

Contract for an Individual Consultant

Contract no. 21384

between

Council for Development and Reconstruction
Republic of Lebanon

and

Rita Stephan

Project name: Lebanon Emergency Assistance Project (LEAP)
(Loan no.9841-LB)

Title of Consulting Services: Project Management Unit (PMU) – Senior Environmental and Social Expert

Procurement reference: LEAP – IC – Proc -27

Date of Contract's Signature: _____

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Contract for an Individual Consultant

THIS CONTRACT ("Contract") is made the _____, 2026

between

Council for Development and Reconstruction (CDR) "the Client" having its principal office located at Tallet El Serail, Beirut – Lebanon; Tel: (961-1) 981431/2 – Fax: (961-1) 981252/3; represented by its President Mr. Mohamad-Ali Kabbani,

and

Rita Stephan "the Consultant" having its address located at Hbouss Street No.1, Harboyan Building, Bloc 2 –Maten District, Tel: (961–03- 940 276)

Whereas in accordance with CDR Board of Directors' decision no.619/2026/A dated 17/09/2026,

Whereas the Client wishes to have the Consultant perform the services hereinafter referred to, within the PMU related to Lebanon Emergency Assistance Project (LEAP),

Whereas the Consultant is willing to perform these services,

NOW THEREFORE THE PARTIES hereby agree as follows:

1. Services

- (i) The Consultant shall perform the services specified in Annex A, "Terms of Reference and Scope of Services," which is made an integral part of this Contract ("the Services").
- (ii) The Consultant shall perform the Services as per financial details of Annex B, "Contract Price and Payment Terms".
- (iii) The Consultant shall submit to the Client the reports specified in Annex C, "Consultant's Reporting Obligations."
- (iv) The Services shall be performed at the Council for Development and Reconstruction (CDR) premises and during official working hours, with occasional field visits as required.

2. Term

The Consultant shall perform the Services during the period commencing from the notification date of the Contract to the Consultant and continuing through a period of (3) months.

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3. Payment

A. Ceiling

For Services rendered pursuant to Annex A, the Client shall pay the Consultant an amount not to exceed U.S 4,800 (four thousand eight hundred United States Dollars).

This amount has been established based on the understanding that it includes all of the Consultant's costs as well as any tax obligation that may be imposed on the Consultant. Taxes shall be the responsibility of the Consultant.

B. Remuneration

The Client shall pay the Consultant for Services rendered at the rate(s) of person/month spent on site or at the Client offices as per Annex B.

C. Payment Conditions

Payment shall be made in United States Dollars, no later than 30 days following submission by the Consultant of invoices in duplicate to the Coordinator designated in paragraph 4.

All payments under this Contract shall be made to the account of the Consultant.

All expenses site transfer, communication, etc... are deemed to be included in Consultant monthly rate.

Bank Secrecy

As stipulated in article (5) of the banking secrecy law dated 3/9/1956 and as stipulated in the decision of the Council of Ministers no.4 dated 28/4/2020, the Consultant agrees to lift banking secrecy over the bank account used to deposit or transfer public funds related to this Contract.

4. Project Administration

A. Coordinator

The Client shall designate a Coordinator who will be responsible for the coordination of activities under this Contract, for acceptance and approval of the reports and of other deliverables by the Client and for receiving and approving invoices for the payment.

B. Reports

The reports listed in Annex C, "Consultant's Reporting Obligations," shall be submitted in the course of the assignment.

Monthly Progress Reports will constitute the basis for the payments to be made under paragraph 3.

C. Timesheets

During the course of their work under this Contract, including field work, the Consultant shall be required to complete timesheets, or any other document used to identify time spent, as instructed by the Project Coordinator.

- 5. Performance Standards** The Consultant undertakes to perform the Services with the highest standards of professional and ethical competence and integrity.
- 6. Inspections and Auditing** The Consultant shall comply with the Bank's Anti-Corruption Guidelines and shall permit the Bank and/or persons or auditors appointed by the Bank to inspect and/or audit its accounts and records and other documents relating to the submission of the Proposal to provide the Services and performance of the Contract. Any failure to comply with this obligation may constitute a prohibited practice subject to contract termination and/or the imposition of sanctions by the Bank (including without limitation a determination of ineligibility) in accordance with prevailing Bank's sanctions procedures.
- 7. Confidentiality** The Consultant shall not, during the term of this Contract and within two years after its expiration, disclose any proprietary or confidential information relating to the Services, this Contract or the Client's business or operations without the prior written consent of the Client.
- 8. Ownership of Material** Any studies report or other material, graphic, software or otherwise, prepared by the Consultant for the Client under the Contract shall belong to and remain the property of the Client.
- Any Equipment (Computers, etc...) used by the Consultant for the purpose of this Contract to be returned in a good working conditions to the Client upon expiration, or termination of this Contract or upon the Client request.
- 9. Consultant Not to be Engaged in Certain Activities** The Consultant agrees that, during the term of this Contract and after its termination, the Consultants and any entity affiliated with the Consultant, shall be disqualified from providing goods, works or services (other than consulting services that would not give rise to a conflict of interest) resulting from or closely related to the Consulting Services for the preparation or implementation of the Project.
- 10. Insurance** The Consultant will be responsible for taking out any appropriate insurance coverage.

