

# Zainab Azmat

Development Practitioner & Consultant, Teacher, Educationist, Professional Trainer,  
Human Right Activist, Women Empowerment Specialist.

**Address (Res):** H. No. 154, Street 8, Sector E-11/1, Islamabad, Pakistan.

**E-Mail:** zainabazmat@gmail.com

## PROFESSIONAL EXPERIENCE SUMMARY

**Higher Education Teaching and Management:** Around 14 years of teaching and higher education management experience in one of the most reputable Management University of Pakistan. Predominantly responsible for linguistic and communication instruction.

**Professional Trainer and Facilitator:** 7 years (overlapping) experience of professional training and facilitation services in diverse set of thematic areas spanning over education, energy, gender, human rights and women empowerment etc. at public sector higher education institutions and social sector organizations of international repute.

**Development Practitioner and Consultant:** 8+years (overlapping) experience of development practitioner in multiple roles of project manager, project coordinator and team leader in a number of donor fund projects at Institute of Management Sciences, The Edifiers and Upper FATA LDP. Extensive work experiences, including consultancy services, with sponsors like US State Department, USAID, British Council Pakistan, and UNDP.

**Researcher and Policy Professional:** 7 years (overlapping) experience of providing research, advisory and policy related services to a number of national and international social sector organizations.

## AREAS OF EXPERTISE AND INTEREST

Teaching; Higher Education Management; English for Specific Purposes; Technology and English Language Education; Organizational Communication; Planning & Development; Project Life Cycle Management; Proposal Writing; Capacity Building; Youth Development; Strategic Management; Policy Cycle.

## ACADEMIC QUALIFICATIONS

- 2010 **Masters of Science – Applied Linguistics.** *Department of English and Applied Linguistics, University of Peshawar.* CGPA: 3.0 out of 4.0.
- 2004 **Masters of Arts – English Literature and Linguistics** – *Department of English and Applied Linguistics, University of Peshawar.* Marks Obtained: 647 out of 1100 [58.81%] Grade A.
- 2002 **Bachelors of Arts – English Elective and Law** – *University of Peshawar.* Marks Obtained: 340 out of 550 [63.8%]. First Division. Grade A.
- 1999 **Higher Secondary School Certificate - F. Sc. (Pre-Medical)** Government Frontier College for Women. *Board of Intermediate and Secondary Education Peshawar.* Marks Obtained: 757 out of 1100 [68.8%]. First Division. Grade B.
- 1997 **Secondary School Certificate –Matriculation (Science)** Qurtuba Public School. *Board of Intermediate and Secondary Education Peshawar.* Marks Obtained: 686 out of 850 [80.7%]. First Division. Grade A.

## HIGHER EDUCATION TEACHING AND MANAGEMENT

1. **Assistant Professor (Linguistics and Communication), Pak-Austria Fachhochschule-Institute of Applied Sciences and Technology, Haripur.**

April 1, 2022, to date.

- Instruction
- Course Syllabi Development
- Course Content and lesson Plan Development
- Student Evaluation and Progress Tracking
- Communication Skill Enhancement
- Student Counseling
- English language development
- Research Report and Technical Proposal Writing
- ICT Utilization for Language Learning and Effective Business Communication
- Presentation Skill Improvement

2. **Assistant Professor (Linguistics and Communication), Institute of Management Sciences, Peshawar.**

November 15, 2005 to May 8, 2019.

- Instruction
- Course Syllabi Development
- Course Content and lesson Plan Development
- Student Evaluation and Progress Tracking
- Communication Skill Enhancement
- Student Counseling
- English language development
- Research Report and Technical Proposal Writing
- ICT Utilization for Language Learning and Effective Business Communication
- Presentation Skill Improvement

3. **Lecturer (Communication), Iqra National University, Peshawar.**

January 1, 2005 to September 15, 2005.

