

## Hassan Younis Curriculum Vitæ



### General Information

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Nationality: Jordanian  
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### Research Interests

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- Supply Chain Management
- Operations Management
- Logistics and Warehousing
- Procurement and Operations
- Sustainability and Green Supply Chain Management

### Profile

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A global academic and professional executive with more than twenty years of leadership experience in renowned organizations. A track record of achievements and accomplishments in different fields including supply chain, operations and logistics with a focus on innovation and automation. Certified Procurement Professional with excellent negotiation skills sharpened by attending and participation in executive training workshops in leading institutions including Harvard Business School and Kellogg School of Management. Demonstrated capability in strategy development and implementation, people management, performance improvement and operations management. Proven record of academic researches in the field of green supply chain management and corporate performance with experience in teaching undergraduate and postgraduate students.

## Education

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<b>University of Wollongong in Dubai - UAE</b>	Doctor of Business Administration	<b>October 2016</b>
<b>University of Wollongong in Dubai - UAE</b>	Master of science in Logistics (Distinction)	<b>February 2011</b>
<b>University of Wollongong in Dubai - UAE</b>	Master of International Business	<b>February 2007</b>
<b>Yarmouk University - Jordan</b>	Bachelor of Geology and Environmental Science	<b>June 1997</b>

## Core Subjects

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### Doctoral

Research Methodology, Quantitative Research Methods, Qualitative Research Methods, Literature Review, Advanced Research Methods, Business Development, Current Issues in Business.

### Master (SL)

Supply Chain Management, Quantitative Methods for Decision Making, Strategic Supply Chain Management, Inventory Management, Logistics Systems, Logistics Information Systems.

### Master (IB)

Marketing Management, Human Resource Management, International Financial Management, Cross Cultural Management, Employment Relations in an International Context, Advertising and Marketing in a Global Economy, International Economic Environment for Business, Strategic International Business.

### Bachelor

General Geology, Invertebrate Paleontology, Mineralogy, Stratigraphy and Historical Geology, Optical Mineralogy, Hydrogeology, Sedimentary Rocks, Structural Geology, Micropaleontology, Igneous and Metamorphic Rocks, Geochemistry, Field Geology, Economic Geology, Petroleum Geology, Marine Geology, Industrial Rocks, Applied Geophysics, Hydrochemistry.

## Languages

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- English (fluently spoken and written).
- Arabic (fluently spoken and written).

## Publications

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### Journal Articles

Total (1)	Has been published in the Journal of Competitiveness Review
Total (1)	Has been published in Benchmarking: An international journal
Total (1)	Has been published in Journal of IIMB Management Review

1. Younis, H., Sundarakani, B. and Vel, P. (2016), "The impact of implementing green supply chain management practices on corporate performance", *Competitiveness Review*, Vol. 26, No. 3, pp. 216-245.
2. Younis, H. and Sundarakani, B. (2019). "The impact of firm size, firm age and environmental management certification on the relationship between green supply chain practices and corporate performance". *Benchmarking: An International Journal*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/BIJ-11-2018-0363>.
3. Younis, H., Sundarakani, B. and O'Mahony, B. (2019), "Green Supply Chain Management and Corporate Performance: Developing a Roadmap for Future research Using Mixed Method Approach", *IIMB Management Review*, [doi:https://doi.org/10.1016/j.iimb.2019.10.011](https://doi.org/10.1016/j.iimb.2019.10.011).

### Book chapters

- Total (1) Book chapter titled "Why Does Quality Matter? The Impact of Green Supply Chain Management Practices on Corporate Performance?", *Embedding Culture and Quality Management for High Performing Organizations* published by Routledge.

## Reviewer

- Competitiveness Review Journal
- South Asian Journal of Business Studies
- FIIB Business Review

## Conference Papers & Proceedings

Total (2) have been published in conference proceedings.

1. Younis, H. and Sundarakani, B., “How UAE is positioned on the humanitarian logistics map”, *The Second POMS-HK International Conference, Honk Kong*, January 2011.
2. Younis, H. and Sundarakani, B., “The Going Green Initiative in UAE” *Academy of International Business – Middle East North Africa Chapter, Dubai – UAE*, December 2010.