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- 11. Assignment** The Consultant shall not assign this Contract or sub-contract any portion of it without the Client's prior written consent.
- 12. Law Governing Contract and Language** The Contract shall be governed by the laws of Lebanon, and the language of the Contract shall be English.
- 13. Dispute Resolution** Any dispute arising out of the Contract, which cannot be amicably settled between the Parties, shall be referred to the competent Lebanese courts in accordance with the Lebanese law.
- 14. Termination by the Client** The Client has the right to terminate this Contract with at least ten (10) working days prior written notice to the Consultant after the occurrence of any of the events specified in paragraphs (a) through (d) of this Clause:
- (a) If the Consultant does not remedy a failure in the performance of its obligations under the Contract within seven (7) working days after being notified, or within any further period as the Client may have subsequently approved in writing;
 - (b) If the Consultant, in the judgment of the Client or the Bank, has engaged in corrupt, fraudulent, collusive, coercive, or obstructive practices (as defined in the prevailing Bank's sanctions procedures) in competing for or in performing the Contract;
 - (c) If, as the result of Force Majeure, the Consultant is unable to perform his Services for a period of not less than thirty (30) days;
 - (d) If the Client, in its sole discretion and for any reason whatsoever, decides to terminate this Contract.
- 15. Termination by the Consultant** The Consultant has the right to terminate this contract by not less than thirty (30) days written notice to the Client, such notice to be given after the occurrence of any of the events specified in the below paragraphs (a) to (c) of this Clause:
- (a) If the Client fails to pay any money due to the Consultant pursuant to this Contract hereof within forty-five (45) days after receiving written notice from the Consultant that such payment is overdue;
 - (b) If the Client is in material breach of his obligations pursuant to this Contract and has not remedied the same within forty-five (45) days (or such longer period as the Consultant may have subsequently approved in writing) following the receipt by the Client of the Consultant notice specifying such breach;
 - (c) If, as the result of Force Majeure, the Consultant is unable to perform his Services for not less than sixty (60) days.

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IN WITNESS WHEREOF, the Parties hereto have caused this Contract to be signed in their respective names as of the day and year and first above written.



FOR AND ON BEHALF OF THE CLIENT
Council for Development and Reconstruction

THE CONSULTANT

Mohamad-Ali Kabbani
President

ANNEX A

Terms of Reference and Scope of Services

Lebanon Emergency Assistance Project (LEAP)
Terms of Reference for the “Senior Environmental and Social Expert”
September 2026

I- Introduction

As Lebanon emerges from the 2023-24 conflict and overlapping multifaceted crises, the proposed emergency Project supports the most urgent repair and reconstruction of damaged critical infrastructure and lifeline services and the sustainable management of rubble. Given the magnitude of the needs, estimated at approximately \$11 billion, the Project establishes a robust, transparent, and data-driven framework to identify and execute priority investments, restoring essential services where they are most urgently needed to resume social and economic activities. This framework will allow the Government of Lebanon (GOL) to seamlessly coordinate support for recovery and reconstruction as additional financing becomes available from partners. To enable the efficient delivery of the expected volume of investments in the years ahead in an accountable and transparent manner, reform measures and streamlined procedures have been identified to strengthen the Council for Development and Reconstruction (CDR) according to international benchmarks.

II- Project Background

The Proposed Project Objective is to enable sustainable recovery and restore lifeline services and critical infrastructure in conflict-affected areas of Lebanon.

The LEAP will support the GoL in a sequenced approach to response, recovery and early reconstruction. This will include improvements in the environmental management of rubble, restoration of lifeline services and critical infrastructure in prioritized areas affected by the conflict and support to the most vulnerable to undertake repairs to partially damaged housing. The Project will inform longer term reconstruction of damaged public buildings and infrastructure using a Build Back Better (BBB) approach to promote adaptation, sustainability, inclusion, and significant energy efficiency improvements and considering options for private sector financing. The four Project components are: (1) Immediate Response, (2) Lifeline Services and Critical Infrastructure Recovery; (3) Sustainable and Robust Reconstruction of Infrastructure and Lifeline Services; and (4) Project Management.