- Instruction
- Course syllabi Development
- Student Evaluation and Progress Tracking
- Communication Skill Enhancement
- Presentation Skill Improvement

## **PROFESSIONAL EXPERIENCE**

4. **Chief Executive Officer, Edifiers Youth Network · Self-employed Islamabad, Pakistan.** Jan 2016 - Present
- Contributing to positive youth development and community development through Edifiers Youth Network (EYN) in the rural and urban setups of Khyber Pakhtunkhwa.
  - establishing partnerships with local youth based, focused, or led organization to bring them on one platform and achieve synergy

## **DEVELOPMENT PRACTITIONER**

5. **Communication Manager Partnership (Strategic Communication Support Unit CM Secretariat KP), UNDP, Peshawar.** July 15, 2019 to September 11, 2020.
- Expand communications package within the tribal districts and ensure standard messaging across the government
  - Deliver CSO based activities and other program components within the tribal districts
  - Maintain ensure consistency of online presence (website, social media etc.) for the tribal districts

## **ICT SKILLS**

- **Word Processing** Word Processing and Spreadsheet Solutions using Microsoft Office suite (MS Word, PowerPoint, and MS Project Management).
- **Internet - System Administration** Proficient in internet usage for effective and efficient communication using MS Windows Platform

- **Trained in Digital Security.** Formally trained in digital security by Security In A Box, Frontline Defenders Ireland *in* Dublin, Ireland
- **Online Collaborative and team management platform:** Well-equipped in collaborative forum utilization for professional assignments along with project team management and workplan associated software like ASANA, Power Bi, Mindly, etc.
- **Online Education and content development.** Experienced in online education systems, programs, course development, curricula development, and educational as well as marketing content development.

## PROFESSIONAL EXPERIENCE

### PROFESSIONAL TRAINER AND FACILITATOR

1. **Moving Minds (Pvt.) Ltd.:** Since May 2012, Conducted professional trainings on effective organizational communication, presentation skills development, and effective proposal writing from platform of Moving Mind (Pvt.) Ltd., an organization focused on skills development and capacity building initiatives targeted towards youth, experienced professionals, and corporate sector.
2. **UNHCR Peshawar & EBDM. 12th October, 2011:** Conducted a training titled “strengthening Organizational Communication in Multi-Cultural Settings” for staff members of UNHCR Peshawar office at their annual retreat.
3. **Institute of Management Sciences:** Organized and conducted a three days training on “Gender Mainstreaming in The Project Cycle” from January 19-21, 2010 at Institute of Management Sciences, Peshawar.
4. **Lower FATA Livelihood Development Program. 23<sup>rd</sup> -24<sup>th</sup> November 2009:** Conducted a training titled “Gender Sensitization & Effective Organizational Communication” for staff members of Lower FATA LDP Peshawar.
5. **Human Resource Development Center IMSciences. 1<sup>st</sup> – 31<sup>st</sup> October, 2010:** Conducted training on “IELTS Specific English Language Skills” for selected candidates of AusAid Scholarship Program in order to help them in improving their scores in IELTS test.
6. **Center for Public Policy & Research, IMSciences:** Facilitated FATA Dialogue Series (FDS) in the year 2011. FDS was an initiative by FATA Secretariat in collaboration with CPPR to bridge the gaps between the locals of FATA and the Secretariat.
7. **UN Women Peshawar: 29<sup>th</sup> May, 2011.** Organized and facilitated a Focus Group Discussion of Sikh Women IDPs at Hassanabdal Gurdawara. The initiative was led by UN Women and collaborated a number of national and international social sector organization. The report and its findings contributed to informing intervention strategies, and subsequent action points, for government and UN bodies.
8. **One UN Programme II.** Facilitated, and represented FATA group in Provincial Technical Consultation of One UN Programme II. Contributed to on ground needs based identification and prioritization of potential future interventions, giving due consideration to challenges associated with them, by UN in FATA.

