

Arab Salem

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Winnipeg, Manitoba, Canada

Areas of Expertise

- Web Development & Cloud Computing
- Business Process Analysis & Design
- Business Intelligence & Reporting
- Database Analysis & Design

Education

- **The University of Arizona** **Tucson, AZ, USA**
Master of Science, Management Information Systems, GPA 3.87/4.0 2006
- **"Giordano Dell' Amore" Foundation** **Milan, Italy**
Master in Banking and Finance for Development 2002
- **Birzeit University** **Ramallah, Palestine**
Bachelor of Accounting 1998

Professional Experience

- **Green Climate Fund (GCF)** **Songdo, South Korea**
Manager, Enterprise Software Architecture Feb 2016-Jul 2019
 - Pioneered and led the entire in-house development lifecycle of GCF core business systems from understanding the business case to implementation, including: Pipeline & Portfolio Management, External Partners Portals, Report on Demand, Decentralized BI, Payroll, Contributor Profiles, API Portal, and Dynamics CRM.
 - Led collaboration with technology partner companies including Microsoft Korea, Tableau, Okta, Zendesk, FluxxLab, Form.io, and TrueInfo orchestrating their subject matter expertise on integration and implementation of GCF systems.
- **Soft Source Information Technology** **Dubai, UAE**
Solutions Architect May 2015-Feb 2016
 - Pioneered and led the project team from both technical and functional perspectives including requirements gathering, data architecture, integration, testing, and project management to deliver e-inspection System for Dubai's Department of Tourism and Commerce Marketing.
 - Led contract negotiations with clients during business development cycles.
 - Presented solutions to the prospective clients and responded to various RFPs and RFIs.
- **Danish Refugee Council (DRC)** **Copenhagen, Denmark**
Solutions Architect Feb 2012-May 2015
 - Pioneered, developed and rolled out advanced IT systems to cover DRC operations in more than 35 countries:
 - Safety Level System (<http://sls.drc.dk>)
 - Compliance Self Check (<http://csc.drc.dk>)
 - Grants Management System (<https://gms.drc.dk>)
 - Code of Conduct Case Management System
 - Cost Allocation Tool (<http://cat.gms.drc.dk>)
 - Microsoft Dynamics NAV integration
 - These systems have contributed significantly to the country offices' ability to manage grants effectively. They further enhanced the organization's operational capacity and maximized compliance with relevant fiduciary responsibilities. These systems provided systematic, contextualized and comprehensive risk assessment to DRC's operations worldwide for the first time.

- **Danish Refugee Council (DRC)** **Nairobi, Kenya**
Regional Data Operations Adviser *Nov 2009-Feb 2012*
 - Developed and implemented an innovative system with a significant potential to improve humanitarian action by enhancing accountability of remote management through the use SMS & social media. Out of 189 global applications, the system has been awarded one of the top 5 grants of the Humanitarian Innovation Fund.
 - Developed and implemented LAMP based Refugee Registration System for UNHCR to provide thousands of refugees arriving into Yemen with new identification documents in addition to collecting their biographical details. The system has been used in three remote reception centers and registered more than 190,000 refugees.
 - Developed and implemented LAMP based (Linux, Apache, MySQL, PHP) Grants Management System to serve as one-stop-shop-repository for information and documents of all DRC projects in the Africa region.
- **Danish Refugee Council (DRC)** **Hargeisa, Somaliland**
Information Technology Consultant *Jan 2008-Sep 2009*
 - Developed and implemented web solutions using open source technologies in areas such as: project management, workflow & content management, geo-mapping, document management, monitoring & data collection/reporting to streamline and manage the entire life cycle for hundreds of projects scattered across various countries, many of which had limited staff access due to security situation.
- **United Cerebral Palsy (UCP)** **Tucson, Arizona, USA**
Information Technology Consultant *Feb 2006-Mar 2007*
 - Designed and implemented an Integrated Billing System to effectively maintain and manage the entire billing spectrum of the Arizona Division of Developmental Disabilities (DDD) from the provider services entry, to electronic billing preparation and submission, in addition to payment management and reconciliations. The system has reduced administrative expenses and accelerated the cash flow for rendered medical services.
 - Created management reports, which have greatly increased ability to comply with DDD, and other payer's reporting requirements. Moreover, I created a .NET application with interface to HomeTrak Scheduling System and MS-MapPoint to calculate travel time between shifts for direct care workers.
- **Artificial Intelligence Lab, University of Arizona** **Tucson, Arizona, USA**
Research Specialist *Aug 2005-Jan 2007*
 - Co-authored peer-reviewed journal articles, a book chapter, and a conference paper on specialized topics including content, multimedia and authorship analysis.
 - Developed multimedia coding application that has been used by a U.S. federal agency for specialized training.
- **Arab American University (AAUJ)** **Jenin, Palestine**
Lecturer *Feb 2003-Aug 2004*
 - Taught a variety of accounting courses from the basics of Financial Accounting, to Advanced Cost Accounting and Accounting Info. Systems, to major accounting concepts and theory in Intermediate Accounting I & II.
- **Manara Investment Group (MIG)** **Ramallah, Palestine**
Chief Accountant *Sep 2000-Oct 2001*
 - Managed major projects to upgrade finance processes and systems through the installation and rolling out of new software, chart account maintenance, and accounting procedures maintenance.
- **Manara Investment Group (MIG)** **Ramallah, Palestine**
Internal Auditor *Sep 1999-Sep 2000*
 - Developed complex VBA/Excel spreadsheet macros to automate reporting, which reduced the number of steps and the time needed to create consolidated reports and financial statements.
- **Coca-Cola (National Beverage Company)** **Ramallah, Palestine**
Accountant *Jun 1998-Feb 1999*
 - Initiated changes in the Revenue Cycle resulting in more effective cash management.