The LEAP is implemented by the Council for Development and Reconstruction (CDR) (hereinafter referred as Client) representing the Government of Lebanon (GOL) with expected funding support from the World Bank (WB).

III- Objective of the Assignment

The Council for Development and Reconstruction (CDR) intends to select a suitably qualified individual Consultant who will act as a **Part- time “Senior Environmental and Social Expert”, with a time input of 2 days per week, to be performed at CDR premises during official working hours, in the Project Management Unit (PMU), to provide assistance to CDR during the implementation of the Lebanon Emergency Assistance Project.**

IV- Scope of Work:

The scope of works entails the provision of a **Part-Time- Senior Environmental and Social Expert** consulting services for the Lebanon Emergency Assistance Project with the Council for Development.

The expected tasks within this scope will cover, but not limited to, the following tasks:

1. Provide overall environmental and social risk management oversight during the implementation of the Project, supporting and advising the client in addressing a variety of environmental issues at all the stages of the implementation of the Lebanon Emergency Assistance Project (LEAP) and in environment and social related training/awareness raising and coordination activities.
2. Lead the Project's Environmental and Social (E&S) team and be accountable for ensuring that all E&S requirements and commitments under the Environmental and Social Commitment Plan (ESCP) are appropriately implemented, monitored, and followed up throughout Project implementation.
3. Provide technical supervision and oversight of the Project's Social Expert and Environmental Expert, including supervising and coordination their respective work and deliverables, ensuring that social and Environmental risk management activities are implemented in accordance with the Project's Environmental and Social Commitment Plan (ESCP), the World Bank Environmental and Social Framework (ESF).
4. Review, provide technical guidance on, and endorse all social safeguards deliverables and outputs prepared under the Project, including but not limited to social assessments, stakeholder engagement documents, grievance-related reports, labor management documentation, resettlement instruments (where applicable), and periodic social monitoring reports.
5. Prepare necessary documents, such as environmental guidelines and tools in consultation with stakeholders and help the client in commissioning and managing additional and/ or special studies/assessment, if necessary.
6. Ensuring that each subproject and activity under the project is compliant with the national regulations and the WB ESF.
7. Prepare guidelines, tools and notes for use in the project based on relevant environmental policies, acts and Lebanese regulations and relevant safeguard policies of World Bank Group;
8. Carry out environmental screening of subprojects and activities, and help to prepare subproject or activity specific Environmental and Social Impact Assessment (ESIA) and Environmental Management Plans (EMPs) including waste management plan.
9. Review of various environmental submittals made by the consultants such as ESMPs, CESMPs, ESIAs, and the regular monitoring reports on E&S performance.
10. Prepare quarterly E&S performance monitoring reports for submission to the Bank
11. Oversee the implementation of environmental related activities as outlined in the Environmental and Social Commitment Plan (ESCP) of the project.
12. Identify non-compliances with the ESF ESSs and propose corrective actions.
13. Help commissioning and managing special studies/ assessment such as hazardous & e-waste management. Prepare environmental information materials and help the client in disseminating the information to the relevant stakeholders.;
14. Review subproject and activity plan, design, cost, and bid documents to ensure environmental factors and mitigations are incorporated, and subproject/ activity documents and environmental documents are in harmony

15. Carry out regular site supervisions during implementation of subprojects and activities, provide feedback to the PMU and contribute to the regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project as required under the ESCP.;
16. Identify requirements of permission for setting up observation and measurement system in areas secured for conservation and protection;
17. Communicate with vendors, contractors, and subcontractors for necessary environmental compliance;
18. Evaluate environmental risks associated with floods, landslides, erosion, bank cutting and shifting channel as a result of project activities;
19. Produce report in a manner understood by non-technical people for effective dissemination purpose.
20. Organize environmental and social orientation & awareness, and training and deliver such training as required.
21. Train the PMU, contractors and supervision consultants on environmental and social management plan and environmental issues associated with the project including safe rubble management;
22. Contribute to the Environmental and Social Incident Response Toolkit (ESIRT) as needed;
23. Conduct baseline and other surveys as required for collecting and analyzing data required for the evaluation of the Reconstruction sub-projects.

V- Qualifications Requirements:

- A minimum of a Bachelor's degree in Environmental Science or engineering or related field, with at least 15 years of relevant experience in the field of environmental and social, especially social and environmental assessments in Lebanon.
- Must have knowledge of and experience in application of World Bank's Environmental and Social Framework (ESF) or other internationally accepted environmental impact assessment standards and Lebanese laws and procedures related to environmental impact assessment.
- Must have previous experience in the preparation, review, implementation, supervision, monitoring, and reporting of ESIA's and ESMPs related to waste and rubble management, infrastructure/buildings or other projects, and in developing monitoring and reporting systems.
- Must have an experience in application of World Bank's ESF or other internationally accepted social safeguard standards and Lebanese expropriation law and procedures and social impact assessment procedures.
- Must possess strong oral and written communication skills (English and Arabic) and country context.