## **PROFESSIONAL EXPERIENCE**

### **DEVELOPMENT PRACTITIONER, CONSULTANT, RESEARCHER, AND POLICY PROFESSIONAL**

1. Practitioner. **Adviser Collaborations. January 2015 to December 2015.** Currently contributing to positive youth development and community development through Edifiers Youth Network (EYN) as Adviser Collaborations and CEO. The responsibility involves (a) establishing partnerships with local youth based, focused or led organization to bring them on one platform and achieve synergy, (b) developing linkages with relevant key players for joint action towards achievement of EYN's objectives and realization of its vision.
2. Practitioner. **Manager Micro Enterprise Development Agents (Women). 1<sup>st</sup> May to 13<sup>th</sup> October, 2009.** Supervised the activities in selected FATA areas, including skills development, grant disbursement and monitoring and when applicable, access to finance. Worked with Supervisor, Director Enterprise Development, and Outcome 3 Team Leader to ensure that the project meets beneficiaries' needs, provided solutions for any potential implementation issues, as well as recommendations for improved implementation taking into consideration security concerns.
3. Practitioner. **Coordinator US Access Micro-Scholarship Program. December 2007 to September 2018.** The program was joint venture U.S. State Department and Institute of Management Sciences, Peshawar. The program targeted disadvantaged female government school students from FATA and Khyber Pakhtunkhwa for English language, communication, and active citizenship skills development for better education, career, and life prospects. Responsible for overall management of the program and its success.
4. Consultant; Researcher. **Aurat Publication and Information Service Foundation. 2011:** worked on the Five Year Plan For Gender Based Violence Multi level Advocacy project Proposal. The following were my main activities under this contract. (a) To Develop work plan and time scale of activities; (b) To develop a comprehensive logic model; (c) To develop a detail budget in line with the project activities; (d) Read and analyze relevant secondary data and assessment; and (e) Incorporate feedback into draft proposal and finalize of proposal.
5. Consultant; Researcher. **Empowerment thru Creative Integration (ECI). 2010.** Energy Efficiency and Capacity Project. Responsibilities included: (a) Conducting need assessment survey at the power sector in Peshawar (b) and then it was followed by FGDs on the need assessment of the power sector in Islamabad. After the need assessment was done, (c) Trainings were conducted on the Sexual Harassment Act 2010 to the females in the power sector companies at Lahore.

6. Consultant; Researcher. **Human Resource Development Center IMSciences. 2008.** Coordinated and conducted needs assessment survey of Bajaur IDP's in Kacha Garrai Camp. The survey was intended to identify the needs as well as help form an effective response strategy for different national and international organization.
7. Consultant. **Sungi Development Foundation. 2011.** Facilitated development of TORS of working groups at provincial and regional level for Home based Working Women of Khyber Pakhtunkhwa.
8. Consultant; Researcher. **Aurat Publication and Information Service Foundation. 2011.** Worked as consultant Article and Report Writer. Wrote detailed analytical article titled "Gender Analysis of Provincial Budget of Khyber Pakhtunkhwa" that was published in Legislative Watch magazine of AF. Alongside, article writing worked on report development on the theme of Gender based Violence Need Assessment KPK.
9. Consultant; Researcher; Policy Professional. **FATA Youth Policy. 2013. FATA Institutional Strengthening Program, 2013:** Participated as a team member in the development of FATA youth policy. Helped in conducting FGDs with different Youth Groups from FATA. Contributed to devising implementation strategy for the policy.
10. Policy Professional. **Girls not Brides: The Global Partnership to End Child Marriage. 2012.** Represented Pakistan in the first regional meeting of *Girls Not Brides*, which was held in New Delhi from 9 to 10 February 2012. Girls Not Brides is a global partnership of NGOs committed to ending child marriage and enabling girls to fulfil their potential. Participants were from Nepal, Srilanka, Bangladesh, Afghanistan, India and Pakistan.
11. Policy Professional. **UNOCHA and UNHCR. 2012.** Participated as a social sector member in Protection Cluster Mission to Togh Sarai Camp in Hangu and off-camp IDP hosting areas in Kohat, Khyber Pakhtunkhwa. Discussed and highlighted key protection concerns in light of the camp IDPs, identified areas of interventions and future research. Voiced the concern of making UN Camps more culture friendly for the ease and safe living of the displaced communities.
12. Policy Professional. **UN Women Peshawar. 2012:** Member of thematic gender group mission undertaken on the 13th of March 2012 to explore the possibility of establishment of Women Shura/Effective IDP Women Forum at Jalozaï as well as possibility of opening of Women Friendly Spaces at Jalozaï Camp, District Nowshera, Khyber Pakhtunkhwa, Pakistan. Worked on tabling the protection mechanism more culture friendly for the residents of Jalozaï Camp.
13. Researcher; Policy Professional. **Protection Cluster, UNHCR. 2012:** On 22 March 2012, the Protection Cluster mobilized the Rapid Protection Assessment Roster to undertake a return intention survey (RIS) with the residents of Benazir Camp in Nowshera, Khyber Pakhtunkhwa. Facilitated in conducting the survey, analyzed IDPs intention to return and any barriers to return, and helped accessing alternative durable solutions.
14. Researcher. **United Nations Development Program. 2015.** Worked as a researcher in UNDP survey conducted by Edifiers about "Role of Women as agents of Peace" in Kurram and Orakzaï Agencies, FATA. The study aimed

to understand the role of women in local peace building, as well as conflict prevention and post-conflict reconstruction at the local level, drawing on local examples and experiences. It also provided recommendations on how women's role can be supported and strengthened. This would draw on case studies of women's collective involvement in peace building at the local level and the impact it has had.

