|  |  |
| --- | --- |
|  |  |
| **Name of Expert:** | Zakaria ragab attia |
| **Date of Birth:** | **09 /12 /1953** |
| **Country of Citizenship/Residence** | **Egypt** |

**Education:**

|  |  |
| --- | --- |
| **Institution**  **[ Date from - Date to]** | **Degree(s) or Diploma(s) obtained:** |
| **Arab academy - A. A. S. T.**  **From 01/ 04/2005 To 01/11/ 2005** | **Professional High Diploma in Business Adminstration.** |
| **Helwan University**  **From 1972 To 1977** | **B.Sc. Mech. Engineering (Degree: Good - 74.1%)** |
| **Institute Anglo-japans**  **From 01/ 06 / 2001 To 01/07/2001** | **CERTIFIED ISO 9001/2000 -**  **Certificate register no. EG/01/346/SA IREC** |
| **Institute of Quality Management Canada**  **From 01/10/1998 To 01/ 11/1998** | **CERTIFIED ISO 9000/1994**  **(Certificate register No. 12724 IREC)** |

**Employment record relevant to the assignment:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Period** | **Employing organization and your title/position. Contact information for references** | **Country** | **Summary of activities performed relevant to the Assignment** |
| **01/2021 till now** | **( European profiles .S.A. GREECE)**  **Expert in Career guidance activity 2.2 occupations profiles TVET**  **Ms. Samah gazghy**  **01012546123**  **Mr. Ritchard Kingstone**  **01007086546** | **Egypt** | **Assignment with European profiles .S.A. GREECE for TVET 2 Egypt as expert in Career Guidance (occupations outlooks for 30 occupations in each 6 sectors . these sectors are (industry ,ready-made garments ,building and constructions ,food processing ,agriculture and tourism )** |
| **07/2018**  **Till 01/2021** | **Union of investor association**  **My title : Director of national human rescores center ( NCHRD) For all Egypt**  **Dr. helmy hela board member of NCHRD**  **01222109504**  **Aeee.eg@gmail.com** | Egypt | **Introduce German Dual system with MOE Represent private sector**   * **Design of all profiles of professions and curricula** * **Business plan NCHRD** * **Capacity building for all staffs 200 people** * **Costs and training plan for all employees** * **Make cooperation with the international training bodies** * **Using DACUM Methodology** * **Assessments, Training Materials of each module.** * **We have 32 regional offices in all governorates** * **We have 50000 trainees training in 4000 companies for dual system in 30 occupations** * **We make capacity building for all RUDS staffs** * **We have system structure on policy level for Dual system**   **We have our data base for schools, companies, professions ….** |
| **2011**  **-06/2018** | **Ezz Steel Industry Group**  **My title :**  **Training Academy Team leader**  **Dr. karem hamdy**  **HR manager EZZSTEEL GROUP**  **Khamdy@ezzsteel**  **01001010570** | Egypt | **Design of EzzSteel Academy as corporate training center**  **• Business plan for EzzSteel academy**  **• Capacity building**  **• Costs and training plan for all employees**  **• Make cooperation with the international training bodies**  **• Using DACUM Methodology for Job and task analysis to reach to outputs, Job descriptions, EzzSteel competency model, Requirements of training and developments, Training need assessments, Training Materials of each module** |
| **2008 -**  **2011** | **Ezz Steel Heavy industries**  **My title :**  **Training and development Manager**  **Eng. Nabile mansor**  **HR ezzsteel group**  **01021997330**  **Mr. baher mehrez**  **Board member in ezzsteel group industries**  **01003449005** | Egypt | * **Planning of manpower of the new factories then make the organization structure**   **• Select, Recruit and Train new technical Employees**  **• Design a new training program according to German dual system (60 % practical – 40% theoretical) and oriented to our group (transfer of knowledge and skills through training and learning, in factory and training center)**  **• Prepare training materials for professionals In mechanical and electrical engineering and metal technology for both engineers and technicians according to German dual system**  **•** Design the training program for new engineers and technicians  **• Prepare training programs in field of Metal technology and electrical engineering for both engineers and technicians, including: Trainer manual, Trainee manual, Didactics manual**  **• Follow up the training of engineers and technicians in the groups different factories** |
