



HEBA S. MOGHAIEB (Ph.D)

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Professional Summary

Public Administration Professor and Head of Industrial Planning and Development Center at the Institute of National Planning, senior strategic planning and policy advisor with over 20 years of experience in national planning, local development, organizational development, and governance reform. Former Head of the Regional Planning Division at the Ministry of Planning and Economic Development, leading the preparation and monitoring of Egypt's medium- and short-term development plans of local administration in the 27 governorates in Egypt. Coordinator of the Transparency & Government Effectiveness Pillar for Egypt Vision 2030. Experienced in international consultancy and donor-funded projects with USAID, UNDP, UN Women, ILO, IOM, UNHCR, and the EU. Extensively trained over 3,500 public employees on governance, RBM, M&E, Theory of Change, Building Indications, performance budgeting, strategic planning, and local development, CSR.

Key Skills

- Strategic Planning, Policy Development
- Local Planning and Development, Governance and Structure Reforms
- Results-Based Management (RBM) and Monitoring & Evaluation
- Public Sector Reform, Change Management and Stakeholder Engagement
- Program & Project Management and Evaluation
- Gender Mainstreaming and Inclusive Development
- Teaching, Capacity Building, Training
- Donor Coordination and International Development Consulting
- Languages: Arabic (native), English (fluent)
- Technical Skills: MS Office Suite, Data Analysis Tools

Education

- PhD in Public Administration, Cairo University, Faculty of Economics and Political Science (2012)
- MS in Public Administration, American University in Cairo (2001)
- Bachelor of Commerce, Ain Shams University (1997)

International Certifications

- Gender Audit Facilitator – International Labor Organization (ILO)
- Project Evaluator – Global Evaluation Initiative – ENAP
- Professional Trainer – International Board for Certified Trainers (IBCT)

Professional Experience

Public Administration Professor | Head, Industrial Planning & Development Center | head, Equal Opportunity Unit - Institute of National Planning (2022–Present)

- Leading research and policy design on industrial strategy and planning.
- Supervising research, training, and policy support on industrial and regional development.
- Designed and taught postgraduate courses in planning, sustainable development, and project management.
- Published researches on spatial planning, industrial development, decentralization, and SDGs.
- Supervised thesis and contributed to policy-relevant research.
- Ensure gender mainstreaming in all INP's research, teaching and training activities.

Head, Regional Planning Division | Ministry of Planning & Economic Development (2020–2025)

- Directed governorate-level planning processes to be aligned with national development.
- Oversaw preparation and monitoring of medium- and short-term development plans.
- Strengthened local administrative capacities and planning systems.
- As Deputy Head of the National Committee for drafting CSR Strategy, I Facilitated the preparation of the National CSR Strategy, communicating with CSR community.

Gender Advisor | CARE International - Egypt (2007–2008)

- Provided technical advice on gender mainstreaming in rural community development programs.
- Developed gender-sensitive evaluation and monitoring frameworks.
- Assess gender balance in farmers' water management federations in rural areas.

Project Manager | Westminster Foundation & Alliance for Arab Women (2006–2007)

- Led the “Political Empowerment of Women in Egypt” project.
- Developed training modules and managed community outreach initiatives.
- Delivered Training for more than 1500 rural women.

Executive Director | Alliance for Arab Women (2005–2006)

- Managed AAW all administrative and financial activities.
- Supported in drafting projects proposals and fundraising activities.
- Supervised the performance of all projects implemented by the AAW and its local branches.

International Relations Director | Chamber of Tanning – Federation of Egyptian Industries (2003–2006)

- Managed international partnerships and promoted industrial exports.
- Coordinated projects with donor agencies and business associations.

Consultancy & Advisory Roles (Selected)

- **Senior Consultant in Local Planning & Development– Supporting MoLD’s Mandate to Modernize Local Administration Project -| EU-UNDP- Ministry of Local Development (MOLD). (2025–2026).**

Develop Operations & Maintenance (O&M) System for Local Projects through assessing the existing O&M system, identify areas for development, prepare manual for efficient O&M system, prepare and deliver on-the-job training to assess the local authorities apply the designed manual.

- **Senior Consultant in Local Planning & Development– Supporting MoLD’s Mandate to Modernize Local Administration Project -| EU-UNDP- MOLD - NI Consulting. (2025–2026).**

Assess MOLD’s Current organizational chart in terms of its mandate. Review the level of compliance, accordingly recommend needed reforms and help onboarding of top and medium executives.

- **Deputy Chief of Party – Economic Court Activity | MSI–TetraTech–USAID & MoJ (2024–2025)**

Lead IT, capacity, and transparency components; supervised progress monitoring and stakeholder engagement.

- **Gender Audit Facilitator – National Council for Women & ITC-ILO (2023–2024)**
Conducted gender audit at INP; developed gender mainstreaming action plan.

- **Strategic Planning Advisor – Workforce Egypt Project (USAID & MoLD, 2024)**

Drafted Sharqia Governorate Industrial Strategy 2023–2030.

- **Senior Gender Advisor – Economic Court Activity | MSI–TetraTech–USAID & MoJ (2024)**

Designed female judges’ mentorship program and helped MoJ win Gender & Equal Opportunities Excellence Award.

- **Trainer/Expert – Economic Courts Project – | MSI–TetraTech–USAID & MoJ (2022)**

Developed training material on strategic and action planning; supported drafting of Economic Courts Strategic Plans 2023–2026.

- **Socio-Economic Consultant – IOM (2019–2020)**
Conducted baseline survey on ethical employment for migrants in Egypt and profiling of private sector stakeholders to protect migrant workers in supply chains.
- **Trainer – UN Women & VGN International (2019)**
Delivered training for NCW offices all around Egypt on RBM to support the National Strategy for Women’s Empowerment.
- **Consultant – UNDP & WFP (2016)**
Authored Egypt report for multi-country study on Syrian refugees’ economic opportunities.
- **Socio-Economic Consultant – UNHCR (2008–2009)**
Surveyed refugee status and proposed livelihood strengthening programs in Egypt.
- **Socio-Economic Consultant – ILO (2005–2015)**
Conducting baseline surveys, end of project reports and evaluation reports to number of projects covering child labour, school to work and vocational training projects implemented in and slums rural governorate in Egypt.

Teaching & Training

- Taught postgraduate courses at INP in development planning, sustainable strategies, and future studies, designing Theory of Change & KPIs and M&E plans.
- Trained 5000+ public employees and planners from ministries including Finance, Youth & Sports, Culture, Agriculture, Water & Irrigation, and the Police Academy as well as private sector and NGOs leaders.
- Topics included: Strategic Management, RBM, Governance, Risk Management, KPIs, M&E Plans, Local Development, Action Planning, and Egypt Vision 2030 implementation.