

Ays ha Shuj ad

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Profile

International consultant and project manager with over 14 years of experience in democratic strengthening and assistance in Asia, Middle East and Africa. Extensive experience in planning, managing and monitoring large scale democracy assistance & elections projects. Led a Malaysian non-profit focused on promoting gender equality and diversity.

Experience

*International
Foundation for
Electoral Systems
(IFES) Ethiopia*

*British Tobacco
Malaysia (BAT)*

Global Shapers

IFES Pakistan

Lean In Malaysia

UNDP Pakistan

Gender & Training

- As the **Election Training Advisor**, led content development and provided oversight for implementation of a four-tier cascade training programme to train nearly 250,000 election workers and 3000 trainers. Conduct training of training for the lead training of the National Electoral Board of Ethiopia and initiated several training tools such as training videos for electoral procedures. (April – Jun 2021)
- Led a **Women in Leadership** workshop for senior and middle managers of BAT, Malaysia focusing on inclusive leadership, understanding biases, assertiveness, power language and more. (March 2021)
- Led a **Leadership and Social Influence** post pandemic workshop for global shapers' community focusing on authentic, inclusive and empathic leadership.
- As the **Senior Programme & Training Advisor** led the curriculum development for [women leadership](#), [male allies](#), [gender sensitization](#) and [advocacy for women with disabilities](#) trainings; provided strategic input into program design and impact evaluation of these capacity development programmes. The programmes reached out to over 700 women and 400 men across the country through cascade trainings. (Islamabad, July 2019 – April 2021)
- Curated **women leadership** and **youth empowerment accelerators** focusing on gender inclusion/sensitization, career development and employment generation, including [Lean In Career Programme](#) and [Lean In Youth](#) piloted under my leadership.

Consulting

- Led the **drafting** of the national post-election review report on behalf of UNDP for the Election Commission of Pakistan, including analysis of subjective data collected from 22 districts. (Islamabad, Jan 2019 - May 2019)

IFES Pakistan
& Libya

- Co-author of pre-election *technical assessments* including out-of-country voting assessment for IFES Libya in 2016 and pre-election assessment for 2013 General Elections in Pakistan. Conducted literature review designed data collection tools, conducted key informant interviews and focused group discussions with stakeholder for the assessments. (Islamabad, 2016 & 2012)

IFES & NDI
Pakistan

- Consulting projects including *off-site technical support* for management and writing and editing *internal reports, analysis paper* and *operational manuals. Facilitated workshops* for government officials, party agents, and diplomatic missions. Authored a briefing paper on risks, challenges and opportunities of out-of-country voting (Multiple, 2010 - 2016)

Project Management

Lean In Malaysia

- Lead the non-profit organization, Lean In Malaysia, as the *President*. Together with the team *designed programmatic initiatives, supported financial and non-monetary partnerships, curated capacity development programmes, conducted masterclasses*, revived regional ties and promoted LI Mas a leading voice for gender diversity. Represented the organization at various forums and held speaking sessions to enhance advocacy efforts. (Kuala Lumpur, Jan 2017 - Jan 2019; Voluntary)

NDI Pakistan

- Designed, managed and monitored a cascade project for political party workers as the *Project Manager*, including jointly *designing M&E plan and tools*. Trained 500 master trainers and to 31,000 party agents across Pakistan. The *project exceeded the target by 131%* and contributed to secure funding for next round. (Islamabad, Mar - Jul 2013)

IOM UAE

- Led a \$280,000 project as *Country Head* implemented in less than 6 weeks *in collaboration with the Libyan Embassy*. Planned and led the project end-to-end: including project timelines, recruitment, budgeting community outreach and public campaigns, and stakeholder relations & reporting (Dubai, May - Jul 12)

IOM Kenya

- Managed a \$2.8M project as *Deputy Country Head* executed in 3 cities. As the first hire, developed project timeline, budget and work plan. Managed a team of *40 multi-national employees* and supervised overall planning, implementation, *government relations, stakeholder management* and project reporting (Nairobi, Oct 10 - Jan 11)

IFES Pakistan

- As the *Senior Operations Manager* supported the CoP (effectively as *national deputy*) in compiling and implementing *work plans, monitoring & coordination* of programme deliverables, and *donor relations & reporting*. Led programme components including *electoral reform* Election Support Group (ESG), capacity building

and sub-grants for CSO partnerships. Worked effectively as the chief-of-staff supervising all support functions and office management. (Islamabad, Sep 07 - Oct 10)

UNOPS Afghanistan

- As **Operations Officer** co-managed Kabul provincial office and election project for Afghanistan's first democratic elections. Developed and implemented operational plans; trained staff; managed logistical and project activities; and managed E-day ops rooms. (Kabul, Jun 04 - Nov 05)

IOM Iraq

- As **Head of Operations** led a team of 24 multi-nationals to plan and implement the project in 3 cities. **Negotiated agreements with govt. authorities and led planning and implementation** of overall country operations. Chaired inter-agency working group composed of UN agencies and govt. authorities. (Amman, Nov 04 - Mar 05)

*International
Elections Commission
of Iraq*

- Advised on planning implementation and coordination of a project executed across 15 countries as the **International Advisor**. Supported recruited 15 international advisors, established communication procedures, and maintained effective liaison with all country offices to ensure timely implementation. (Amman, Nov 05 - Jan 06)

*UN Joint Logistics
Centre (UNJLC)
Afghanistan and Iraq*

- As **Reports Officer** responsible for **information management**, reporting and **communications**, developing content for website and inter-agency coordination for UNJLC Afghanistan and Iraq projects. Also worked as desk officer for Iraq supporting inter-agency coordination meetings with UN and INGOs. (Islamabad, Amman & Basra, Oct 01 - Mar 04)

Educational

- M A Political Science –University of the Punjab, (2008)
- Diploma in Human Resource Management – National University of Science & Technology (NUST); (2002)

Publications

[IDPs and Electoral Participation - A Brief Overview, September 2016](#)

[Out-of-Country Voting – A Brief Overview 7 May 2012](#)

Social Initiatives

Launched [Project Grls For Grls](#) in Pakistan, a project born at the Harvard University, to encourage, empower and enable girls and women to take up public leadership.

References

Available upon request