

# Ala'a Z. Massarweh

Clinical Nursing Researcher | Epidemiologist | Public Health Specialist | Health Systems & Project Management Lead | Quality Improvement & Risk Management Expert | Global Health & Humanitarian Health Professional | WHO Focal Point | GBD Collaborator

📍 Doha, Qatar | Amman, Jordan

☎ Qatar: +974 6620 7990 | Jordan: +962 7880 10121

✉ [massarwehalaa@gmail.com](mailto:massarwehalaa@gmail.com) | [massarwehalaa@outlook.com](mailto:massarwehalaa@outlook.com) | [AMassarweh@hamad.qa](mailto:AMassarweh@hamad.qa) | [am1912623@qu.edu.qa](mailto:am1912623@qu.edu.qa).

🔗 [LinkedIn](#)

🔗 ORCID: <https://orcid.org/0000-0002-1169-9684>

🔗 Web of Science Researcher ID: HOC-5246-2023.

---

## ◆ Professional Summary

Multidisciplinary clinical specialist nurse and public health professional with over 10 years of experience across nursing, clinical research, epidemiology, nursing leadership, and healthcare quality improvement. Recognized as a Global Burden of Disease (GBD) Collaborator and WHO focal point, with a proven track record in leading hospital-wide and multidisciplinary quality and risk management initiatives. Proficient in health data analysis, biostatistics, and disease surveillance, with hands-on experience in projects aligned with international standards such as JCI, Magnet, NDNQI, and global health indicators. Skilled in working within multinational and humanitarian health settings, engaging with international stakeholders, NGOs, public health agencies, and academic institutions. Committed to integrating nursing excellence with evidence-based public health strategies to enhance patient outcomes, safety, and system performance, service quality, and overall health outcomes in both local and global contexts.

---

## ◆ Core Competencies & Key Skills

- **Clinical Research & Epidemiology** (*MPH-Certified, GBD Collaborator*)  
Conducting evidence-based studies and analyzing health data to inform clinical practice, improve outcomes, and enhance public health interventions.
- **Healthcare Project Management** (*PMP and PMI-Certified*)  
Proficient in structured project management principles in healthcare settings and communities, ensuring timely completion and measurable impacts.
- **Biostatistics & Advanced Data Analysis** (*MPH-Certified, STATA-Skilled*)  
Skilled in advanced statistical software, data management, modelling, interpretation, and visualization.

- **Quality Improvement, Patient Safety & RCA** (*IHI, Sigma Black Belt–ASQ Certified*)  
Implements Lean Six Sigma, RCA, PDSA cycles, and IHI-based models to elevate healthcare quality, enhance patient care quality, reduce risks, and achieve safety standards.
- **Nursing Leadership & Supervision** (*Leadership Certified and Experienced*)  
Leading, mentoring, and supervising nursing teams, with a focus on excellence, accountability, promoting professional growth, and ensuring high standards of patient care.
- **Surveillance & Public Health Tracking** (*MPH/WHO/GBD Collaborator*)  
Supports disease tracking, outbreak response, analyzing, interpreting, and reporting epidemiological data and guides informed decision-making.
- **JCI, Magnet & NDNQI Standardization** (*JCI & NDNQI-experienced and led*)  
Ensuring readiness, compliance, and alignment with international accreditation standards to promote patient safety and nursing excellence.
- **Occupational Health & Safety** (*NASP/IASP/Quality Assurance Certified*)  
Implementing strategies to ensure workplace safety, staff well-being, and compliance with national and international safety regulations.
- **Health Promotion & Disease Prevention** (*MPH, MHS, WHO/GBD-Certified, Specialist Nurse*)  
Design and lead educational initiatives and interventions to improve patient and community/population health outcomes.
- **Strategic Planning & Healthcare Policy** (*MS in Healthcare Management*)  
*Develops strategic initiatives that align with healthcare policies, regulatory requirements, and organisational objectives.*
- **Multidisciplinary & Cross-Cultural Team Leadership**  
Coordinates diverse teams across clinical, academic, and public health sectors to achieve shared goals.
- **Communication & Capacity Building**  
Trainer; delivers impactful workshops, in-service trainings, and stakeholder engagement sessions.

## ◆ Professional Experience

### Clinical Nursing Research Lead & Quality Improvement Specialist (CN-Admin)

Hamad Medical Corporation-Rumailah Hospital, Doha, Qatar (2023 – Present)

#### Operational & Strategic Initiatives

- Lead nursing research initiatives and quality improvement at the hospital level, integrating evidence-based practices to improve outcomes and align with JCI, Magnet, and NDNQI standards.
- Spearhead multidisciplinary quality improvement projects using structured frameworks (PDSA cycles, Lean Six Sigma), significantly enhancing patient safety metrics and compliance with international accreditation standards (JCI, Magnet, and NDNQI).

