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LinkedIn Profile
Ru'ia Solutions

Lebanon

ACADEMIC BACKGROUND

June 2013

Saint-Joseph University
BA in Social Work
(Graduated with Honor)

June 2010

Sainte-Famille School

Socio-economy
Baccalaureate

Language

Arabic

Native

English

Fluent

French

Fluent

Skills

- Data Analysis
- Research
- Technical Revisions
- Coaching
- Monitoring & Evaluation
- Proposals Writing

Farah B. Salhab

Gender Equality | SDGs | Disability, Diversity, & Inclusion |
Founder of Ru'ia Solutions | Member of the GBV CoP

With over a decade of hands-on experience in gender, disability, and diversity inclusion project design, implementation, monitoring, evaluation, and learning, I have a proven track record of managing adaptable projects for several international and local organizations. This includes engaging collaboratively with multiple donors, delivering high-quality reports under tight timelines, and thriving under pressure. I have trained and coached over 1,500 staff by developing personalized plans to maximize their potential. My seasoned background encompasses work in both crisis/emergency settings and development/sustainable projects, advancing gender equality, women's empowerment, child protection, youth development, accessibility, diversity inclusion and social cohesion. My expertise lies in analyzing issues through both contextual and intersectional lenses, integrating the principles of responsiveness, impartiality, inclusion, and accessibility into every aspect of my work. I am committed to exchanging knowledge and driving positive change. To see Farah's portfolio, click [here](#).

PROFESSIONAL EXPERIENCE

Gender Expert

Istidama Consulting, Amman, Jordan (remote)
February 2024 – Present

Providing a crucial role in ensuring gender equality and women's empowerment are central to [Istidama](#) firm's consulting work on monitoring & evaluation, and development projects.

Gender Equality Adviser

Embassy of Canada, Beirut, Lebanon
January 2024 – Present

Providing technical advice and support in the area of gender equality and addressing services requested by [Global Affairs Canada's](#) (GAC) Technical Authority.

Gender Adviser

Norwegian Refugee Council, Beirut, Lebanon
May 2023 – January 2024

Led the development of the gender strategy and [gender action plan](#), for both Haretna consortium and NRC, designed and socialized a [Rapid Gender Analysis toolkit](#) and [training package](#), followed by a [report of findings](#) and a structure for the [validation workshop](#), chaired NRC's Diversity & Inclusion Committee.

Gender Expert

InfoPro, Beirut, Lebanon
February 2023 – June 2023

Led the successful pilot of GAC's Gender Equality & Measurement Tool (GEM) for Mercy Corps '[3amaly](#)' project and produced a [comprehensive report](#) with actionable gender recommendations.

National Consultant

ResultsinHealth, Beirut, Lebanon

February 2023 – June 2023

Played a pivotal role in the Mid-Term Review of the [Generation Gender](#) Program implemented in multiple countries globally, effectively conducted data collection, moderated discussions, and co-facilitated the validation workshop to present the [final report](#).

People with Disabilities Consultant

International Rescue Committee, Beirut, Lebanon

October 2022 – December 2022

Conducted impactful Focus Group Discussions (FGDs) and Key Informant Interviews (KIs), contributing to a comprehensive evaluation of the IRC – WPE and the Lebanese Union for People with Physical Disabilities (LUPD) partnership dedicated at promoting the inclusion of Women and Girls with Disabilities, and skillfully documented practical findings and lessons learnt in a [conclusive report](#).

Gender Trainer Consultant

UNWomen, Beirut, Lebanon

August 2022 – October 2022

Designed and conducted 25 impactful [training sessions](#) for the Ministry of Social Affairs (MoSA) staff across Lebanon as part of the National Poverty Targeting Program (NPT) program in collaboration with WFP, effectively enhanced gender awareness and fostered a more inclusive approach within the program.

Gender, Youth, and Inclusion Learning Officer

Encompass LLC, Beirut, Lebanon

December 2021 – July 2022

Enhanced USAID's [Monitoring and Evaluation Program for Lebanon](#) (MEPL) by focusing on unlocking youth potential, coordinating gender analyses, applying integration tools, facilitating learning events, and conducting evidence-based reviews, leading to improved outcomes and transformative approaches.