## Exhibition Posters

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<b>Exhibition Title</b>	<b>Poster title</b>	<b>Location</b>	<b>Date</b>
Dubai International Government Achievements Exhibitions	The Impact of Implementing Green Supply Chain Management Practices of Corporate Performance	Dubai-UAE	02-04 April 2017

## Professional Qualifications

<b>CIPS Level 4</b>	Chartered Institute of Purchasing and Supply Ofqual – London	March 2013
Foundation Diploma in Purchasing and Supply		

## International Workshops

<b>Subject</b>	<b>Training Institution</b>	<b>Country</b>	<b>Date</b>
Negotiation Strategies for Managers	Kellogg School of Management	USA	13-16 May 2013
Strategic Negotiation: Dealmaking for the long term	Harvard Business School	USA	8-13 May 2011
Effective Supply Chain Management	The Centre for Operations and Procurement Excellence	Oman	18-22 Sep 2010

## Training Courses

<b>Subject</b>	<b>Training Institution</b>	<b>Date</b>
Performance Management	LEORON Professional Development Institute	November, 2018/January 2019
Manager as Coach	InsideOut Coaching	22 November 2018
Managing Self and Managing Others	Spearhead Training	16-17 <sup>th</sup> Oct 2016
Customer Service	HNI Training and Coaching	26 <sup>th</sup> May 2016
Leadership Development Course	Leadership Acceleration for Business	25-29 Nov 2012
Introduction to Social Compliance and Its Business Benefits	Social Accountability International	10 Nov 2010
Integrated Purchasing, Logistics & Inventory with Suppliers	Anderson Human Resources Consulting	16-20 Nov 2008

Professional Business Correspondence	Select Training and Management Consultancy	9-13 Nov 2008
Presentation Skills	rogenSi	25-26 March 2008
Getting things done: Setting Priorities& Multi-tasking Course	Select Training and Management Consultancy	10-14 Feb 2008
Project Management for Administrators	Pacific Consulting Services	27-31 Jan 2008
Conducting Your Feasibility Study	Pacific Consulting Services	20-24 Jan 2008
Developing Effective Work Habits and Business Practices	Select Training and Management Consultancy	13 Dec 2007
Creative Problem Solving and Decision Making	Emirates Technical and Safety Development Center	6-10 May 2007
Using Emotional Intelligence to Communicate Effectively	The Change Associates	14-19 April 2007
Customer Management for General Services	Dovetail-UAE	4-8 Feb 2007
Negotiation Skills	Knowledge Horizon-UAE	22-26 April 2006
Basics of Investing	UAE Offsets Group- UAE	11-14 March 2006
Emotional Intelligence Master-Class	Dovetail- UAE	18-22 March 2006
Basics of Financial Analysis	UAE Offsets Group- UAE	19-21 February 2006
Basic Accounting	ERNST & YOUNG- UAE	March 2005
Problem Solving and Decision Making	EURO B.R.M.C.C-UAE	18-21 May 2002

## Researches & Presentations

Title	Field	Description
Marketing Mix (4P's)	Marketing	A comparison study between two milk and dairy producers in the gulf region (Milco & Al Marai). The research highlights the importance of the proper selection of the 4P's (product, price, place and promotion)

SeWaKi	Advertising	An integrated marketing communication plan to manufacture, distribute promote and sell a toothpaste made from the roots of the Arak tree.
Intel in Costa Rica	Employment Relations	The research discusses Intel's leadership strategy in Costa Rica from an HRM Approach.
Impact of Globalization on International Business	International Business	The research demonstrates the effects of globalization on countries, companies, people and on the whole universe and whether globalization is good or bad.
Maxtor & Quantum Corporations	Financial Management	A comparison study between two leading data storage manufacturing companies from a financial point of view based on their annual reports.
Total Quality Management and Business Ethics	Human Resources Management	The research identifies the relationship between TQM and business ethics and how they can integrate to reflect a bright and a clear image for the organization.
Trade Pattern of Jordan	Economics	A research examining Jordan's export, import and re-exports during the years 1995 to 2005, and how Jordan's economy can be developed.
Business Conflicts and Negotiation Techniques	Cross Cultural Management	A research about conflict in a cross-cultural business context and negotiation techniques.
The most important economic achievements in UAE in 2006	Economics	The research lists the main economic events and achievements the UAE has announced in 2006.
Negotiation Strategies	Negotiation	Presentation to 60 employees discussing the importance of selecting the right negotiation strategy after preparing the negotiation kit (Reservation point, ZOBA and BATNA)
Go Green & Waste Management	Green	Presentation to the company chiefs to seek approval on different go green and waste management initiatives