#### Research & Data-Driven Excellence

- Engage in epidemiological and nursing-clinical research studies on communicable and noncommunicable diseases, collaborating closely with global and regional entities (WHO, GBD Collaborator).
- Perform advanced data analysis to inform clinical guidelines, healthcare policies, and strategic improvement initiatives across multiple clinical settings.

## **Quality, Risk Management & Accreditation**

- Oversee risk assessment, incident tracking, and root cause analysis (RCA) to strengthen accreditation readiness and clinical governance.
- Standardize quality metrics and nursing-sensitive indicators across units, achieving measurable improvements in patient safety and operational efficiency.

## **Capacity Building & Global Collaboration**

- Act as a WHO focal point/Global Burden collaborator<sup>1</sup>; coordinate international collaborations and, leveraging multinational expertise, drive excellence in healthcare delivery.
- Provide expert training, mentorship, and support for clinical nursing teams, fostering a culture of continuous learning, innovation, and performance improvement.

## **CN & Quality Improvement Lead**

### **Hamad Medical Corporation, Doha, Qatar (2019–2023)**

- Delivered high-quality nursing care across diverse clinical settings, effectively managing complex patient cases, including ventilated and critically ill patients.
- Conducted pivotal clinical quality improvement in long-term and acute-term elderly and palliative care, directly influencing clinical practice and enhancing patient outcomes.
- Health promotion initiatives led the frontline COVID-19 response, effectively managing clinical workflows and workforce deployment for optimal patient care and safety.

## **Data-Driven Initiatives, Documentation, and Accreditation**

- Designed and tracked KPIs, conducted clinical audits, and ensured compliance with quality benchmarks and international accreditation requirements (JCI, Magnat, and NDNQI).
- Standardized documentation and performance indicators across nursing units to improve data-driven decision-making.

## **Research Excellence & Collaboration**

- Work with multidisciplinary teams to apply clinical and public health research, including aging, palliative care, and health system responsiveness, which enhance care quality and operational effectiveness.
- Supported national and regional campaigns on health promotion and patient safety, facilitating global knowledge exchange and implementation of best clinical practices.

## **Volunteer & Community Contributions**

- Volunteered with local health advocacy groups, promoting health education, disease prevention, and community-based health initiatives.

### **Supervisor and Health Promotion Officer (Second Lieutenant)**

**Royal Medical Services - General Directorate of Gendarmeries, Jordan (2016 – 2019)**

#### **Healthcare Administration & Planning.**

- Supervised clinical teams and coordinated interdepartmental operations in Gendarmeries to ensure health service readiness and compliance.
- Led staff performance evaluations, professional training programs, and disciplinary processes to maintain high standards of healthcare delivery.
- planning, training programs, and SWOT analyses to maximize service effectiveness, resource allocation, and organizational development.

#### **Collaboration & Emergency Health Systems**

- Facilitated coordination with government and defense agencies to manage healthcare delivery and evacuation protocols.
- Assisted in developing advanced military health centers, improving healthcare accessibility and operational efficiency across military units.

#### **Volunteer & Community Contributions**

- Conducted preventive health education sessions and served as a liaison for public health campaigns targeting underserved communities.

### **Charge Nurse, Medical-Surgical & Emergency Department (Warrant Officer)**

**Royal Medical Services, Jordan Armed Forces (2014 – 2016)**

#### **Clinical & Patient Care**

- Managed patient care in medical-surgical and emergency units, coordinating team responses in critical care scenarios.
- Coordinated emergency response, effectively managing critical situations and staff preparedness in acute and trauma cases.
- **Clinical Nurse Specialist**

**Royal Medical Services, Jordan Armed Forces (2009 – 2014)**

#### **Staff Nurse and Operational Clinical Care**

- Delivered advanced clinical nursing care, directly contributing to improved patient recovery and military healthcare service quality.
  - Actively supported and participated in medical missions, demonstrating commitment to excellence and professional integrity in diverse healthcare environments.
-

## ◆ Education Section

Doctor of Philosophy (PhD) in Public Health – Epidemiology (*Currently Enrolled*)

Johns Hopkins University, Baltimore, USA | Hyper-Mode Program

- Focus: Advanced epidemiological methods, global health, biostatistics, clinical research design, public health interventions, and health promotion.

Master of Public Health (MPH) – Epidemiology Concentration (2024)

Qatar University, Doha, Qatar

- Specialized in epidemiology, public health research methodologies, biostatistics, disease surveillance, prevention strategies, and population health promotion.

Master of Science (MSc) in Healthcare Management (2018)

Yarmouk University, Irbid, Jordan

- Focused on healthcare systems leadership, strategic planning, quality and safety, and health policy implementation.

