

RABAA MOHAMMED SALEH BANIYAS

United Arab Emirates ♦ UAE National

Mobile: +971.504.486.877 ♦ Email: r.m.baniyas@gmail.com

Leadership Excellence To Facilitate The Delivery of Breakthrough Results Within Fast-Track Projects And Initiatives

A highly educated, results-driven and widely respected Senior Executive with outstanding leadership credentials and a wealth of transferable skills and expertise and a record of success in designing, developing and deploying innovative learning and development programs that increases employee skills, competence and organizational performance. Results oriented leader with a passion to learn and a track record of building high performance teams.

CORE COMPETENCIES

Learning and Development ♦ Business Unit Leadership ♦ Financial P&L Management ♦ Operations Management ♦ Project Management ♦ Employee Engagement ♦ Leadership Development ♦ Succession Planning ♦ Strategic Planning ♦ Human Capital Development ♦ Talent Management ♦ Emiratisation ♦ Performance Management ♦ Stakeholder Management ♦ Group Dynamics

PROFESSIONAL EXPERIENCE

Organization: Statistics Centre – Abu Dhabi- *Statistics Centre - Abu Dhabi (SCAD) was established by Law No. (7) of 2008 to organise and develop statistical work in the Emirate of Abu Dhabi. The Centre was reorganised by Law No. (5) of 2021, which placed SCAD under the Abu Dhabi Executive Office. In April 2023, in accordance with The Executive Council Decree No. (39) of 2023, SCAD's affiliation was transferred to the Department of Government Support (DGS).*

Acting Executive Director Corporate Support

Aug 2023 to Present

Lead and direct the planning and deployment of Corporate Support services: IT, HR, Finance, providing essential resources, infrastructure and capabilities for the long-term implementation of statistics Center Abu Dhabi (SCAD) corporate strategy and the achievement of SCAD's mandate; ensure support for SCAD sectors and organisational agility.

Director of Statistical Training Institute (STI)

Jun 2013 to Present

Appointed to serve in an advisory capacity for the start-up of the consultancy which focused on providing support to organizations' individual departments for planning their sourcing requirements, career development initiatives, leadership assessments and development and succession planning programs. Remit also included designing and managing the implementation of training and leadership development interventions based on the organizations' strategic objectives, designing executive coaching and development programs to enhance the performance of individuals, managers and executives and the development of succession planning frameworks to future proof the leadership pipeline.

- Led the development of new learning and development strategy to support the development of the statistical eco-system in Abu Dhabi including developing training programs for employees in Abu Dhabi Government entities and other statistical offices in the UAE.
- Developed e-learning platform that enabled the accessibility of training at any time using computers or mobile devices
- Established strategic partnerships with key international educators such as Cornell University for the purpose of enhancing and enriching learners' experiences.
- Secured national and international recognition for STI as official training institute for UAE and countries in the MENA region
- Introduced e-learning platforms as one of the channels used to deliver high quality learning which is available 24/7 for SCAD employees, resulting in increased learner engagement
- Managed recruitment and selection process for SCAD for the purpose of enhancing efficiency and reducing on-boarding time for new employees.
- Designed and implemented team building and engagement activities focused on increasing productivity, removing barriers and increasing engagement levels amongst employees
- Orchestrated strategic relationships with key certifying bodies in the field of DATA and statistics to provide certification in those fields for relevant employees
- Collaborated with senior leadership team to identify key business objectives and create customized solutions based on current needs and future goals.
- Led the development of a new learning strategy that increased productivity by 15% and reduced training costs by 20%.
- Managed all aspects of the institute, including budgeting, staffing and course design
- Managed all learning, development, and related operational functions of SCAD in order to meet business objectives of the organization.
- Designed and implemented the development of employees based on TNA analysis
- Led the design of processes and procedures and long with policy designing for STI

- Lead the process of obtaining the accreditation of Statistical Training Institute (STI) training programs from National Qualification Authority. (currently National Qualification Center)
- Introduced automation as a means of increasing efficiency and reducing operational time.
- Secured STI accreditation from Royal Statistical Society in UK as first examination center in the GCC for Statistical Fellowship Program.
- Introduced the first Fellowship program designed to build the statistical capabilities, “Abu Dhabi Fellowship Program”.
- Played a key role in the design of SCAD HR policy
- Developed and managed the development of international relations with other training institutes so that SCAD can benefit from international expertise and improve its international image.
- Led and managed high-level international briefing and communication with SCAD Director General
- Led and managed the operations of the SCAD International Advisory Committee
- Built effective relationships with key international stakeholders
- Led and managed international benchmarking for official statistics and statistics policy issues with international stakeholders
- Led and managed the organization of hosting international statistics conferences
- Managed the implementation of MOUs’ between SCAD and International Statistical Agencies.
- Led and managed SCAD’s participation in International Statistical Events and