Technical Skills

- **Cloud and SaaS Platforms:** Microsoft Azure SQL/Functions/Web Apps/AD/Docker, Amazon EC2/MySQL, Okta Identity Cloud, SharePoint Online, Dynamics Online, Google Maps API, GitHub, Fluxx Grant-Maker, Zendesk.
- **Programming Languages:** PHP, SQL, Bash, JavaScript, ASP.NET, C#, VBA, Query, Bootstrap, Jekyll, Joomla.
- **Data Analysis and Business Intelligence:** Tableau, Crystal Reports, ArcGIS, AzureSQL, MySQL, SSMS, MS MapPoint, Microsoft Visio, SPSS.
- **Tools:** MS Visual Studio, Apache, IIS, VMware server, QuickBooks SDK, Puppet, Vagrant, LDAP, Windows, CentOS Linux, OSX, L^AT_EX.

Publications

[🔗 Google Scholar Profile \(https://goo.gl/u2QFao\)](#)

- D. Innocenti, & **A. Salem**. (2015). Shifting the paradigm: when local actors become managers and drive innovative changes. In *World Disasters Report 2015*, International Federation of Red Cross, 141-143 (**Citations: 2**).
- A. Abbasi, Chen, H., & **A. Salem**. (2008). Sentiment analysis in multiple languages: Feature selection for opinion classification in Web forums. *ACM Transactions on Information Systems*, 26(3) (**Citations: 776**).
- **A. Salem**, E. Reid, and H. Chen. Multimedia Content Coding and Analysis: Unraveling the Content of Jihadi Extremist Groups' Videos. *Studies in Conflict & Terrorism* 31:7, 605 - 626 (2008) (**Citations: 34**).
- **A. Salem**, E. Reid, and H. Chen, Content Analysis of Jihadi Extremist Groups' Videos. Intelligence and Security Informatics, Proceedings of the IEEE International Conference on Intelligence and Security Informatics, ISI 2006, San Diego, CA, May 2006, *Lecture Notes in Computer Science (LNCS 3975)*, Springer-Verlag (**Citations: 17**).
- **A. Salem**, E. Reid, H. Chen. Content analysis of jihadi extremist groups' videos in H. Chen, E. Reid, J. Sinai, A. Silke, and B. Ganor (Eds), *Terrorism Informatics: Knowledge Management and Data Mining for Homeland Security*, Springer, 2008, pp. 267- 284 (**Citations: 2**).

Awards

- Fellow of the US Presidential graduate program, Full scholarship from the State Dep., 2004-2006.
- Fellow of the Giordano Dell' Amore graduate program, Full Scholarship from the Italian Ministry of Foreign Affairs, 2001-2002.

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