Bachelor of Science (BSc) in Nursing (2008)

Philadelphia University, Amman, Jordan

- Comprehensive education in evidence-based nursing care, clinical leadership, and patient safety practices.

---

## ◆ Licenses & Certifications

- **Registered Nurse – Specialist License (Qatar)**  
*Qatar Council for Healthcare Practitioners (QCHP)* | License No: N26101
- **Specialist Nurse License (Jordan)**  
*Jordanian Nursing and Midwifery Council (JNMC)* | License No: 60010/10951
- **Lean Six Sigma Black Belt & Green Belt – Healthcare-IHI**  
*Certified by ASQ & Anexas Europe/IHI* | Certification ID: GB UAE020121/1785/03  
Specialised in process improvement, clinical risk reduction, and healthcare quality transformation.
- **Project Management Professional (PMP)**  
*Project Management Institute (PMI)* | Certification ID: 6944638  
Certified in project planning, execution, and monitoring in healthcare and cross-sectoral environments.
- **Global Burden of Disease (GBD) Collaborator**  
*Institute for Health Metrics and Evaluation (IHME)*  
Contributor to regional and global epidemiological datasets and analyses.
- **NDNQI Access Holder & Focal Point**  
*National Database of Nursing Quality Indicators*  
Responsible for benchmarking, validation, and performance tracking aligned with U.S. nursing-sensitive indicators.

- **Clinical Research Professional Certification (MPH)**  
*CITI Program – Research Ethics & GCP Certified*  
Trained in biomedical and epidemiologic research ethics, clinical trials, and data confidentiality.
  - **Occupational Health & Safety Specialist (NEBOSH-Equivalent)**  
*Jordan Ministry of Labor & Quality Assurance Center | License No: 228/20193/AP/81*  
Certified in workplace health, safety compliance, and incident prevention-Qualified in NEBOSH
  - **Certified Professional in Healthcare Quality (CPHQ-Equivalent)**  
*Trained in JCI standards, performance improvement, and hospital accreditation readiness.*
  - **Basic Life Support (BLS) & Immediate Life Support (ILS)**  
*Hamad International Training Centre, Qatar*
- 

## ◆ Technical & Software Skills

- ✓ **Biostatistics & Epidemiological Tools**  
Proficient in **STATA**, **Epi Info**, and **survey platforms** for advanced modeling, regression analysis, and population health studies.
  - ✓ **Clinical Data Management & KPI Monitoring**  
Skilled in **Microsoft Excel (Advanced)**, **MS Access**, and **clinical databases** for managing datasets, monitoring nursing-sensitive indicators (e.g., NDNQI), and generating quality performance reports.
  - ✓ **Data Visualization & Business Intelligence**  
Experienced in **Power BI**, **Microsoft Power Platform**, and **Flourish/Tableau Public** for developing interactive dashboards, tracking accreditation metrics (JCI, Magnet), and visualizing healthcare trends.
  - ✓ **Healthcare Information Systems (HIS & EMR)**  
Working knowledge of **Electronic Medical Records (EMR)**, **Laboratory Information Systems (LIS)**, and digital clinical documentation tools used in acute and long-term care environments.
  - ✓ **Project & Quality Management Tools**  
Familiar with **Lean Six Sigma tools**, **PDSA cycles**, **FMEA charts**, **Gantt charts**, and **QI** documentation tools for planning, executing, and evaluating improvement initiatives.
  - ✓ **Presentation, Communication & Collaboration**  
Advanced proficiency in **Microsoft Office Suite** (Word, Excel, PowerPoint, Outlook), **Microsoft Teams**, **SharePoint**, and **PDF platforms** for documentation, reporting, and virtual team engagement.
  - ✓ **Research Management & Systematic Review Tools**  
Proficient in **EndNote**, **Mendeley**, **Rayyan**, and research indexing systems (**ORCID**, **Web of Science**) for citation management, publication tracking, and systematic literature reviews.
- 

## ◆ Research, Publications & Scientific Contributions

### ✓ Published

- **Al-Balas, S.M., & Massarweh, A.Z. (2022).**  
*Health Information Systems Challenges and Opportunities: An Applied Study on Military*

*Hospitals in Jordan.*

*Published in Madrid Journal – West East Institute (Conference Proceedings, Spain)*

- **Alhamad, H.K.M., & Massarweh, A.Z. (2023).**  
*The Impact of Emergency Department Time and Specialized Geriatric Care on the Outcome of Elderly Patients: A Comparative Study Before and During COVID-19.*  
*Published by Hamad Medical Corporation (HMC), Qatar*