SUMMARIZED EARLIER CAREER

Instructor Higher Colleges of Technology / Al Ain Women’s College, 2008-2009

Senior Statistical Researcher, Methodology & Quality Assurance, Statistics Centre Abu Dhabi, April 2009 -June 2009

Acting Chair Methodology & Analysis Section, Statistics Centre Abu Dhabi 1st July 2009 – 1st Aug 2010

Al Ain Branch Manager, , Statistics Centre Abu Dhabi Aug 2010 - Mar 2012

Head Section of Methodology & Quality Assurance, Statistics Centre Abu Dhabi Apr 2012 - Jun 2013

AWARDS / CERTIFICATES

- | | |
|------|---|
| 2021 | High Performing Transformation Projects Award – SCAD Transformation Project. |
| 2016 | Outstanding Achievement Certificate Rewarded by SCAD DG for Leading the International Association for Official Statistics Conference as Chairperson of Organising Committee. |
| 2016 | SCAD Excellence Award for Outstanding Achievement Awarded by SCAD DG in Category: Leadership and Management. |
| 2016 | SCAD Appreciation Award for Outstanding Performance in leading the Cultural Committee in SCAD Women Committee. |
| 2016 | SCAD Award for Outstanding Achievement, Category: Creative Employee. |
| 2015 | Winning 1 st place in SCAD Excellence Award in “ SCAD Internal Award - Tounh ” Category: Leadership and Management 2014. |
| 2015 | SCAD Outstanding Certificate for Leading the Abu Dhabi Statistical Symposium 2015 as Chairperson of Organising Committee. |
| 2015 | SCAD Appreciation Award for Outstanding performance. |
| 2015 | Professional Certified Trainer. |
| 2014 | SCAD Appreciation Award for Outstanding Performance. |
| 2013 | Short Listed Candidate in my participation in Abu Dhabi Excellence Award Category: Leadership and Management |
| 2013 | SCAD Outstanding Certificate for Leading the Abu Dhabi Statistical Conference as Chairperson of Organising Committee. |
| 2012 | SCAD Appreciation Award for Outstanding Performance. |
| 2006 | Certificate of Excellence & Director List award for the outstanding academic achievements. |
| 2006 | Certificate of Excellence from Director of Al Ain women’s College in Unique Contribution To The College during academe year 2006 -2007. |

CONFERENCES / TRAINING

- 2023 Attended the 54th UN Statistical Commission (UAE Delegate)
- 2021 Certified Executive Coach
- 2020 Certified on Developing and Implementing Policy for Public Value from Harvard Kennedy School
- 2020: Leadership Day - Ministry of Interior, Abu Dhabi – UAE- Speaker: Women & Leadership
- 2019 HR Gov. Summit, Abu Dhabi – UAE
- 2019 Learning & Development Summit, London – UK
- 2018 UN Data Forum, Dubai – UAE
- 2018 The 16th International Association for Official Statistics, Paris – France
- 2017 HR Summit, Abu Dhabi – UAE
- 2016 Certificate of attending the 15th IAOS Conference – Abu Dhabi, UAE
- 2015 Certificate of attending the 60th World Statistics – Rio de Janeiro, Brazil
- 2015 HR Government Summit – Abu Dhabi – UAE
- 2014 Certificate of attending the 14th IAOS Conference – Da Nag, Vietnam
- 2013 Certificate of attending the 59th World Statistics Congress – Hong Kong
- 2012 Certificate of completing “Techniques in Competency Based Interviewing” organized by Centre of Excellence & Olive Group, Abu Dhabi, UAE.
- 2012 Certificate of completing the GSEC, Strategic Thinking Program, Abu Dhabi, UAE.
- 2011 Complete the National Program for Leadership Development, AlAin Desert Assessment Centre, Al Ain, UAE, organized by General Secretariat, Centre of Excellence & Olive Group.
- 2011 Certificate of completing “Census & Survey Planning” Course, organized by SCAD & UAE Academy.
- 2011 Complete Advance Project Management Course, Abu Dhabi, UAE.
- 2010 Complete Project Management Course, Abu Dhabi, UAE.
- 2009 Participating “Conference /Modernization of Statistical Production” Stockholm, Sweden.
- 2009 Certificate of completing “Evaluation Data Quality” course in Amman, Jordan
- 2008 Certificate of Completing Instructional Skills Workshops, Higher Colleges of Technology, Al Ain Women’s College, Al Ain, UAE.
- 2006 Certificate of Attendance “The Abu Dhabi World Leadership Summit 2006), Abu Dhabi, UAE.

AUTHOR OF SCIENTIFIC PAPERS

- Promoting Statistical Literacy in Abu Dhabi, IAOS 2016 Conference, Authors: Rabaa Baniyas & Timothy Clode. Paper presented in IAOS2016 Conference in Abu Dhabi, UAE. Published in the IAOS Journal.
- Competence-Based Approach to Statistical Capability Development: 64th WSCISI 2023, Authors: Rabaa Baniyas & Ayesha Al Busaedi.