The Senior Environmental and Social Expert should have the following set of personal skills:

- Ability to analyze complex safety data, identify trends, and develop effective safety programs,
- Ability to develop and deliver specialized environmental and social training programs.
- Strong problem-solving abilities to address environmental and social issues and implement corrective actions.
- Meticulous attention to detail to identify potential hazards and ensure compliance with environmental standards.
- Ability to lead environmental and social initiatives
- Proactive in identifying and addressing environmental and social concerns before they become critical issues.
- Ability to work collaboratively with project E&S team members, managers, engineers, and other stakeholders.

VI- Duration

The contract duration is 3 months. The contract is a Time Base contract subject to extension/renewal for the project duration upon mutual agreement, and strong performance of the Consultant.

VII- Administration and Reporting

The Consultant will report to the CDR, PMU Director.

The service under this TOR shall be performed at CDR offices in Beirut, in the Project Management Unit (PMU), with working hours from 8:00 am to 4:30pm from Monday to Friday, except official holidays, with a time input of 2 days per week, to be performed at CDR premises during official working hours.

VIII- Remuneration

Billing and payments in respect of this service shall be made equally and on a monthly basis. The Consultant shall submit his/her invoice at the beginning of each month to cover the services submitted during the previous month. Noting that the total Consultant's remuneration (fees) shall include all communication fees, software, computers, and any Taxes at the home country of the **Senior Environmental and Social Expert**.

IX- Client's Responsibilities

CDR will provide all the necessary documentation and information that may be needed by the Consultant to fulfill his obligations. CDR will make available office space within its premises with internet connection and email access.

X- Bank Secrecy Declaration:

The Consultant should submit in his/her EOI a signed and stamped declaration, in which, as stipulated in "article (5) of the banking secrecy law dated 3/9/1956 and as stipulated in the resolution of the Council of Ministries no.4 dated 28/4/2020", the Consultant agrees to lift banking secrecy over the bank account used to deposit or transfer public funds related to this Contract, and which will be included as Contract Clause.

ANNEX B

CONTRACT PRICE AND PAYMENT TERMS

Description	Unit	Qty	U.P.	Sub-Total
On-site or at the Client offices	Month	3 months (2 working day per week)	U.S \$1,600	U.S \$4,800

The invoice, which will include a time sheet, shall be prepared and submitted with the monthly progress report.

The Consultant is expected to report to work during the Client working days and hours as stated in the TOR.

The deduction for any absence will be calculated at a daily rate based on the Monthly Unit Price divided by (11) days

The Consultant shall abide with Client's official working hours, i.e (Winter period, from October to June inclusive, the Consultant's working hours are from 8:00a.m to 4:30p.m on Monday to Thursday, and from 8:00a.m to 4:00p.m. on Fridays. Summer period, from July to September inclusive, the Consultant's working hours are from 8:00a.m to 3:30p.m on Monday to Thursday, and from 8:00a.m to 3:00p.m. on Fridays.)

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ANNEX C
CONSULTANT'S REPORTING OBLIGATIONS

Refer to "ANNEX A"