#### ✓ Accepted (In Press)

- **Refa H. Bakhit, M. Abu Qamar, I.A. Alkharbi, K. Singh, R.A. Mohammad, & A.Z. Massarweh (Corresponding Author).**  
*Uncovering the Nature of Older People Care: Assessing Nurses' Knowledge and Practices in Long-Term Care Facilities in Qatar.*  
*Accepted – International Journal of Older People Nursing (Wiley, Indexed & QNL-Funded)*
- **Massarweh, A.Z. (Corresponding Author), R.H. Bakhit, N. Babikir, M. Elmarakby, R. Untalasco.**  
*Epidemiological Insights into Kidney Cancer: Key Drivers, Health Outcomes, and Control Approaches – Global, Eastern Mediterranean Region, and Qatar Perspectives.*  
*Accepted – Discover Public Health (BMC, Springer Nature, QNL-Funded)*

#### ● Under Peer Review

- **Massarweh, A.Z., Alam, M., Abdul Rahim, H.**  
*Chronic Kidney Disease Incidence in the Eastern Mediterranean Region: A Systematic Review and Meta-Analysis.*  
*Submitted – Under Peer Review*
- **Massarweh, A.Z., Alam, M., Abdul Rahim, H.**  
*Risk Factors Associated with Chronic Kidney Disease in the Eastern Mediterranean Region: A Systematic Review and Meta-Analysis.*  
*Submitted – Under Peer Review*

#### ● In Progress

- **Massarweh, A.Z. (Lead & Corresponding Author)**  
*Knowing–Doing Gap: A Qualitative Focus Group Study of Nurses in Acute & Long-Term Elderly Care Facilities in Qatar.*  
*Manuscript in development*

#### ● Collaborative Global Research – Under Review

- **GBD 2021 Collaborative Network (incl. Massarweh, A.Z.)**  
*The Global, Regional, and National Burden of Cancer, 1990–2021, with Forecasts to 2050: A Systematic Analysis for the GBD Study 2021.*  
*Submitted – The Lancet (Global Burden of Disease – IHME/WHO)*
- **GBD 2021 Collaborative Network (incl. Massarweh, A.Z.)**  
*The Impact of Metabolic Risk Factors on Disease Burden, Mortality, and Risk-Deleted Life Expectancy Worldwide: A Systematic Analysis for the GBD Study 2021.*  
*Submitted – The Lancet (Global Burden of Disease – IHME/WHO)*



## ◆ Quality Improvement & Patient-Centred Care & Safety Initiatives

1. “Help Us Support Healing” – Noise Reduction Initiative
  2. Enhancing Continuity of Care: Upgrading Rumailah Hospital’s HDU with ICU Capabilities
  3. Strategic Patient Experience Enhancement Program – Rumailah Hospital
  4. Standardising Oral Food Intake Monitoring in Long-Term Care Facilities
  5. Installation of Hands-Free Sliding Doors for Safer Elderly Patient Access
  6. Nurses’ Station Ergonomic Redesign – Enhancing Safety & Efficiency in Elderly Urgent Care Unit
  7. Peer Support Interaction Initiative (THIQA Program).
  8. Revitalizing Nurses: Combating Low Back Pain & Promoting Wellness in LTC Settings
  9. 5S Implementation to Eliminate Workflow Waste in Long-Term Care Units
  10. Healthy Working Environment Initiative – Enhancing Staff Wellbeing
  11. Joy at Work: Embedding Joy as a Stated Organisational Value
  12. Zero Ventilator-Associated Pneumonia (VAP) in Long-Term Care: Prevention Bundle
  13. Direct & Indirect Nursing Care Time Optimization – LTCU-3 Pilot
  14. Fast-Tracking Delirium Assessment in Elderly Acute Care Patients
  15. Safe Medication Administration Optimization Project
  16. “Seeing Through the Eyes of Older Adults” – Resident Experience Exhibition  
Collaborative Educational Environment During the Pandemic – LTC Unit Initiative
  17. Person-Centered Forums Presentations (2021) – *Joy at Work, Educational Engagement, Resident-Centred Practice*
- 

## ◆ Professional Memberships & Affiliations

- Project Management Institute (PMI) –ID: 6944638
- American Society for Quality (ASQ) –ID: 65893477
- Institute for Healthcare Improvement (IHI) –ID: 2331819
- Jordanian Association for Administration of Hospitals & Health Institutions –ID: 1095953
- Global Burden of Disease (GBD) Collaborative Network – Active Contributor
- WHO National Surveillance & Public Health Focal Point – Qatar–ID: 1912623
- Qatar University – Assistant Researcher in Public Health & Epidemiology Projects
- QCHP – Qatar Council for Healthcare Practitioners – Active Specialist Nurse License
- CITI Program – Research Ethics, Epidemiology, and GCP Certified