Dr. Waheed-Ur-Rehman

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SUMMARY

With a wealth of experience spanning over Twenty years, I am a committed and value driven academician & business manager. My track record speaks for itself, as I have consistently optimized office processes, reduced operational costs, and streamlined workflow systems. I have a strong aptitude for leading teams, resolving complex problems, and developing innovative strategies to increase profitability.

WORK EXPERIENCE (GULF)

Muscat College, Bousher, Muscat, Oman **Oct 2024 – To Date**
Assistant Professor (Business & Accounting) Department

- Teach business and accounting courses to SQA and UMPSA students.
- Update electronic course folders to the designated weblink in each semester
- Monitor students registered courses as per compliance with the approved study plan.
- Guide students in preparing for final year project 1 and industrial training courses.
- Execute with assigned tasks as instructed by the head of the department.
- Teach bachelor courses to students under the University of Stirling.

Al Khawarizmi International College, Al Ain UAE **Jan 2020 - Jan 2021**
Acting Head of Institutional Effectiveness

- Developed and implemented a comprehensive institutional effectiveness framework, resulting in a 20% improvement in overall academic performance.
- Led a team of 5 staff members in conducting regular evaluations and assessments to measure the effectiveness of educational programs, resulting in enhanced student learning outcomes.
- Collaborated with department heads and faculty to develop strategic plans and performance indicators aligned with the college's mission and vision.
- Coordinated accreditation processes and ensured compliance with regulatory standards, leading to successful reaccreditation by the Ministry of Education.
- Streamlined data collection and analysis procedures, resulting in a 30% reduction in time spent on reporting and an increase in data accuracy.

Al Khawarizmi International College, Al Ain UAE **Nov 2014 - Jan 2021**
Senior Lecturer

- Taught business courses and provided high-quality instructions to students.
- Assisted program manager with registration and exam-related tasks.
- Managed student registrations and updates in Moodle on a regular basis.

- Modified syllabus as per approved guidelines.
- Supported exam board meetings and conducted training sessions within the department.
- Completed assigned tasks as instructed by the program manager of the department.

Al Khawarizmi International College, Al Ain UAE **March 2009 - Aug 2014**
Lecturer & Program Coordinator

- Delivered business courses to students of diverse nationalities.
- Developed and implemented innovative curriculum designs for business administration program resulting in a 15% increase in student engagement and satisfaction.
- Led a team of 19 instructors, providing guidance and support to ensure consistent delivery of high-quality education.
- Designed and delivered 30 courses in business domain consistently receiving positive student evaluations and achieving a 90% pass rate.
- Coordinated industry partnerships and internships, facilitating real-world learning opportunities for students and strengthening the college's reputation within the community.
- Conducted ongoing assessment and evaluation of program outcomes, utilizing feedback to make data-driven improvements and enhance student learning experiences.

WORK EXPERIENCE (PAKISTAN)

Benelux Surgical, Sialkot, Pakistan **February 2021 – July 2024**
Business Development Manager

- Developed strategic partnerships with global suppliers, resulting in a 20% increase in product offerings and expanded market reach.
- Implemented an e-commerce channel to market and sell products, leading to a 30% growth in online sales within the first year.
- Successfully represented the company at industry events, establishing key relationships with stakeholders and gaining valuable market insights.
- Proactively managed client relationships, resulting in a 15% increase in customer satisfaction and a 10% growth in repeat business.
- Monitored the work of accountant in preparing the accounts starting from journalizing towards preparing trial balance.
- Implemented a demand-supply monitoring system, optimizing production efficiency and reducing inventory costs by 15%.
- Executed the work of sales staff to better access the market by providing relevant information to the clients.

International Labor Organization – Islamabad **July 2005 - Feb 2009**
Admin and Finance Assistant

- Prepared budgets for implementing partners, administrative activities, seminars, and logistics, ensuring accurate financial planning and resource allocation.
- Processed financial claims and imprest accounts, maintaining proper documentation and facilitating approval, ensuring compliance with financial procedures.

- Maintained and updated ledgers and petty cash accounts in accordance with ILO financial rules, ensuring accurate financial records and transparency.
- Prepared monthly financial reports along with all relevant documents, providing comprehensive financial information for submission to the Head Office of the ILO.
- Managed office staff to ensure their compliance with the guidelines reflecting better performance.