15. **Policy Professional. ESRU, Elementary & Secondary Education Department KPK, 2010.** Participated in consultative workshop to strengthen Parent Teacher Council Structure at Abbottabad RITE Center, to render ideas and help develop better mechanisms & policy for PTCs involvement in school performance across province.

## **MEMBERSHIPS OF BOARD OF DIRECTORS**

1. **Youth Development Commission, KP: Since January 1, 2019.** Member Youth Development Commission KP. Working for better youth focused initiatives in Khyber Pakhtunkhwa.
2. **Board of Director Elementary & Secondary Education Foundation KP:** Since 2017. Member of Board of Director Elementary & Secondary Education Foundation KP.
3. **Board of Director Private Schools Regulatory Authority:** Since 2017. Member of Board of Director Private Schools Regulatory Authority.
4. **National Commission Status of Women.** March 2013 to March 2016. Official representative from FATA. National Commission on the Status of Women (NCSW) was a statutory body established with the specific purpose to: examine policies, programs and other measures taken by the government bodies for women's development and gender equality; and review laws, rules and regulations affecting the status of women.

## **MEMBERSHIPS OF PROFESSIONAL BODIES**

1. **Gender Taskforce Working Group, UN WOMEN. Since 2011.** The group looks into issues and challenges faced by women of KPk and FATA. It also holds FGDs and Missions to help voice these challenges and suggest policy level interventions for improving status of women.
2. **FATA Protection Cluster, FDMA and UNHCR.** Since 2012. The cluster works on identifying and solving protection related issues of Temporarily Displaced People from FATA either in Camps or Host communities.
3. **Pakistan US Alumni Network.** Since 2011. PUAN is one of the largest U.S. alumni networks in the world. Its mission is to encourage people-to-people relationships between Pakistanis and Americans.

4. **Takra Qabailee Khwenday.** Formed a forum named Takra Qabailee Khwenday (TQK) for tribal women from FATA in September, 2012. TQK focused on raising issues of tribal women and highlight their achievements as well.
5. **Society for Pakistani English Language Teachers.** General member of Society for Pakistani English Language Teachers (SPELT). Contributed or contributing to SPELT KP Chapter as coordinator for academic committee responsible for organizing and managing the monthly academic sessions for the members.

## **VOLUNTEER EXPERIENCE**

1. **Creating awareness Among the Women of South Waziristan Agency,** convincing them for coming ahead and working for a better life style. Working with different stakeholder group about the role of education in social development and brighter future avenues for the children of FATA. Holding awareness sessions with the elderly women about education for girls and its benefits alongside initiating a community level dialogue about way forward for girls' education in South Waziristan Agency, FATA.
2. **Explaining the role and importance of Lady Health Workers** for the female community of Waziristan, convincing few of the members for participating in such courses. Those females are now working as lady health workers.
3. **Holding discussion sessions,** guiding the averagely educated girls about possible ways helping and supporting younger girls in getting education. Also creating awareness about the financial and social benefits of Micro financing for the women of Waziristan agency.
4. **A collaborative report about the condition of developmental projects in South Waziristan agency.** The report contains comments on the ongoing developmental projects and the point of view of public about those projects.
5. **International Women Day Celebration:** Organized and coordinated International Women day on 8<sup>th</sup> of March, 2012 in collaboration with UN Women, Aurat Foundation, Shirkat Gah and Blue veins in Institute of Management Sciences.

## AWARDS RECEIVED

1. **Higher Education Commission. Students Convention. 2004.** HEC Student Convention 2004 hosted students from all over Pakistan for discussing and voicing different thematic areas of higher education as. I participated as a representative of tribal areas (especially South Waziristan agency). My speech focused on education and its role as a key to solving the major challenges faced by Pakistan. I also got a chance to speak the concerns and true feelings of people of FATA.
2. **Action Aid, Blue Veins, PCSN. Women Human Right Defenders. 2012.** Awarded the Women Human Right Defender award for my work as an active WHRD from FATA.