| **1999-**  **2008** | **Mubarak-Kohl Initiative *project***  **Sadat city investor association**  **My title :**  **Project team leader Mubarak-Kohl Initiative (MKI) project**  **Dr.Manfred Diehl**  [Senior Principal Consultant](https://www.linkedin.com/title/senior-principal-consultant?trk=mprofile_title) Contracted by the German Aid and EU  dr.mafred [diehl@gmail.com](mailto:diehl@gmail.com)  **dr. Peter m Michael Schmidt**  Vocational Education Consultant GIZ  [peter-mich.schmidt@t-online.de](mailto:peter-mich.schmidt@t-online.de)  **dr. Andreas Adrian**  Program coordinator GIZ  [andreas.adrian@giz.de](mailto:andreas.adrian@giz.de)  **dr. KLAUS SCHNIDER**  SENIOR CONSULTANT GIZ  [Schnider-wennigsen@t-online.de](mailto:Schnider-wennigsen@t-online.de) |  | **This program is a co-operation between Egypt and Germany to improve the quality of skilled labor in Egypt introducing the German dual system**  **Responsibilities:**  **• Plan, co-operate and follow up day to day activities of the project (e.g. administration, staff- guidance, expenditure and budget control)**  **• Co-operate closely with German support unit**  **• Maintain contacts to companies, MOE, TSS, SCIA, local bodies and related projects**  **• Take part in promotion campaigns, related to workshops and seminars**  **• Co-operate with management and staff of MKI technical secondary schools in respect**  **to organizing subjects related to dual system, further training for industrial trainers and upgrading courses for company employees**  **• Provide advisory services to MKI project staff at new location, to management, teachers and trainers of new MKI schools for introducing dual system**  **• To support investor associations and investors at new location in introducing dual system**  **• Establish capacity building program for our team and train them to develop their capabilities to implement & monitor selected activities.**  **Achievements:**  **• TNA for Sadat city industrial companies**  **• Selection system for new trainees according to German system.**  **• Prepare and share design of training programs and introduce professions needed by the**  **Industry according to German standard.** |
| **1993 –**  **1999** | **El Hadassah for manufacturing utilities equipment**  **(joint Venture Company with pop& router German manufacturer of casted industrial valves, cast iron pipes, steel pipes and metal sheet)**  **My title : Quality Control and Quality Assurance Manager**  **Mr. Reinhardt aveman**  **01273300765** |  | **Responsibilities:**  **• Establishing and implementing a system complying with ISO 9001 standard**  **• Establishing and implementing a system of inspection of incoming material, processes, final products and issue certification for approval according to international standard**  **• Maintain and supervise the system, follow-up regarding effectiveness and efficiency and preventing mistakes**  **• Make good system of order handling to facilitate the work and to make it more efficient**  **Achievements**  **• Sharing in increasing the total no. of employees from 150 employees to 250 employees.**  **• Preparation of QM-Manual and all Documents of QMS.**  **• Sharing in introducing new products, Coding system for our products**  **• Establish test bench for approval and testing our products and approved from National**  **Authority of Water and Sewage**  **• Production process, Production inspection plan.** |
| **1980 -**  **1993** | **Arab contractor / Osman Ahmed Osman**  **Mechanical & Electrical maintenance team leader** |  | **Salhyaa project is one of the largest reclamation project in Egypt (56 000 fedans )**  **Responsibilities:**  **• Maintenance Engineer for pumps, compressors, heavy equipment**  **• Production Engineer for manufacture of spare parts**  **• Maintenance Manager:**  **• Planning, organizing, commanding, co-coordinating, controlling for mechanical and**  **electrical department**  **• The day to day business, overseeing budget, and supervising staff management of mechanical and electrical department.**  **• Reporting directly to General Manager.**  **• Promote the training programs of my staff.**  **• Establish team system and train them to develop their capabilities.**  **• Drive Mechanical and electrical department** |