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ANNEX D
CONSULTANT'S CV

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RITA STEPHAN

Tel.: 00961 3 940276 | Email: ritastephan2@gmail.com

Address: Harboyan Building, Street No. 1, Hbouss, Metn, Lebanon

PROFILE SUMMARY

- ❖ Dedicated Environmental & Social Consultant with more than 20 years of experience across the private, public, and UN sectors holding a Master's degree in Environment & Land Management from Université Saint-Joseph (2007, Beirut).
- ❖ Demonstrated technical leadership in environmental consulting, successfully navigating diverse stakeholder relationships to deliver infrastructure and environmental projects both nationally and regionally.
- ❖ Expertise in leading and managing complex Environmental & Social Instruments, including ESIA, SESA, E&S Due Diligence, ESMF, ESCP, ESMP, LARP, RAP, and SEP.
- ❖ Strengthened technical ESHS capabilities by completing advanced trainings, most notably in the World Bank Environmental and Social Framework (ESF).
- ❖ Proven track record in World Bank project delivery, having directly managed the E&S requirements and reporting for four infrastructure projects in compliance with the World Bank ESF.
- ❖ Achieved consistent delivery of high-quality and impactful results and reports while working with Governmental and UN organizations, as well as reputable engineering and consulting firms.
- ❖ Collaborated with prominent international development organizations, including the UNDP, UNOPS, and World Bank, to lead environmental and social safeguard initiatives for government-led infrastructure and institutional reform projects in the region.
- ❖ Technically proficient across a broad range of sectors, including State of the Environment Reporting (SOER), Solid Waste Management (SWM), Occupational Health & Safety (OHS), Social Safeguarding, Local & Sustainable Development, Mapping (ArcGIS), Urban & Land Use Planning, Transport, and Green Building Designs.
- ❖ Demonstrates a strong understanding of environmental legislations, regulatory frameworks, and institutional arrangements in Lebanon, Iraq, UAE, and KSA.
- ❖ Excellent trilingual communicator (Arabic, English & French Languages) with strong report writing, presentation, and proven abilities in translating and editing diverse technical and non-technical content.
- ❖ Strong soft skills include: Intercultural & Interpersonal Communication, Report Writing & Editing, Public Presentation & Engagement, Teamwork, Adaptability, Decision-making, Problem Analysis, Strategic Thinking, Learning Agility, Resilience, and a keen attention to detail.
- ❖ Beyond professional experience, involved for over a decade with the Association Libanaise d'Etudes Spéléologiques (ALES) and contributed to the exploration and documentation of Lebanese caves.

WORK EXPERIENCE

Environmental Consultant (Short-Term Consultant)

May 2026 – Present

The World Bank Group

- ❖ Providing Hands-on Expanded Implementation Support (HEIS) for active World Bank projects in Syria, and working side-by-side with World Bank task teams and national project management teams to: (1) expedite environmental technical studies, (2) transfer vital skills and knowledge for alignment with the World Bank's Environmental and Social Framework (ESF), and (3) build capacity around specific environmental reporting processes.



Instructor
Faculty of Science, Université Saint-Joseph, Beirut, Lebanon

Sep. 2026 - Present

- ❖ **Course: Environment & Health**
Deliver weekly lectures for Master 2 students, design the syllabus, and lead exam evaluations.

Environmental, Social, Health & Safety Analyst (Part Time-Retainer)

Apr. 2024 – Aug. 2026

United Nations Office for Project Services (UNOPS), Beirut, Lebanon

- ❖ **Responsible for the overall management, supervision and implementation of the Environmental, Social, Health and Safety safeguards as per the World Bank Environmental & Social Standards (ESS) and UNOPS E&S Systems of the Project “Reduction of UOPs through Waste Management in a Circular Economy”** – project cost of US\$8.86 million, funded by the World Bank and implemented by UNOPS Lebanon for the benefit of the Ministry of Environment.

National Project Supervision Specialist (Freelance Consultancy)

Jan. 2026 – Jun. 2026

United Nations Development Programme (UNDP), Beirut, Lebanon

- ❖ Supported the UNDP in refining and restructuring the project supervision business workflow of the Council for Development and Reconstruction (CDR) by evaluating existing situation, auditing coordination and reporting systems, and delivering action able recommendations to enhance accountability and operational efficiency of the CDR Projects Division and Projects Supervision Process.

Environmental & Social Expert (Freelance Consultancy)

Jan. 2025 – Jun. 2025

BTP Infrastrutture SpA, Roma, Italy

- ❖ **Responsible for the preparation of Environmental and Social Framework Instruments including Rapid Assessment, Stakeholder Engagement Plan, ESIA, and three Site-Specific ESIAs as per the World Bank Environmental & Social Standards (ESS) of the Project “Iraqi Railways Extension and Modernization - IREM (Stage 1 – Feasibility Study), project estimated cost of US\$930 million, funded by the World Bank and implemented by Iraqi Republic Railways Company for the benefit of the Ministry of Transport.**

Environmental & Social Expert (Full Time-Onsite)

Dec. 2019 – Jun. 2023

Project Management Unit (PMU) – Road & Transport Department
Council for Development & Reconstruction (CDR), Beirut, Lebanon

Responsible for the overall management, supervision and implementation of the Environmental, Social, Health and Safety safeguards as per the World Bank Operational Policies (OPs) of the below projects:

- ❖ **Roads & Employment Project (REP), a project of US\$200 million funded by the World Bank and implemented by the CDR for the benefit of the Ministry of Transport and Public Works.**
 - Ensure the effective integration of environmental and social due diligence as defined by the Environmental and Social Management Framework (ESMF) and Project Implementation Manual (PIM) into the design and implementation of REP;
 - Review, oversee and validate the delivery of more than 20 Environmental and Social Management Plans (ESMPs) and ESMF Addendum as per World Bank Operational Policies including Stakeholder Engagement Plan and Public Consultations;
 - Provide advice and guidance to CDR PMU, Design Engineers, Supervising Consultants and Contractors with regard to the preparation of environmental and social assessments and application of safeguards policies;
 - Support the CDR in the preparation and evaluation of project cycle documentation including terms of reference (ToR) for environmental and social safeguard instruments;
 - Supervise environmental, social, labor and OHS compliance during project implementation with Safeguard Policies as provided in the related assessment documents and management plans through participating in project technical meetings, field visits and reviewing project reports;
 - Coordinate the environmental, social and labor planning and management of the REP with the World Bank Team Leader and Safeguards Team;
 - Manage and follow up accidents and the REP Grievance Redress Mechanism portal and channels of communication; and
 - Prepare and finalize the Quarterly Progress Report.

