
ALA SHALAN
alashalan@yahoo.com
(+962) 79 557-0961

EDUCATION

- B.Sc. in Accounting, Amman University, 1994
- Early schooling:
 - St. Michael's School, Atlantic City, NJ, USA.
 - The Friends Select School, Philadelphia, PA, USA.
 - La Salle College (*Les Frères*), Amman, Jordan.

CERTIFICATES

- Certified Public Accountant, USA (CPA), 1997
- Certified Public Accountant, Jordan (JCPA), 1998
- Certified Fraud Examiner (CFE), USA, 2003
- Certified Internal Auditor (CIA), USA, 2006

EXPERIENCE

- United States Agency for International Development (USAID)/U.S. Embassy to Jordan
Chief Financial Analyst, November 2001 – March 2022
- Saba & Co. (Deloitte), Amman-Jordan
Senior Auditor, July 2001 to Nov. 2001
- Arab Professionals Co. (Grant Thornton), Amman - Jordan
Senior Auditor, June 1996 to July 2001
- Allaween for Auditing & Consultation, Amman-Jordan
Accountant/Auditor, Jan. 1995 to May 1996

TEACHING & TRAINING

- Instructor of auditing, financial management, and business training.

GENERAL SKILLS

- Diplomatic and partnership skills and an ability to build and maintain strong collaborative relationships with capacity to work effectively in multi-cultural contexts with government, public and private sectors, NGO, community and other stakeholders.
- Excellent written and spoken English and Arabic.
- Proficient in general computer operation and office applications.

USAID Employment Details

Leading the financial analysis section of the USAID Mission in Jordan. Providing financial management services and audit management support to the USAID Mission's development programs and its various projects in Jordan. Financial support provided to mission managers in the oversight of over \$1 billion in annual program activities and over \$5 million in mission operations.

Major duties and responsibilities:

- Acting as a primary liaison between the USAID/Financial Management Office and USAID project managers, grantees, contractors, GoJ officials, and other donors on related work matters.
- Assessing the general feasibility and financial needs of proposed projects and activities, as well as monitoring and analyzing the financial status of ongoing projects and programs.
- USAID/Jordan's audit liaison; in charge of audit management functions for USAID/Jordan's development programs in Jordan; acting as project manager for Mission-contracted audits and assessments. Following on the status of all audit activity which involves working closely with the Inspector General's Office, external CPA firms, and project officers and recipients in coordinating responses to all audit activity.
- Conducting financial reviews and pre-assessments of host country implementing organizations' and other USAID grantees' financial accounting, internal control, and contracting capabilities.
- Reviewing and reporting on financial information submitted by implementing institutions to fulfill conditions precedent to disbursement of project funds, or to comply with periodic reporting requirements.
- Facilitating USAID/Jordan's control and risk self-assessment, and execution of the resulting risk-based review plan. Evaluating USAID/Jordan's administrative and operating procedures and internal controls, making recommendations for improvement, and reporting any probable instances of waste or abuse of mission resources.
- Monitoring the Government of Jordan's external debts, to assist in planning the annual budget support; the Cash Transfer program.
- Contributing to strategy development, annual portfolio reviews, annual reports, concept proposals.

Project Management Responsibilities:

Serving as Contracting Officer's Representative (COR) for audits and other professional services to the USAID Mission and its programs. Also served as an Agreement Officer's Representative (AOR), in charge of a \$6.5 million grant activity with the King Hussein Cancer Foundation to sustain continued excellence in providing the highest quality of cancer care for patients in Jordan and the region. Specific project management tasks include:

- Monitoring the recipient's progress in achieving the subject award's stated objectives.
- Verifying that the recipient's activities conform to the award's terms and conditions.
- Monitoring the financial status of the award to ensure that the level of funding is the minimum necessary.
- Reviewing and approving recipient's request for payments and financial reports.

Selected Awards, Honors, and Recognitions

Member of the U.S. Embassy's Inter-Agency Advisory Committee (three terms), chairing the Committee for two.

Member of the Board of Trustees of the U.S. Embassy Foreign Service National Staff Provident Fund (two terms).

Designated Equal Opportunity Employment Liaison (since 2016)

OTP Cash Award, February 16, 2022

"For outstanding efforts managing a Host Country Contracting Assessment of the ministry of Public Works and Housing and Government Tendering Directorate on behalf of the Education and Youth Office."