QUALIFICATION

Academic Qualification

Doctor of Business Administration
2021

Swiss Business School, Zurich, Switzerland

Master of Applied Business Research
2016

Swiss Business School, Zurich, Switzerland

Master of Business Administration
2004

Riphah International University, Islamabad, Pakistan

Professional Qualification

Fellow Member – FFA

2017

Institute of Forensic Accountants of Pakistan, Islamabad

Fellow Member - FCPA
2016

Association of the Certified Public Accountants International, London, UK

Associate Member – CPA

2009

Institute of Certified Public Accountants, Islamabad, Pakistan.

RESEARCH PAPERS

- Adnan Jawabri, Waheed ur Rehman, & Ayman Alarmouti Published research on the "Role of Innovative Inventory Management Practices in Improving Operational Efficiency in the Retail Industry in the UAE," shedding light on the successful implementation of inventory management strategies and their positive effects on operational efficiency in the retail sector. December 2019 International Journal of Business Performance Management 20(4):313 – 329 20(4):313 – 329 DOI:10.1504/IJBPM.2019.105247
- Adnan Jawabri, Majdi Khaleeli, & Waheed ur Rehman Investigated the relationship between "Customers' Awareness of SSCM and Suppliers' Commitment on Manufacturers' Performance: Evidence from the UAE Manufacturing Sector," highlighting the impact of customer awareness of sustainable supply chain management and suppliers' commitment on manufacturers' performance in the UAE manufacturing sector. December 2020, Solid State Technology 63(6):14866-14884, 63(6):14866-14884
- Adnan Jawabri, Ayman Alarmouti, & Waheed ur Rehman Conducted a study on the "Impact of Remote Working Environment on Employee Motivation, Engagement, and Job Satisfaction: A Study of the Service Sector in the UAE," exploring the effects of remote work on employee motivation, engagement, and job satisfaction within the service industry. March 2022, Business and Economic Research 12(1):82 12(1):82 DOI:10.5296/ber.v12i1.19679
- Adnan Jawabri, Atheer Mohammed & Waheed ur Rehman Published a paper on The Impact of Artificial Intelligence on eCommerce in the UAE from the Customer Perspective. 14 January 2025. https://doi.org/10.5296/ber.v15i1.2245
- Mushtaq Haider Malik, Noman Tahir, Waheed Ur Rehman, Aumir Shabbir published a research paper on “Transforming Educational Leadership and Management Through Information Technology” ISSN: https://appliedopticsjournal.net/index.php/JAO/article/view/1521002-2082, 19-02-2025
- Taher M. Ghazal, Waheed Ur Rehman, Muhammad Haris, Shamsher Khan and Nidal A. Al-Dmour have written a research paper “Pioneering Adaptive Machine Learning Solutions for Smart Grid Integrity” https://ieeexplore.ieee.org/document/11258218
- Noman Tahir, Waheed Ur Rehman, Syed Salman Mahmood, and Mushtaq Haider Malik published a research paper on “Artificial Intelligence in Education: Enhancing Learning Outcomes through Predictive Analytics” https://tpmap.org/submission/index.php/tpm/article/view/3163/2365
- Noman Tahir, Waheed Ur Rehman, Syed Salman Mahmood, and Mushtaq Haider Malik published a research paper on “A Critical Examination of the Prince Edward Island Grade 2 Science Curriculum: Alignment with Constructivist and Inquiry-Based Learning Approaches” Educational Science and Practice. Published on 28-11-2025 ISSN: 3120-3965 https://esp.cultechpub.com/index.php/esp
- Waheed Ur Rehman, Mushtaq Haider Malik, Syed Salman Mahmood, and Noman Tahir published a research paper on “Forensic Accounting Education amongst Accounting Graduates in Oman: Academicians' and Practitioners' Perspectives to Bridge the Gap. Published on 12 January 2026 ISSN 153-9211 https://doi.org/10.5281/zenodo.18218748

CONFERENCE PAPERS PRESENTED

- Transformative Business Models Conference under the theme of Disruptive Innovation in

Finance, Logistics and Tourism held on 18 – 19th March 2019, Higher College of Technology, Dubai, United Arab Emirates
- Transforming Business Conference held on 24th September 2020, Higher College of Technology, Dubai, United Arab Emirates
- International Conference on Technologies for Education and Management (ICTEM'25) held on 26 – 27 February 2025, Intercity Hotel Muscat, Sultanate of Oman
- International Conference on Digital Transformation, Fintech, and Business Innovation (ICDFB'2025) titled "The Role of Artificial Intelligence in Green Finance: Opportunities and Challenges in Risk Management in Omani Organizations"
- The International Conference on Business and Digital Technology (ICBDT2025) held on 26 – 27 November 2025, Manama, Bahrain titled "Advancing Financial Sustainability in Oman: The Role of AI in Vision 2040"
- The International Conference on Business and Digital Technology (ICBDT2025) held on 26 – 27 November 2025, Manama, Bahrain titled "Digital Transformation and Financial Sustainability in the Banking Sector in Oman"