## Teaching Experience & Guest Lectures

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Subject	Type	Date	Institution
Green and Reverse Logistics	Course	Spring 2020	German Jordanian University
Supplier-Customer Relationship Management	Course	Spring 2020	German Jordanian University
Operations Management	Course	Fall 2018	University of Wollongong in Dubai
Strategic Supply Chain Management	Guest Lecture	27 June 2018	University of Wollongong in Dubai

Green Supply Chain Management	Guest Lecture	20 <sup>th</sup> November 2018	Mohammed Bin Rashid School of Government
Strategic Supply Chain Management	Guest Lecture	18 <sup>th</sup> November 2019	German Jordanian University
Applications of Artificial Intelligence in Supply Chain Management	Guest Lecture	12 <sup>th</sup> January 2020	German Jordanian University

## Employment and Experience

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<b>ORGANIZATION</b>	German Jordanian University 
<b>PERIOD</b>	07/02/2020 – till present
<b>POSITION</b>	Practicing Professor of Management and Logistics Sciences
<b>JOB DESCRIPTION</b>	
About GJU	The German-Jordanian University (GJU) is a public university located in Amman. It was founded in 2005 by a Royal Decree, in accordance with a memorandum of understanding reached between the Ministry of Higher Education and Scientific Research of the Hashemite Kingdom of Jordan and the Federal Ministry of Education and Research of the Federal Republic of Germany
Subjects currently teaching	Teaching two core subjects; Green & Reverse Logistics and Supplier–Customer Relationship Management

<b>ORGANIZATION</b>	MDC Business Management Services 
<b>PERIOD</b>	01/01/15 -06/08/2019
<b>POSITION</b>	Manager, Integrated Operational Services
<b>JOB DESCRIPTION</b>	
About the company	MDC Business Management Services (MDC BMS) is a shared service organization that delivers effective and efficient Finance, Human Capital, IT, Procurement, Office Support and Facility Management services to the Mubadala Group
Job Purpose	To manage the provision of key operational services including Logistics, Transportation, Service Staff, Hospitality, Fit out and Office Supplies
<b>JOB RESPONSIBILITIES</b>	

Strategy and Business Plan	<ul style="list-style-type: none"> <li>• Prepare and execute the division's five years strategy including potential clients, service evolution map, projected revenue and planned head count</li> <li>• Prepare and execute the division's annual business plan</li> </ul>
Fit out and office reconfiguration	<ul style="list-style-type: none"> <li>• Manage small and medium scale fit out and office reconfiguration projects including appointing the project management consultant, the designer and the main contractor through rigorous procurement process</li> <li>• Liaise with all concerned government departments for the required approvals including Abu Dhabi Municipality, Civil Defense and Abu Dhabi Distribution Company.</li> </ul>
Logistics	<ul style="list-style-type: none"> <li>• Manage the provision of optimum logistics services to the Mubadala Group including shifting, storage and shipment clearance.</li> <li>• Manage the "Logistics Center" which is a centralized "state of the art" storage facility with eight different storage solutions.</li> </ul>
Procurement	<ul style="list-style-type: none"> <li>• Manage the procurement of office supplies and services through competitive bidding, request for quotations, and conduct negotiations, in compliance with company procurement policy.</li> <li>• Review and approve purchase requests, quotations, and purchase orders</li> <li>• Responsible for supplier selection, measure their key performance indicators, as well as, product and service availability throughout the company and the assets</li> </ul>
Transportation and Courier Services	<ul style="list-style-type: none"> <li>• Manage the transportation and courier services through fleet of 30 cars for both passenger pick up and drop off as well as document delivery and courier services</li> </ul>
Service Staff	<ul style="list-style-type: none"> <li>• Responsible for the sourcing and provision of support staff in different categories including drivers, receptionists, waiters, tea boys and messengers.</li> <li>• Manage the distribution of business among the approved manpower services providers</li> </ul>
Hospitality	<ul style="list-style-type: none"> <li>• Manage the sourcing and provision of UAE receptionists</li> <li>• Manage the supply of office plants and flowers for the company and the assets</li> <li>• Manage the supply of all food and beverage consumables including, grocery items, breakfast snacks, fresh juices and other kitchen items</li> <li>• Manage the supply of stationery, newspapers and other office supplies</li> </ul>

