Lebanon
2000& 2007

Trainings

Management Trainings:

- **Public Procurement Law**, Bassel Fleihan Institute, May 2022
- **Results Based Management training**, Expertise France, February 2022
- **Harmonized Approach to Cash Transfers (HACT)** UNICEF, 2021
- **Emergency Preparedness and Response Planning**, UNICEF, 2014
- **Monitoring and Evaluation**, World Bank Beirut, November 2013
- **Procurement and Grants for European Union External Actions**, European Commission PRAG and Office of the Minister State for Administrative Reform, 2012
- **On the Job training for Senior Management Civil Servants**, National Institute of public administration, 2008
- **Planning and Evaluation of Trainings**, Bassel Fleihan Institute, 2006
- **Time management**, Pigier, 2005
- **Quality of Service Delivery in the Public Sector**, Office of the Minister State for Administrative Reform, 2003

Social and Economic Development Trainings:

- **Public Policy Seminars**, Issam Fares Institute , AUB, 2023
- **Skills of Developing National Strategies and Policies based on the Knowledge Economy**, Arab Institute for Planning of Kuwait, 2023
- **Social Risk Management Methods and Techniques**, Arab Institute for Planning Kuwait, 2022
- **Poverty Reduction Policies and Programs**, Arab Institute for Planning Kuwait, 2022
- **Sustainable Human Development**, Arab Institute for Planning Kuwait 2006

Professional Development Trainings:

- **Training of Trainer related to the Mental Health in the Workplace**, IDRAAC, 2024
- **Ethics and integrity**, Agora UNICEF E-learning platform, 2015
- **Training of Trainers for Facilitation Skills**, UNHCR Beirut, 2007

Child Rights Trainings:

- **Public Finance for Children**, UNICEF, 2018
- **Child Rights**, European Commission and UNICEF, 2017
- **Child Friendly School**, Agora UNICEF E-learning platform, 2016
- **Establishing a National Documentation Centre for Women and Children**, Institute of Innocence, Italy, 2013

Child Protection/ Gender Based Violence Trainings:

- **Alternative Care workshop using Problem Driven Iterative Adaptation approach**, UNICEF and child frontiers, 2020
- **Child Friendly Justice workshop**, Arab league, 2020
- **Competencies of Personnel working with children deprived of their liberty Consultation**, Organisation internationale del francophonie, bureau international des droits des enfants, online participation, 2020
- **National consultation on 2021 World Congress National on Access to Justice**, Terre des Hommes Beirut, 2019
- **Survivor centred Case Management**, Sexual and Gender Based Violence Task Force, 2017
- **Case Management**, International Rescue Committee, 2014
- **Prevention from Juvenile Delinquency**, Arab League, 2010
- **Role of Child Helpline in Emergency**, Child Help Line International, 2009
- **Maltraitance des enfants**, Université Saint Joseph de Beirut, 2004
- **Design and Implementation of Street based Children Project**, UNESCO Beirut, 2003

Key Skills

Project Management:

- Mastering project design, planning, implementation, and evaluation.
- Writing project proposal, roadmaps, and feasibility studies.
- Preparing technical and financial reports.
- Managing budget.

Communication:

- Public Speaking and Conference Moderation.
- Proficiency in contract and budget discussions and justifications.
- Experience in institutional, internal, and external communication.

Government Relations and Policy Development:

- Extensive knowledge of Lebanese ministries' regulations, financial rules, and inter-ministerial coordination.
- Experience in advocating for amendments to laws with parliamentary committees.
- Strong background in working with International Development and Humanitarian Organizations.
- Management of partnerships with Community Based and Civil Society Organizations.
- Proficiency in policies making, roadmaps and standard operating procedures (SOPs) development.

Capacity Building and Trainings:

- Developing training curriculum, modules, and syllabus for Training of Trainers (ToT).
- Mastering trainings on Child Rights, Child Protection and Protection from Sexual Abuse and Harassment.

Computer Skills:

- MS Office, SPSS

Languages (Spoken, read, written):

English, French, Arabic

Memberships

Member of Committee of Violence against Children, Higher Council for Childhood (2005 - 2015)

Member of National Committee of Fighting Child Labour, Ministry of Labour (2011 -2013)

Member of Child Protection and Prevention from Misuse of Internet Committee, Higher Council for Childhood (2005 - 2010)

Member of National Committee of drafting the Official Report of the Child Rights Convention optional Second Protocol, Higher Council for Childhood (2008 -2009)

Ministry of Social Affairs Representative at the Mother and Child Parliament Committee for the amendment of Law 422 (Protection of Children at Risk and in conflict with the Law), *Lebanese Parliament* (2008 – 2022)

Documents and References available upon request