- ❖ Greater Beirut Public Transport Project (GBPTP), a project of US\$345 million funded by the World Bank and implemented by the CDR for the benefit of the Ministry of Transport and Public Works.
 - Provided overall environmental and social guidance during the design phase of the GBPTP for CDR; Coordinated the environmental and social planning of the Project between the World Bank Safeguards Team and CDR. Prepared and finalized TORs for environmental and social assessments as needed for the GBPTP – *Project closed in April 2022*
- ❖ Lebanese Highways II Project - The A1 Highway, a project of US\$54 million funded by the European Investment Bank and implemented by the CDR for the benefit of the Ministry of Transport and Public Works.
 - Provided overall environmental and social guidance for CDR. Coordinate the environmental and social planning of the between the European Investment Bank Safeguards Team and CDR and finalization of Land Acquisition and Resettlement Plan (LARP).

Environmental Expert (Full Time-Onsite)

ECODIT Liban SARL, Baabda, Lebanon

Senior Project Manager

Project Manager

Mar. 2015 – Oct. 2019

Nov. 2010 – Feb. 2015

Environmental Assessments

- ❖ **Environmental Due Diligence for two Industrial Zones in Lebanon (El Qaa & Baalbek) with SWECO A/S (Denmark), for EBRD:** Deputy Team Leader - Responsible for: stakeholder communication to facilitate environmental data gathering, development of the environmental baseline study, assessing the project's environmental, health and safety impacts, identifying relevant mitigation measures in line with national requirements and EBRD Performance Requirements. Planning and logistics for site visits and stakeholder meetings with MoE, CDR etc., and organizing resources to successfully complete deliverables.
- ❖ **SEA of Tripoli Special Economic Zone, for CDR/the World Bank:** Team Leader – Responsible for: (1) Preparation of Contract with Client and service agreements with Consultants (2) definition of project baselines, tracking project progress, and organizing resources to successfully completing deliverables, (3) coordination of the input of multiple Consultants as well as the drafting of all deliverables, (4) coordination of the Project development, design, planning, and execution across different organizational functions (incl. World Bank, CDR, Ministry of Environment, etc.).
- ❖ **Dubai Environment Outlook 2015-2021, for The Executive Council of Dubai Government:** Lead Author of two chapters Land Resources and Solid Waste, a contributing author to chapter Coastal Zone. Presented the findings of the chapters to local stakeholders in workshops organized by The Executive Council. Prepared GIS maps for the entire report. Reviewed and edited the Arabic version of the Report.
- ❖ **State and Trends of the Lebanese Environment 2010, for the MoE/UNDP:** Lead Author of Chapter 6 - Land Resources; Contributing Author to Chapter 8 - Solid Waste; Provided lead support to authors of Chapter 7 – Rampant Urbanization. Compiled and cartography GIS maps of the 2010 SOER as well as the photography. Reviewed and edited the French and Arabic versions of the Report. Prepared PowerPoint presentations for the Ministry of Environment.
- ❖ **SEA of the Strategic Sustainable Regional Development Plan (SSRDP) of the Caza of Tyre, Lebanon, for the CDR/AFD:** Team Leader - Responsible for the preparation of the SEA for the SSRDP. Tasks include: Project management, preparation of all deliverables and coordination between AFD, CDR, and MoE.
- ❖ **SEA of the Lebanese Water Sector Strategy, for Plan Bleu/the World Bank:** Responsible for the GIS analysis, mapping of infrastructure, analysis of opportunities and constraints of the Strategy, and the description of SEA baseline environmental conditions.
- ❖ **Damascus Master Plan 2030, for Khatib & Alami:** Supported the review and elaboration of two components of the Master Plan (1) environment and (2) water.
- ❖ **Responsible for the preparation of dozens of EIA and IEE reports for various projects in Lebanon including wind farm, solar farm, solid waste facilities, hospital, poultry farms, poultry rendering plant, ecotourism, underground parking projects.**

Natural Resources Management

- ❖ **Lebanon Biodiversity Analysis - 2019 Update for Social Impact Inc./USAID Lebanon:** Team Leader – Responsible for the direction of the project from inception, coordination of the input of multiple authors of the project, and responsible for the submission of all deliverables.
- ❖ **Subject Matter Expert for the Review of KSA's Rangeland Strategy with Booz Allen Hamilton:** Refined the baseline analysis, reviewed and provided comments on the strategy including the vision, mission, objectives, initiatives, KPIs and targets, and developed benchmarks and initiative charters.