<b>ORGANIZATION</b>	Mubadala Investment Company	
<b>PERIOD</b>	29/06/09 -31/12/2014	
<b>POSITION</b>	Assistant Procurement Manager	
<b>JOB DESCRIPTION</b>		
About the company	Mubadala is a pioneering global investor, deploying capital with integrity and ingenuity to accelerate economic growth for the long-term benefit of Abu Dhabi. As Abu Dhabi's leading strategic investment company, Mubadala is active in 13 sectors and more than 30 countries around the world, creating lasting value for its shareholder, the Government of Abu Dhabi.	
Job Purpose	To assist in establishing a procurement division by taking the lead in procurement transformation process through ensuring that strategic, tactical and operational aspects of procurement are owned by procurement in coordination with other business units	
<b>JOB RESPONSIBILITIES</b>		
Procurement Policies and Procedures	<ul style="list-style-type: none"> <li>• Take the lead in drafting and implementing a group wide procurement policy and procedures manual</li> <li>• Conduct training across the organization on the approved policy guidelines</li> <li>• Ensure procurement governance within the organization and report to compliance any nonconformity</li> </ul>	
ERP System	<ul style="list-style-type: none"> <li>• Work with the oracle team to launch an Oracle ERP system (Enterprise Resource Planning).</li> <li>• Lead the automation of the procurement process which starts with receiving the requests thru the system, raising RFQ (request for quotation), receiving supplier proposals, making the QBS (quotation bid summary) and then issuing the LPO (local purchase order) to the winning supplier</li> </ul>	
Procurement Modules	<ul style="list-style-type: none"> <li>• Work closely with IT team to launch e-procurement modules including i-supplier, e-Tendering, e-Auctioning and vendor management.</li> </ul>	
CIPS Training	<ul style="list-style-type: none"> <li>• Arrange, supervise and conduct procurement training on CIPS for procurement officers</li> </ul>	
Supplier Evaluation and KPIs	<ul style="list-style-type: none"> <li>• Take the lead in creating supplier evaluation criteria and work with business units to track and drive conformity</li> <li>• Review and approve suppliers KPIs and SLAs</li> </ul>	

Continuous Monitoring	<ul style="list-style-type: none"> <li>• Work closely with all departments to ensure purchasing needs are met.</li> <li>• Assist in the determination of disposable surplus property and its disposition in accordance with company policies and regulations.</li> </ul>
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<b>ORGANIZATION</b>	Sorouh Real Estate PJSC	
<b>PERIOD</b>	01/05/08 – 30/05/2009	
<b>POSITION</b>	Senior Purchasing Officer	
<b>JOB DESCRIPTION</b>		
About the company	Sorouh Real Estate PJSC of Abu Dhabi was one of the largest real estate developers in the UAE with over AED 70 billion worth of projects under development	
Job Purpose	<ul style="list-style-type: none"> <li>• Supervise and direct the bids and competitive negotiation contract, processes, which includes the development of purchasing plans, statements of work, selection criteria, target deadlines and terms and conditions of contracts.</li> </ul>	
<b>JOB RESPONSIBILITIES</b>		
Policies and Procedures	<ul style="list-style-type: none"> <li>• Maintain an updated knowledge of the company policy, administrative regulations and legal requirements that relate to the purchase of goods and services for the company.</li> <li>• Develop and maintain a purchasing policy and procedure manual, which includes on-line requisitions and purchase orders.</li> </ul>	
Purchasing	<ul style="list-style-type: none"> <li>• Supervise the purchase of needed supplies and equipment by competitive bidding, informal, quotations, and negotiations, compliance with company purchasing policy.</li> <li>• Review purchase requests, quotations, bid summaries and bid analysis.</li> <li>• Responsible for supplier selection, their performance, as well as, product and service availability throughout the company.</li> </ul>	
ERP System	<ul style="list-style-type: none"> <li>• Worked with the oracle team to launch an Oracle ERP system (Enterprise Resource Planning), the purchasing module was very rich and very effective.</li> <li>• The purchasing process starts with receiving the requests thru the system, raising RFQ (request for quotation), receiving the proposals, making the QBS (quotation bid summary) and then issuing the LPO (local purchase order)</li> </ul>	