BOOK CHAPTERS CONTRIBUTED

- Computational Intelligence for Business Analytics and Decision Systems, eBook ISBN 978-3-032-23897-9, Print ISBN, 978-3-032-23896-2

COURSES DELIVERED

Principles of financial accounting, principles of finance, principles of managerial accounting, governmental accounting, international accounting, commercial law, microeconomics, macroeconomics, introduction to business, principles of marketing, principles of management, financial statement analysis, accounting information system, preparation for work, critical thinking, strategic management, business mathematics, business statistics, business communication, innovation and entrepreneurship, organizational behavior, capital market, Islamic banking, UAE society, zakat and zakat accounting, management accounting for planning & control, cost accounting, financial reporting & analysis, managerial accounting for decision making, cost accounting, business taxation, presentation skills, accounting graded unit 1, accounting graded Unit 3, accounting graded unit 2, preparing financial forecasts, industry safety & health, advanced financial accounting, auditing.

SUPERVISED STUDENT PROJECTS

- Accounting In Islamic and Commercial Banks
- The Internship in Al Buraimi Main Road BR in Bank Muscat Sultanate of Oman
- The Important and Necessity of Petty Cash in Organization
- Corporate governance of Etisalat
- Collecting Bad Debts: The case of Abu Dhabi University
- Transportation Consultancy Study -CNG Conversion Findings
- Financial Statements Analysis for Emirates Driving Company 2012-2013
- Revenue and Receivable Sections of UAEU
- Accounting in strata manufacturing PJSC (STRATA)
- Accounting Services in Al-Bayan LLC
- Mudarabah in Islamic Banking: A Case Study of Abu Dhabi Islamic Bank
- Customer satisfaction in Al Ain Cromwell Hospital

- Internship Report on The Activities of Accounts Department of Saif & Bin Hermal Drilling Est.
- Study on effectiveness of work processes of Abu Dhabi police management car accidents department, UAE
- Customer satisfaction and performance of the employees – Al Dhaheri Medical Center
- Escalating project communication management in the Telecom Industry of Oman
- Optimizing project delivery in Oman's construction sector; strategies for effective time and cost management
- The Impact of Risk Management in Large Scale Project in Tourism Industry in Oman
  Industrial Training

REVIEW STUDENT PROJECTS AS AN EXTERNAL EVALUATOR

- Impact of Macro Economic Variables and Stock Market Volatility: Evidence from Select Gulf Cooperative Council (GCC) Economies
- Identifying the Key Drivers of Artificial Intelligence and Its Impact on ESG Reporting in the Financial Services Sector: Insights from Oman's Vision 2040
- The role of banking sector employees in driving green finance initiatives: Implication for environmental sustainability in Oman
- Impact Of Vat on Economic Behavior in Oman: A Study of Public Perception and Adoption Of 2040
- Cybersecurity in Financial Accounting for the Service Industry: Analyzing Risks and Solutions, Muscat, Oman
- Digital transformation in Government Accounting in Oman
- The Impact of Digital Accounting System on ESG Reporting Compliance-A Study Of Banks In Oman

REVIEW CONFERENCE PAPERS

- Factors Influencing Entrepreneurs' Choice of an e-Marketplace for Business
- Exploring the Role of Technology in Enhancing Accounting Education: A Student Perspective
- Some Interventions for Sustainability Leveraged Engineering Education: A Case of An International University
- The Impact of Education on Sustainable Tourism Development in Oman: Empowering Ecotourism
- The Impact of Intellectual Capital on Leverage Decision: A Theoretical Framework

TECHNICAL SKILLS

Deadline-oriented, Communication Skills, IT-proficient, Problem-solving, Coaching/mentoring, Financial management, Customer satisfaction, Change management, Responsiveness Quality Assurance, Internal Auditing, Process Improvement, Documentation, Forensic Accounting, Training of Academic Employees, Decision-making, Strategic Planning, Teaching, Research, Curriculum Development, External Auditing.