Gender Equality Adviser/Consultant

Save the Children, Ontario, Canada (remote)

November 2021 – December 2021

Promoted gender equality integration, actively shaped SCC's [gender equality strategy](#) and road map while advancing gender-responsive and transformative practices.

Gender & Disability Inclusion Specialist

Save the Children, Beirut, Lebanon

February 2020 – November 2021

Applied gender and inclusion lens to policies and multi-year strategies, authored a pivotal [gender analysis](#) report during COVID-19, collaborated with Organizations of People with Disabilities (OPDs), leveraged Save the Children's expertise in gender, founded the Diversity & Inclusion task force, led the capacity strengthening strategy, improved the mainstreaming of gender-responsive and transformative approaches at the design and implementation stages, and was appointed as Save the Children Lebanon's Protection [spokesperson](#).

Protection Specialist

International Rescue Committee, Freetown, Sierra Leone

August 2019 – October 2019

Conducted a full revision of the country adolescent girls' programming, designed, and delivered a five-day training program tailored to the Sierra Leonean context for the [Leave No Girl Behind](#) global campaign – Every Adolescent Girl Empowered and Resilient ([EAGER](#)) project, with exceptional capacity of quickly adapting to the context and actively interacting with the staff.

Adolescent Girls' Programming Manager

International Rescue Committee, Beirut, Lebanon

November 2017 – February 2020

Adolescent Girls' Programming Officer & Sr. Officer

International Rescue Committee, North, Lebanon

July 2014 – November 2017

(across IRC Positions): Empowered girls, led impactful initiatives and [projects](#), [formative research](#) followed by global consultation workshops, contributed to different researches, writing of global influential reports and toolkits and [curricula](#), created program [achievement booklet](#), [girls' passport of rights](#), supervised and revised the Multi-Sectoral National Child Marriage Toolkit developed by the IRC and UNICEF, and contributed to the contextualization of the [Girl Shine curriculum](#).

Education Outreach Assistant

Norwegian Refugee Council, North, Lebanon

October 2013 – July 2014

Crafted a youth life-skills curriculum, empowered Syrian children through comprehensive educational programs leading to positive transformation in their lives, and improved access to quality education.

INTERNSHIP

● June 2013	Community Activist (Iraqi Refugees) CARITAS Community Center for Migrants in Lebanon
● June 2012	Family Intervention (Lebanese Mono-parental Families) Social Center of the Lebanese Association of SOS Villages in Lebanon
● June 2011	Individual Intervention (Iraqi Refugees) RESTART Center for the Rehabilitation of Victims of Violence & Torture in Lebanon

TRAINING AND PROFESSIONAL DEVELOPMENT WORKSHOPS

● 2021	Conflict Sensitivity (SCI – Lebanon)
2021	Unconscious Bias & Anti-Racism Workshop (SCI International)
● 2020	Activism Workshop & Spokesperson (SCI – Lebanon)
2020	Disability Inclusion & Washington Group Questions (HI - Lebanon)
● 2018	Early Grade Reading Assessment (EGRA) (IRC – Lebanon)
2018	Budget vs. Actual (BvA) & Spending Plan (IRC – Lebanon)
2018	Compass Online Management Basics Program (IRC & Harvard – Lebanon)
2018	Anti-Sexual Harassment (IRC – Lebanon)
● 2017	Psychosocial Needs of Migrants & Refugees (American University in Cairo)
● 2016	Advocacy (IRC – Lebanon & SCI – Lebanon)
● 2014	GBV Core Concepts & Clinical Management of Rape (IRC – Lebanon)

EXPERIENCE WORKING WITH MULTIPLE DONORS

- USAID
- UNHCR
- UNICEF
- OCHA
- WFP
- SIDA
- GAC
- AFD
- ECW
- BMZ
- NMFA
- NORAD
- DANIDA
- BPRM
- ECHO
- Dutch MoFA
- NRC
- Al Ghurair Foundation
- Qatar Charity
- Big Heart Foundation

REFERENCES AVAILABLE UPON REQUEST