

# Farah B. Salhab

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

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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

With over a decade of expertise in gender, disability, and diversity inclusion, I have successfully led projects and assignments for various international and local organizations, demonstrating adaptability, strong donor collaboration, and the ability to produce high-quality deliverables. I have contributed to awards-winning proposals, trained and coached over 1,500 staff, and leveraged the collective knowledge and hands-on work of multiple sectors. My extensive experience covers a broad range of work in both humanitarian and developmental projects with a strong focus on advancing gender equality, feminist principles, empowerment, locally-driven sustainable solutions, and inclusion for all. My expertise lies in designing strategies, and overseeing the positive shifts in dynamics through a contextual and intersectional lens. To see my portfolio, please click [here](#).

## PROFESSIONAL EXPERIENCE

### Gender Equality Adviser

*Embassy of Canada, Beirut, Lebanon, January 2024 – Present*

Providing [Global Affairs Canada's](#) (GAC) Technical Authority and Program Leads with technical advice and insights regarding the application of Gender Equality and Transformation by grantees like UN Agencies, International Organizations, and Local Development Initiatives, in line with [Canada's Feminist International Assistance Policy](#) (FIAP)

### Gender Expert

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

Providing a crucial role in ensuring that gender and women's empowerment are central to [Istidama](#) firm's consulting work.

### Context Analysis and Mapping Consultant

*International Rescue Committee, Lebanon and Jordan March 2024 – April 2024*

Spearheading the context analysis and mapping of feminist Civil Society Organizations (CSOs) [inception](#) and implementation phases under the IGNITE consortium.

### Gender Mainstreaming Consultant

*Expertise France, Beirut, Lebanon, March 2024 – April 2024*

Designing and implementing the capacity building plan for [Shabake 2](#) team.

### Gender Adviser

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

Led the development of the gender strategy and [gender action plan](#), for Haretna consortium and NRC, designed and socialized a [Rapid Gender Analysis toolkit](#) and [training package](#), followed by a [report of findings](#), and design of 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 | <b>Community Activist</b> (Iraqi Refugees)<br>CARITAS Community Center for Migrants in Lebanon                                       |
| ● June 2012 | <b>Family Intervention</b> (Lebanese Mono-parental Families)<br>Social Center of the Lebanese Association of SOS Villages in Lebanon |
| ● June 2011 | <b>Individual Intervention</b> (Iraqi Refugees)<br>RESTART Center for the Rehabilitation of Victims of Violence & Torture in Lebanon |

## TRAINING AND PROFESSIONAL DEVELOPMENT WORKSHOPS

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