Honor Award, December 2021

"In recognition of his outstanding efforts supporting the FY 2021 Cash Transfer Program to smoothly disburse \$600 million to the Government of Jordan."

Length of Service, December 2021

"For completion of 20 years of service with the United States Government."

OTP Cash Award, May 18, 2021

"For demonstrating valuable initiative and commitment in leading the stage 2 assessment and facilitating the efforts of multiple teams in order to meet a challenging deadline."

Franklin Award, June 2019 (Group)

"For outstanding teamwork and quick action to support the Independent Election Commission in Jordan by designing and awarding a new \$3.8 million project."

Honor Award, May 2017 (Group)

"In recognition of diligence and professionalism in conducting financial reviews of Mission projects and saving USAID \$773,231."

Meritorious Honor Award, December 2016 (Group)

"In recognition of exceptional team work and collaboration in designing, negotiating and awarding USAID's first Global Development Alliance (GDA) with Americana Group providing jobs and training to 2,000 young people."

OTP Cash Award – September 19, 2016

"For outstanding performance and teamwork in obtaining a clean opinion on the OIG GMRA Audit 2016."

Honor Award, June 2016

"For providing superlative and outstanding performance contributing to strengthened accountability of USAID resources."

OTP Cash Award – February 20, 2012

"For thorough and insightful observations on the operations of potential USAID implementing partners"

OTP Cash Award – September 12, 2011

"For going beyond the duties outlines in his position description and accepting and excelling in the assignment of being AOTR for King Hussein Cancer Center grant"

OTP Cash Award – December 6, 2010

"In recognition of superlative efforts in reviewing GoJ outstanding debt to implement the cash transfer program for FY 2010."

OTP Cash Award – October 4, 2010

"For expedited completion of King Hussein Cancer Center financial review."

OTP Cash Award – June 29, 2009

"For excellent work with the Supreme Audit Institutions/Donor work group before and during the CPC Financial Management Conference."

Meritorious Honor Award – June 24, 2008

"For outstanding performance in support of the completion of the General Assessment of the Government of Jordan's accountability environment."

OTP Cash Award – October 3, 2005

"For outstanding work in facilitating the successful completion of an independent accountant's review of USAID/Jordan's Trust Fund Management."

OTP Cash Award – March 25, 2003

"In recognition of diligence and professionalism in conducting the end-use checks for all purchased commodities under the Mission's Strategic Objectives."

Public Accounting Experience

Senior auditor in charge of conducting a range of professional services for firm's clients.

Main duties:

- Planning and performing assignment procedures.
- Drafting required reports: Management letters, audit reports, etc.
- Supervising and coordinating team performance.
- Training and providing technical support to other audit staff.
- Business development; meeting with potential clients.
- Representing the firm in public meetings and general assemblies.
- Signing-off on some audit reports as the practitioner in charge.

Assurance assignments:

- Statutory audits and financial reviews,
- Risk and internal control assessments.
- Compliance audits.
- Performance and operational reviews.
- Procurement and contracting capabilities assessments.
- Fraud investigation and litigation support.

Consulting assignments:

- Due diligence reviews.
- Business start-up advice and services.
- Tax consulting and representing clients to the related authorities.
- HR consulting services (employee handbooks, job descriptions, salary scales, code of ethics)

Examples of Client Exposure:		
Banking	:	Export and Finance Bank (Capital Bank)
Finance	:	Jordan Mortgage Refinance Company
Insurance	:	Arabian Seas Insurance
Manufacturing	:	Jordan Dairy Co., Dar Al-Dawa Pharmaceuticals
Hotels	:	Holiday Inn-Amman
International Franchises	:	Burger King-Amman
Retail Operations	:	C-Town Department Stores, Amman Mall
Services	:	Shmeisani Hospital, Philadelphia Schools
Telecommunications	:	Syriatel Co. (Mobile service provider-Syria)
NGOs	:	Royal Health Awareness Society

Teaching Experience

I- Instructor of professional certifications exam preparation courses:

- Certified Public Accountant (CPA)
- Certified Internal Auditor (CIA)
- Certified Management Accountant (CMA)
- Chartered Financial Analyst (CFA)
- Diploma in IFRS (DipIFRS)

Topics taught: Auditing, Internal Control, Corporate Governance, Risk Management, Fraud, Ethics, Financial Accounting, and Budgeting.