- ❖ Strategic Sustainable Regional Development Plan (SSRDP) of the Caza of Tyre, Lebanon, for the CDR/AFD: Team Leader - Responsible for the elaboration of two components of the SSRDP (1) environment and (2) water. Tasks include: Project management and coordination between AFD, CDR, and Union of Tyre Municipalities, site visits, workshop presentation and report writing.
- ❖ Technical and Management Support to the Union of Dannieh Municipalities, Dannieh, Lebanon, for GIZ through Environment Fund for Lebanon (EFL): Team Leader – Responsible for: preparation of the legal application file for designating the Lazzab Dannieh Nature Reserve, development of hospitality services in and around the proposed Nature Reserve and design and delivery to UDM awareness seminars, website, leaflets and flyers.
- ❖ Elaboration of a Technical Report Leading to an Initial Management Plan for a Protected Area in Dannieh, Lebanon, for GIZ through Environment Fund for Lebanon (EFL): Team Leader, tasks included: (1) delineation a proposed protected area covering 23 km² using several criteria (biodiversity, conservation, topographic, landforms, land tenure, geographic and socio-economic), (2) listing of the management objectives of the proposed PA, and (3) preparation of baseline documents for submission to the Ministry of Environment as part of the Application File for establishing the Lazzab Dannieh Nature Reserve.
- ❖ Sustainable Land Use and Planning on the Lebanon Mountain Trail for FAO: Contributed to the development of Lebanon's first Trail Corridor Plan. Duties included: land uses examination, description of environmental problems, identification of development projects and recommendation of alternative solutions to avoid land and landscape degradation near the trail.

Solid Waste Management

- ❖ Assessment of Solid Waste Management in Lebanon, for ECODIT L.L.C.: Project Coordinator duties included coordination with relevant governmental and local stakeholders and setting up the required meetings. As well as reporting on the legal and institutional background, the solid waste management status in the country, and the events that lead to the 2015 waste crisis.
- ❖ Kfarkila Solid Waste Treatment Plant, Marjayoun, Lebanon, for IMG: Responsible for the supervision of construction works as per the BOQ, preparation of monthly report on work progress, coordinated earth works with site engineer, and reviewed material technical specification.

Environmental Awareness

- ❖ Dissemination of the “State and Trends of the Lebanese Environment, 2010”, for the Italian Cooperation: Organized and presented, with the 2010 SOER Team, five Environmental Youth Fairs in all Science Faculties of the Lebanese University, 15 seminars in Lebanese Ministries and Government Agencies, assisted Lebanese journals in editing environmental reports.
- ❖ National Conference on Sustainable Land Management in the Lebanese Mountainous Territory, for FAO: Prepared the program with list of speakers and guests, disseminated the conference on Lebanese radios and TVs and presented an explanation on Sustainable Land Use and Planning on the Lebanon Mountain Trail.

Monitoring & Evaluation

- ❖ Retrospective Evaluation of the LMT Project for ECODIT LLC: Technical Coordinator.
- ❖ Evaluation rétrospective des projets eaux et assainissements en Liban Nord et en Liban Sud for Agence Francaise de Développement: Technical Coordinator.

National Healthcare Waste Expert (Freelance Consultancy)

Feb. 2016 – Sep. 2016

GFA Consulting Group GmbH

Ministry of Environment, Beirut, Lebanon

- ❖ Support to Reforms- Environmental Governance (StREG) programme: Revised and amended existing regulations related to Health Care Waste in Lebanon and developed technical and legal basis for new decisions to be issued by the MoE. Coordinated the development and execution of the assignment across different organizational functions (incl. Ministry of Environment, Ministry of Public Health, etc.).

Responsible for Environmental Studies (Full Time-Onsite)

May 2010 – Oct. 2010

Aéroport De Paris Ingénierie – Middle East (ADPI-ME), Beirut, Lebanon

- ❖ Technical coordinator on the LEED Rating Systems for the Electrical & Mechanical Disciplines for company projects in Qatar.
- ❖ Conducted training sessions for company's staff on the LEED rating system principles, certification process and MEP related sections.

