

## Application Form

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### 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

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**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

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### Which Boards would you like to apply for?

Planning Commission (PC): Submitted

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### Interests & Experiences

Dr Heja Alsindi

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

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

I want to serve the City of Harrisonburg in return for its welcoming and inclusive atmosphere provided to my family and myself after migrating to the US in 2016, hence choosing to live in this lovely 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 public management, business administration, and economic development. In addition, living for a significant time overseas (Iraq) then migrating to the US, and finally settling in Harrisonburg enables me to probably have a contextual understanding of the challenges that could be facing newcomers or residents in the community. In other words, I believe I can contribute to facilitating these challenges and streamline them in the benefit of the diverse makeup of the city.

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

I believe the city is growing not only in terms of the number of new residents, yet the level of diversity is also leveraging. In such cases, there is a need to further emphasis on public participation from the different segments of residents, especially those who might have difficulties in voicing out their perspectives on certain spatial issues that could have a vital impact on their lives, let alone the city at large.

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

I have a PhD in business administration and use to teach business, marketing, entrepreneurship, public management, and organizational development at the university for 22 years before migrating to the US. I have worked for 8 years on establishing a spatial planning education and school in Iraq jointly with a German university. Moreover, and as part of my fellowship in citizenship and publish affairs at Syracuse University, I followed up on public participation practices for effective policy formulation and implemented this knowledge back in Iraq. I was also a trainer in the Local Government Program II by RTI-USAID in Iraq to develop strategic planning on the local level. I was also part of developing a vision, strategies, and projects in three cities in Kurdistan-Iraq. Moreover, I have taught courses in public management and governance and local government and local administration at the university level.

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

1-Citizen Academy in October 2022. 2-Fellow of the School of Citizenship and Public Affairs, Syracuse University, NY, 2009. 3-A number of conferences, workshops, and symposiums on spatial planning in Iraq, Germany and the US.

[Resume\\_Heja\\_Alsindi\\_Planning\\_Commission.pdf](#)

Upload a Resume

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**EPSAC Applicants only**

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**Bike/Pedestrian Subcommittee Applicants only**

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

## **SUMMARY**

Continuous improvement specialist at Cargill, Dayton VA. Founder member of a spatial planning education in Iraq. Certified trainer with academic and consulting track in organizational development and change management for the United Nations, US, and international organizations.

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

- Designed trainings in public participation in policy formulation, Management and Strategic Planning on the local level/city level.
- Participated in developing the strategic plan for three cities/provinces in Iraq.
- Developed trainings in organizational development and decision making.

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

- 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*

- Established school of spatial planning thought a joint program with Dortmund University, Germany.
- 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 local government and local administration, public management, and business management.
- Supervised a highly diverse 50+ staff from Europe, USA, Africa and the Middle East.

## **LANGUAGES:**

Excellent in English, Arabic, Kurdish (reading, writing, and speaking), and conversant in French.