Institutes worked for: The Institute of Banking Studies, Morgan International, The Royal Scientific Society, Ramz Institute, and SKY Institute.

II- Instructor of PFM with Jordan's Ministry of Finance's Training Institute

Topics taught:

- Internal Control,
- Internal Auditing
- Anti-Corruption.

III- Instructor of workshops and management courses

Topics taught: Finance and Accounting, Internal Control, Financial Statement Analysis.

Institutes worked for: AMIDEAST, LEAD, and PC.Net.

IV- Adjunct Professor of Auditing, New York Institute of Technology (NYIT)

Undergraduate classes of 2006-2008.

Selected Trainings and Conferences Attended

- **Public Financial Management, IMF Institute**, May 1, 2020 – April 30, 2021
- **USAID Adaptive Leadership Program**, Federal Executive Institute, USA, Dec. 9-20, 2019
- **PEFA training**, July 10-11, 2019, Amman. Jordan.
- **Certified Governmental Financial Manager training**, April 3-10, 2019, USA
- **Budget and Resource Management Training**, USA, December 17-21, 2018
- **USAID Intermediate Leader Program**, Federal Executive Institute, USA, Nov. 13-17, 2017
- **Defensive Driving Course (Smith System)**, 11/2/2016
- **Fundamentals of Overhead and Other Indirect Cost Rates**, USA, Jun. 13-15, 2016
- **2015 USAID Foreign Service National Workshop**, USA, 11/30-12/3/2015
- **Cost Benefit Analysis**, Jordan, 5/31/2015 to 6/4/2015
- **Acquisition & Assistance Management for CORs/AORs (A&A104)**, Jordan, 1/25/2015 to 2/5/2015
- **Working with Supreme Audit Institutions**, Cairo, Nov. 12-16, 2014.
- **Supreme Audit Institutions Performance Measurement Framework**, Cairo, Nov. 17-19, 2014.
- **Strengthening PFM and Public Accountability**, Kiev, Ukraine, September 9-13, 2013.
- **Introduction to the PFM Risk Assessment Framework**, Bangkok, Thailand, June 11-15, 2012.
- **USAID Emerging Leader Program**, Federal Executive Institute, USA, Dec. 12-18, 2010
- **OPS. Master Training**, Cairo, Egypt, June 21 – 24, 2010
- **Project Design and Management Training**, Cairo, Egypt, Oct. 25 – Nov. 5, 2009
- **Supervision Training**, Sarajevo, Bosnia and Herzegovina, April 2009
- **Instructor Training**, Morgan International, Amman, Jordan, 2009
- **USAID Accounting**, USAID Learning Division – Cairo, Egypt – December 2008
- **Intermediate Performance Auditing**, USDA Graduate School, USA, 2008
- **Internal Controls**, Management Concepts Inc., USA, 2008
- **Fire and Life Safety Training, Department of State, Fire Protection**, September 2006
- **Phoenix Accounting Training** - USAID Learning Division – Cairo, Egypt – December 2005
- **USAID Financial Management Overview** - USAID Learning Support Division – July 2005
- **Development Credit Authority** - DCA Office – February 2005
- **USAID Financial Rules and Regulation** - The Association of PVO Financial Managers, Istanbul-Turkey, Jul.-Aug. 2003.
- **Financial Analysis Workshop** - USAID Learning Division, Budapest-Hungary, March 2002.
- **Preparing Financial Statements in accordance with International Accounting Standards** Arab Consultants Co., Amman-Jordan, September 2000.
- **Financial Analysis in Enhancing Auditor's Efficiency (Analytical procedures)** The Arab Society of Certified Accountants, Amman-Jordan, July 1999.
- **International Accounting Standards courses at the Jordanian Association of CPAs:**
IAS 2: Inventories, IAS 7: Cash Flow Statements, IAS 8: Net Profit or Loss for the Period, Fundamental Errors and Changes in Accounting Policies, IAS 25: Investments, IAS 34: Interim Financial Reporting, IAS 36: Impairment of Assets
- **Becker CPA Review** - October 1995 - Atlanta, GA, USA.