

Application Form

Profile

Dr Heja Alsindi
Prefix First Name Middle Initial Last Name Suffix

heja.alsindi@gmail.com
Email Address

710 Greenbriar Drive
Home Address Suite or Apt

Harrisonburg VA 22801
City State Postal Code

How many years have you been a resident of Harrisonburg?

7 years

Mobile: (540) 497-4063
Primary Phone Alternate Phone

Cargill Continuous Improvement Specialist
Employer Job Title

Demographics - (Submission of this information if voluntary and will not subject you to any adverse treatment should you chose to not complete)

Ethnicity

Caucasian/Non-Hispanic

Gender

Male

What is your age?

50+ years old

Are you reapplying for a current position you hold? *

No

Which Boards would you like to apply for?

Economic Development Authority (EDA): Submitted

Interests & Experiences

Dr Heja Alsindi

Please tell us about yourself and why you want to serve.

Why are you interested in serving on a board or commission?

I would like to serve the City of Harrisonburg in return to its welcoming and inclusive atmosphere and vibes to my family and myself after migrating to the US in 2016 and choosing to live in this nice city. Moreover, I believe it will be satisfying to me as well to feel that I can provide value through my experiences and credentials in business administration and economic development. In addition, living for a significant time overseas then migrating to the US and finally settling in Harrisonburg, enables me to probably have a good understanding of the type of challenges-investment wise- that could face new comers or residents in the community, hence I can contribute in facilitating these challenges and streamline them in the benefit of economic development of the city.

What other interests or concerns do you have regarding the community?

I believe there are enormous economic and business opportunities in this city that have not been explored yet,-inter and intra (within the city and or with Rockingham County). For example, the presence of JMU's significant student body in this city by itself is a big potential that should be utilized beyond renting private houses for dorm reasons and the limited businesses available downtown. Many festivals and open air activities can be initiated to generate income for the city while leveraging the quality of life, welfare and reputation of the city known for being a dynamic one. Moreover, I believe there are pot high potentials by new residents in which they can be active to the economic development of the city, yet they could need further support, facilitation, and incentivization to overcome some of the barriers hindering them from being more proactive, such as, but not limited to language and unfamiliarity with regulations. By providing these segments with the proper orientation and support, there levels of will and enthusiasm to become more active-economy driver will be higher.

What relevant experience or education do you have to this board or commission?

I have a PhD in Business Management and use to teach business, marketing, entrepreneurship, and organization development at the university for 20 years before migrating to the US.

Please list any past or present community involvement e.g. City Council, Boards and Commissions, Citizen Academy, etc. in Harrisonburg or elsewhere:

I attended the Citizen Academy in October 2022. I am also a fellow of the School of Citizenship and Public Affairs, Syracuse University, NY, 2009.

[Resume_Heja_Alsindi.pdf](#)

Upload a Resume

EPSAC Applicants only

Bike/Pedestrian Subcommittee Applicants only

HEJA ALSINDI, PhD
(540) 497- 4063 | Harrisonburg, VA, USA
heja.alsindi@gmail.com | www.linkedin.com/in/hejasindi

SUMMARY

Continuous improvement specialist at Cargill, Dayton VA. Consultant track and certified trainer for the United Nations, US, and international organizations with academic credentials in Business Administration.

EDUCATION

PhD, Business Administration SU, Iraq, *May 2005*

MSc, Business Administration, UOK, Iraq, *Aug 1997*

HONORS AND AWARDS

Citizen Academy, City of Harrisonburg, VA, *Dec 2022*.

Civic Education and Leadership Fellowship (CELF), Maxwell School of Citizenship and Public Affairs, *Syracuse University*, NY, USA, *Dec 2009*.

Alliance for Ethics and Social Responsibility. Center for Business Ethics, *Bentley University*, Boston, MA, USA, *May 2009*.

PROFESSIONAL EXPERIENCE

Process Improvement, (Continuous Improvement Specialist), Cargill, Dayton, VA *Oct 2022-Present*

- Facilitate developing a vision, mission and values for organizational development.
- Assist with deploying a continuous improvement culture and manage associated change.
- Design a certified training program in root cause analysis.
- Support continuous improvement savings projects.

Design and Facilitate Trainings, (Trainer), USAID, RTI International. *July 2007-Nov 2008*

- Designed and facilitated trainings in Management and Strategic Planning.
- Developed trainings in Organizational Development and Decision making.

Performance Evaluation and On-the-job Training, (Consultant), UN, UNICEF *Aug 2002-Nov 2002*

- Evaluated production levels for two printing press facilities.
- Prepared job analysis, performance evaluation and need assessments for 80+ workers.
- On-the-job trainings to 80+ workers on management skills and organization design.

Evaluated Management Practices and Designed Trainings, (Consultant), Diakonia. *Nov 2011-Dec 2011*

- Restructured 3 NGOs and managed impact on HR performance via training and orientation.
- Developed a new structure, vision, mission, goals and objectives for 3 organizations.
- Prepared job descriptions, job evaluations, and an orientation manual for 60+ positions.

ACADEMIC EXPERIENCE

University of Kurdistan Hewler, Iraq (**Number of academic and administrative positions; Instructor,**

Dean of Business School, and Vice President).

Nov1998-Dec 2021

- Followed up on human resource planning and performance for 260+ staff.
- Decreased total deficit level in budget by 49% while increased quality of learning by 183%.
- Taught courses in organizational development, marketing management, and entrepreneurship.
- Supervised a highly diverse 50+ staff from Europe, USA, Africa and the Middle East.

LANGUAGES: Fluent in English, Arabic, Kurdish, and conversant in French.