Service Agreements	<ul style="list-style-type: none"> <li>• Lead negotiation efforts on purchase agreements and service contracts that result in quality, delivery, cost containment and process improvement.</li> </ul>
Continuous Monitoring	<ul style="list-style-type: none"> <li>• Work closely with all departments to ensure purchasing needs are met.</li> <li>• Assist in the determination of disposable surplus property and its disposition in accordance with company policies and administrative regulations.</li> <li>• Advises the Purchasing Manager on matters pertaining to the purchasing process.</li> </ul>

<b>ORGANIZATION</b>	OFFSET PROGRAM BUREAU	
<b>PERIOD</b>	01/09/02 – 30/04/08	
<b>POSITION</b>	Research & Information Officer	
<b>JOB DESCRIPTION</b>		
About the company	The UAE Offset Program was put in place in early 1992 to derive economic and commercial value from the country's extensive defense procurement program. Offset Program has resulted in the creation of several multi-million dollar joint ventures in various economic and industrial sectors including shipping, district cooling, aircraft leasing, fish farming, healthcare, agriculture, banking and education.	
Job Purpose	To assist the Planning & Research Manager in conducting research for establishing global business opportunities and in developing and implementing the annual business plan	
<b>JOB RESPONSIBILITIES</b>		
Business Planning Co-ordination	<ul style="list-style-type: none"> <li>• Perform analysis, with direction, to validate potential business opportunities or provide assistance in improving existing project delivery methods</li> <li>• Assist in implementation of annual business planning process</li> </ul>	
Conduct Research and perform analysis	<ul style="list-style-type: none"> <li>• Provide assistance in conducting on-going research and analysis</li> <li>• Monitor business &amp; industry publications to keep up with OFFSET relevant best practices/ processes</li> </ul>	
Press Clipping	<ul style="list-style-type: none"> <li>• Conduct press clipping of daily local and international news papers</li> <li>• Conduct press clipping of regional and international periodicals focusing on OFFSET target sectors</li> <li>• Update and maintain the e-clippings database</li> </ul>	

OFFSET Think-tank Administration	<ul style="list-style-type: none"> <li>• Collect data and perform analysis on OFFSET competitive intelligence</li> <li>• Assist with requests for information on an 'as needed' basis</li> <li>• Assist the Planning &amp; Research Manager on furnishing information requirements from the CEO's office</li> </ul>
Subscriptions	<ul style="list-style-type: none"> <li>• Initiate and subscribe in scientific on-line journals and periodicals as per interest and request of OFFSET Staff</li> <li>• Maintain a database of all on-line subscriptions (i.e. periodicals &amp; search tools and follow up on related data such as: contracts, expiry dates, user names, passwords, etc</li> </ul>
Renewals	<ul style="list-style-type: none"> <li>• Handle the complete process of renewing existing library materials as well as new subscriptions. This cover: <ul style="list-style-type: none"> <li>▪ Placing orders</li> <li>▪ Arranging with finance unit on payments</li> <li>▪ Making proper contracts with suppliers</li> </ul> </li> <li>• Library material included: <ul style="list-style-type: none"> <li>▪ Periodicals</li> <li>▪ Books</li> <li>▪ Reports</li> </ul> </li> </ul>
Continuous Improvement	<ul style="list-style-type: none"> <li>• Take lead in focusing organization attention on any improvement changes and updates in the research field</li> <li>• Coordinate with the staff on journals and periodicals request, comments and suggestions for improvement</li> <li>• Assist in issuing of press releases and project updates</li> <li>• Update immediate supervisor on staff's feedback about provided services and suggestions for improvement</li> <li>• Undertake any other additional tasks assigned by the R&amp;I Manager</li> </ul>