## PROFESSIONAL DEVELOPMENT

### TRAININGS AND WORKSHOPS ATTENDED

1. **Business Edge Training of Trainers.** 26 -30<sup>th</sup> October, 2015. *Organized by* HRDC, IMSciences, and IFC, The World Bank *at* Institute of Management Sciences, Hayatabad, Peshawar
2. **Digital Security Awareness Training.** 8<sup>th</sup> October, 2013. *Organized by* Security In A Box, Frontline Defenders Ireland *in* Dublin, Ireland
3. **Monitoring & Evaluation for Operational Executives.** 18<sup>th</sup>– 22<sup>nd</sup> August, 2014. *Organized by* Assessment and Strengthening Program, LUMS *at* Institute of Management Sciences, Peshawar.
4. **Access Teacher Development Online Program.** 25<sup>th</sup> June, 2012 through 31<sup>st</sup> August 2012. *Organized by* American English Institute, University of Oregon, USA. Online Program/Distance Learning.
5. **Provincial Dialogue on Domestic Violence Bill.** 21<sup>st</sup> September, 2011. *Organized by* Aurat Foundation, NCSW *at* Pearl Continental, Peshawar.
6. **Consultative Workshop on Implementation of Sexual Harassment at Workplace Act.** 28<sup>th</sup> April, 2011. *Organized by* UN Women *at* Shelton Guest House, Peshawar.
7. **English Access Microscholarship Program Summer Institute.** 28<sup>th</sup> July, 2011. *Organized by* Regional English Language Office, US Embassy Islamabad *at* Karachi, Pakistan.
8. **Access Best Practices/ESL Learning Methods.** July, 2010. *Organized by* American English Institute, University of Oregon, USA *in* University of Oregon, USA.
9. **Supporting Institutions as Change Agents “Resources to Recruit, Retain & Grow Your Members”.** 26 to 27<sup>th</sup> May, 2010. *Organized by* Empowerment thru Creative Integration, USAID/FIRMS in Islamabad, Pakistan.

10. **Supporting Institutions as Change Agents Fostering Women Economic Empowerment.** 22<sup>nd</sup> – 23<sup>rd</sup> May, 2010. *Organized by* Empowerment thru Creative Integration, USAID/FIRMS *in* Islamabad, Pakistan
11. **Institutionalization of Gender Mainstreaming in Public Sector Institutions, ToT (2).** 17<sup>th</sup> – 19<sup>th</sup> February, 2010. *Organized by* Empowerment thru Creative Integration *in* Islamabad, Pakistan.
12. **Institutionalization of Gender Mainstreaming in Public Sector Institutions, ToT (1).** 9<sup>th</sup> – 13<sup>th</sup> October, 2009. *Organized by* Empowerment thru Creative Integration *in* Lahore, Pakistan.
13. **English Composition Writing.** May, 2006. *Organized by* Regional English Language Office, US Embassy Islamabad *at* College of Home Economics, University of Peshawar.
14. **Internet Resources for English Language.** 3<sup>rd</sup> February, 2006. *Organized by* Regional English Language Office, US embassy Islamabad *at* Edwards College, Peshawar.

## INTERNATIONAL EXPOSURE

- **United States of America:** Visited United States of America for English Access Microscholarship Program Teacher Workshop! The English Access Microscholarship Program, funded by the U.S. Department of State, is being administered by AMIDEAST. The workshop was organized by INTO OSU, which manages English language programs at Oregon State University in Corvallis, Oregon, and ran from July 6 – 27, 2010.
- **India:** Visited India to attend conference as a Representative from Pakistan in Girls Not Brides: The Global Partnership to End Child Marriage. It was held in New Delhi from 9 to 10 February 2012. Girls Not Brides is a global partnership of non-governmental organization committed to ending child marriage and enabling girls to fulfill their potential. People from different countries like Nepal, Srilanka, Bangladesh, Afghanistan, India and Pakistan attended the conference to help develop strategy for solving child marriage issue in South East Asian Region.
- **Nepal:** Visited Nepal for interactive workshop in co-presentation with Dr. C. A. Lal from University of Kerala India at the NELTA (Nepali English Language Teachers Association) in Kathmandu on February 16-18, 2013. The NELTA Conference is a professional gathering of hundreds of ELT practitioners, experts, textbook/material writers, teacher trainers, etc. from Nepal and abroad. The conference participants are usually ELT professionals from public as well as private educational organizations and from all levels of education - primary to university.. We presented our work on “Teaching and learning English beyond classroom”.
- **Ireland:** Attended “The Seventh Dublin Platform for Human Rights Defenders in Dublin, Ireland, from October 9 – 11, 2013” organized by Frontline Defenders Ireland. The Seventh Dublin Platform provided a truly unique opportunity for 100 human rights defenders, from every corner of the globe, to come together to share experiences, learn from one another, discuss relevant issues and engage with another 100 decision makers from national and international governmental and intergovernmental bodies. Participated as panel member in Women Human Right Defenders Panel.