**Membership of professional bodies: Egyptian engineering syndicate since 1977**

**Other skills: Good Command of MS Office applications (Word / Excel/ power point / MS Project)**

**Language Skills:**

**Arabic** **Mother tongue**

**English Very Good**

**German Basic**

**Adequacy for the Assignment:**

|  |  |
| --- | --- |
| **Detailed Tasks Assigned on Consultant’s Team of Experts:** | **Reference to Prior Work/Assignments that Best Illustrates Capability to Handle the Assigned Tasks** |
|  | **Project name ,Location: Mubarak-Kohl Initiative (MKI) , Egypt -Sadat City**  **Duration : 9 years**  **Position : Project team leader Mubarak-Kohl Initiative (MKI) project in Sadat City**  **Tasks :**  **Plan, co-operate and follow up day to day activities of the project (e.g. administration, staff- guidance, expenditure and budget control)**  **• Co-operate closely with German support unit**  **• Maintain contacts to companies, MOE, TSS, SCIA, local bodies and related projects**  **• Take part in promotion campaigns, related to workshops and seminars**  **• Co-operate with management and staff of MKI technical secondary schools in respect**  **to organizing subjects related to dual system, further training for industrial trainers and upgrading courses for company employees**  **• Provide advisory services to MKI project staff at new location, to management, teachers and trainers of new MKI schools for introducing dual system**  **• To support investor associations and investors at new location in introducing dual system**  **• Establish capacity building program for our team and train them to develop their capabilities to implement & monitor selected activities.**  **Achievements:**  **• TNA for Sadat city industrial companies**  **• Selection system for new trainees according to German system.**  **• Prepare and share design of training programs and introduce professions needed by the**  **Industry according to German standard.** |
|  | **Project name ,Location: TVET EGYPT Career Guidance - Occupations profile Europeans profile S.A. Greece**  **, Cairo**  **Duration : 6 months**  **Position : Expert in Career guidance and Occupations profiles outlooks in different sectors**  **Tasks :**   * **Conduct data and information collection for occupations in six different sectors ((industry ,ready-made garments ,building and constructions ,food processing ,agriculture and tourism )** * **Conduct occupations analysis using interviews and direct observation techniques** * **Identify different potential occupations in six economic sectors for further investigation, and also the selection of occupations and economic sectors based on lab our market demand for the next 5 years** * **Verify the collected information about each occupation with the respective stakeholders** * **Investigate the selected occupations on basis of ( education and training , nature of work,wages,promotion,opportunities prerequisites, and other information that would help a job seeker to decide which career path to take and produce occupations outlook** |
|  | **Project name ,Location: Ezzsteel industries, Egypt – Cairo**  **Duration : 7 years**  **Position : Training Academy Team leader**  **Tasks :**  **Design of EzzSteel Academy as corporate training center**  **• Business plan for EzzSteel academy**  **• Capacity building**  **• Costs and training plan for all employees**  **• Make cooperation with the international training bodies**  **• Using DACUM Methodology for Job and task analysis to reach to outputs, Job descriptions, EzzSteel competency model, Requirements of training and developments, Training need assessments, Training Materials of each module**   * **Planning of manpower of the new factories**   **• Select, Recruit and Train new technical Employees**  **• Design a new training program according to German dual system (60 % practical – 40% theoretical) and oriented to our group (transfer of knowledge and skills through training and learning, in factory and training center)**  **• Prepare training materials for professionals In mechanical and electrical engineering and metal technology for both engineers and technicians according to German dual system**  **•** Design the training program for new engineers and technicians  **• Prepare training programs in field of Metal technology and electrical engineering for both engineers and technicians, including: Trainer manual, Trainee manual, Didactics manual**  **• Follow up the training of engineers and technicians in the groups different factories** |
|  | **Project name ,Location: enhancement Egyptian Education Dual system ( EEDS)**  **Duration : 3 years**  **Position : Director of national human rescores center ( NCHRD) Private sector**  **Tasks :**   * **Introduce German Dual system with MOE Represent private sector** * **Design of all profiles of professions and curricula** * **Business plan NCHRD** * **Capacity building for all staffs 200 people** * **Costs and training plan for all employees** * **Make cooperation with the international training bodies** * **Using DACUM Methodology** * **Assessments, Training Materials of each module.** * **We have 32 regional offices in all governorates** * **We have 50000 trainees training in 4000 companies for dual system in 30 occupations** * **We make capacity building for all RUDS staffs** * **We have system structure on policy level for Dual system**   **We have our data base for schools, companies, professions ….** |
|  | **Project name ,Location:ALHANDASIA , Sadat City**  **Duration : 6 years**  **Position : Manager of Quality Management System**  **Tasks :**  **Establishing and implementing a system complying with ISO 9001 standard**  **• Establishing and implementing a system of inspection of incoming material, processes, final products and issue certification for approval according to international standard**  **• Maintain and supervise the system, follow-up regarding effectiveness and efficiency and preventing mistakes**  **• Make good system of order handling to facilitate the work and to make it more efficient**  **Achievements**  **• Sharing in increasing the total no. of employees from 150 employees to 250 employees.**  **• Preparation of QM-Manual and all Documents of QMS.**  **• Sharing in introducing new products, Coding system for our products**  **• Establish test bench for approval and testing our products and approved from National Authority of Water and Sewage**  **• Production process, Production inspection plan.** |

**Expert’s contact information:**

(e-mail:

[zragab1960@hotmail.com](mailto:zragab1960@hotmail.com)

zragab1953@gmail.com

phone:

00201001600123 00201125955533