INSTITUTION	Emirates Palomar Medical Technology Services	
PERIOD	01/01/2000 – 31/08/02	
POSITION	Documentation Officer	
<b>JOB DESCRIPTION</b>		
About the company	Emirates Palomar was established as a joint venture between a local company and an American based company. The company signed a 14 years contract to upgrade the medical services of the UAE armed forces. The goal was to meet the US standards for the medical services.	
Management and Supervision	<ul style="list-style-type: none"> <li>• Lead and manage a team of six members to accomplish and achieve the goals set by the management professionally and promptly.</li> <li>• Assist in transferring the sponsorship of the medical services personnel to the company in liaison with the armed forces public relation department, ministry of labour and immigration.</li> <li>• Assist in re-evaluating the current staff in terms of qualifications and experience.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Assist in facilitating the mission of recruiting new medical team that included; physicians, nurses and technicians.</li> <li>• Acting as a liaison officer between the company and the defence medical services to resolve any issues related to the staff.</li> <li>• Ensure quality and high standards in the management of all documentation services.</li> <li>• Plan and manage documentation's budget.</li> </ul>
Integrated Communication	<ul style="list-style-type: none"> <li>• Establish and maintain effective working relations with relevant government departments and private agencies to facilitate smooth completion of formalities.</li> <li>• Remain abreast of all relevant laws, rules and regulations in order to provide updated information to employees.</li> </ul>
Tracking	<ul style="list-style-type: none"> <li>• Maintain accurate records related to all public relations and documentation services.</li> <li>• Follow-up and update all relevant policies and procedures related to public relations and documentation.</li> </ul>

## Memberships

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A Diploma Member of the Chartered Institute of Purchasing & Supply	 Chartered Institute of Procurement & Supply
Jordanian Geologists Association	نقابة الجيولوجيين الأردنيين Jordanian Geologists Association 

## Honors and Awards

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- Scholarship Outstanding Students – Merit 2010 – University of Wollongong in Dubai
- BMS Star innovation award - 2017
- BMS star team award - 2017

## Achievements

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- Building and establishment of “state of the art” logistics center with total investment of USD 10,000,000. The center was equipped with innovative storage technology as well as environment friendly material handling equipment. With 8 different storage solutions and oracle based warehouse management system, the center service many clients within the group with unlimited reporting capabilities.
- Developed a smart phone app through which employees can view the number and location of available parking spaces before they reach the building. The application saved hundreds of hours for employees and enabled utilizing the parking maximally and optimally.
- Developed end-to-end timesheets management system for contracted staff in integration with the access management system. By end of each month and based on daily access card swiping to enter the company premises, the system automatically generates a monthly report, sends it to each staff to review and forwards to the line manager to approve with a summary to the unit head before it finally goes to the service provider to process the salaries.
- Developed waiting service app at which pantry staff takes orders from guests with just few clicks on an iPad displaying menus and options. Orders will then got submitted instantaneously to the associated kitchen on a live order dashboard. Not only does the app offer a smart way of ordering F&B but it also enables tracking orders, measuring SLAs and controlling inventory.

## References

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Dr. Balan Sundarakani	Associate Professor, Supply Chain Management Program Director, MSc Logistics Faculty of Business University of Wollongong in Dubai <a href="mailto:balansundarakani@uowdubai.ac.ae">balansundarakani@uowdubai.ac.ae</a>
Dr. Scott Fargher	Associate Professor Mohammed Bin Rashid School of Government (formerly Dubai School of Government) <a href="mailto:scott.fargher@mbrsg.ac.ae">scott.fargher@mbrsg.ac.ae</a>
Professor Barry O'Mahony	Professor and Chief Academic Officer Ecole Hoteliere de Lausanne <a href="mailto:Barry.omahony@ehl.ch">Barry.omahony@ehl.ch</a>