Environmental Specialist (Full Time-Onsite)
Rafik El-Khoury & Partners Consulting – Engineers, Beirut, Lebanon

Nov. 2008 – Apr. 2010

Environmental Assessments

- ❖ Participated in the preparation of dozen of EIA, IEE and Environmental Management Plan (EMP) reports for development projects (WWTP, crushing plant, mountain resort, emergency center, quarry rehabilitation, ecotourism, Cultural Heritage & Urban Development (CHUD) Project etc.) in Lebanon. Duties included: site visit, research assistance and writing various sections of the studies.

Solid Waste Management

- ❖ Sibling Landfill Quarry Rehabilitation (Phase II) – Sibling, Lebanon: participated in the preparation of the Landfill Design Drawings.
- ❖ Emergency Center of Beirut Southern Suburb Municipalities Union – Dahyeh, Beirut, Lebanon: Prepared Solid Waste Management Plan of the center.

Geographic Information System (GIS)

- ❖ Underground Assets of the Lebanese Water Supply & Sewage Systems – Lebanon: Prepared and configured the Project Geodatabase with its maps and final report for the submission to the Ministry of Energy & Water.
- ❖ Development of GIS Database & Base Maps for Two Palestine Refugee Camps for UNRWA: Prepared and configured the Project Geodatabase, maps and its progress reports. Provided backstopping and troubleshooting support and Tutor of sessions on GIS basics and its implementation on the system for the UNRWA.
- ❖ Ministry of Energy & Water: Tutor of 10 training sessions about GIS basics and its implementation in the field of water for the Ministry's staff.

Sustainability & Green Building Design

- ❖ Coordinated and participated in the preparation of dozens of sustainability reports for LEED and ESTIDAMA Rating Systems. The sustainability report helps the Client to integrate various sustainable design elements in the Project (architectural, MEP, HVAC) then reach a Sustainable Green Building Design as per ESTIDAMA and/or LEED requirements and guidelines.

Environmental/Solid Waste Specialist (Full Time-Onsite)

Nov. 2006 – Oct. 2008

LACECO – Architects & Engineers, Beirut, Lebanon

- ❖ Greater Beirut Area Sanitary Landfills – Beirut, Lebanon, for the CDR: contributed to the supervision of the design, operation, construction and environmental monitoring plan of two sanitary landfills (Naameh & Bsalim). Prepared monthly and yearly progress reports, coordinated correspondences between office/sites engineer, office/Contractor and office/Client and reviewed material technical specifications.

Land Use Planner/GIS Operator (Full Time-Onsite)

Oct. 2004 – Oct. 2006

Flat: Design, Architecture & Urban Planning, Beirut, Lebanon

- ❖ Strategic Structure Plan of the South Coast – South Lebanon, for the Directorate General of Urban Planning: Compiled required data from aerial photographs and other maps using AutoCAD & ArcGIS. Prepared and configured the Project Geodatabase with its maps. Assisted the Architect in formulating long-range objectives and policies relative to future land use and to the protection of the environment.
- ❖ Master Plan of Ain Dara & Aazzounieh Phase 1 and Phase 2 – Lebanon, for the Directorate General of Urban Planning: Responsible for mapping, cartography and analysis of all coming & out-coming information (demographic, geographic, economic, etc.) in Phase 1. Assisted the Architect in formulating the recommendation of the land development concepts and plans for zoning and other land uses in Phase 2 for the submission to the Directorate General of Urban Planning.

TRAININGS & WORKSHOPS

- **Environmental and Social Learning Workshop**, presented by the World Bank Group, 3-4 June 2026, Beirut, Lebanon.
- **World Bank Environmental and Social Framework (ESF) Training**, presented by the World Bank Group, 7-8 November 2022, Beirut, Lebanon.
- **Geo-Enabling for Monitoring and Supervision (GEMS)**, online training Presented by the World Bank Group, February 2021.

- **Culture Workshop by Braveshift about Refining ECODIT's Culture and Leadership Practices**, Warrenton, VA, USA, 17-19 April 2018.
- **Strategic Environmental Assessment and Environmental Impact Assessment for the oil and gas sector**, Ministry of Environment/Lebanese Petroleum Agency, Beirut, Lebanon, 8 to 11 December 2015.
- **National Workshop on SEIS-H2020 Indicators**, UNEP/Plan Bleu, Beirut, Lebanon, 16 April 2013.
- **SWEEP-Net 2nd National Workshop-Developments & Important Aspects of Integrated Solid Waste Management in Lebanon**, Ministry of Environment, Beirut, Lebanon, 21 December 2011.
- **Green Building and LEED® Professional Accreditation Workshop**, AMIDEAST Training Center, Order of Engineers, Beirut, Lebanon, 27 March 2010.
- **Training Workshop on Environment Impact Assessment (EIA) in Lebanon**, UNEP-MoE Ministry of Environment, Beirut, Lebanon, 24 & 25 March 2009.