

# Hilda Grigorian, MBA, Ph.D.

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## Expertise

- Plus 20 years' experience with USAID
- Project Development
- Business Development
- Field Program Management
- Gender Mainstreaming
- Capacity Building
- Academic Teaching (GRAD and UGRAD)
- Training (civil/military)
- Women and Youth Development
- Scholarly Research (Dissertation)

**Nationality:** U.S. Citizen- currently reside in Yerevan, Armenia

**Languages:** Armenian- Native  
Dari- Proficient  
English- Proficient  
Farsi- Native  
Spanish- Learning

**Computer:** Good knowledge of Microsoft Office Suite  
Basic knowledge of Nvivo 9 (Qualitative Research)

## Key Qualifications:

- A consummate professional with over 40 years of experience in international and domestic arenas, with specialized acuity in Business and Project Development, General Development, Women's Enterprise Development (WED), Gender Mainstreaming, Donor and Resource Mobilization, Youth Development, NGO Capacity Building, Project and Business Development.
- Good knowledge of Muslim settings in Afghanistan and Pakistan. Proven leadership skills demonstrated independently, as well as in a context of teams and efficiently perform across organizational boundaries.
- Proven experience in teaching in higher education and research.
- Over 25 years of experience in private sector with 15 years of experience in International Development, working with NGO/INGO/UN and other donor agencies. Over seven years of experience working in Afghanistan for USAID, UNDP and other implementing partners.

## International Development Professional Experience:

### **Capacity Building, Gender, General Development Experience- Afghanistan (2012-2012)**

Served as Capacity Building and Gender Unit Director on a USAID funded project, overseeing functions related to Capacity Building and Gender components of a 180M Stability Initiative program. Supervised of a total of 10 senior capacity building officers and one gender officer in Kabul and four gender officers in provinces.

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## **International Gender Consultant (2011-2012)**

- Served as Provincial Gender and General Development Adviser on UNDP/Afghanistan Gender Equality Project (GEP), embedded with the Ministry of Women's Affairs in Kabul, Afghanistan. Traveled to 5 provinces in the North, West, Central and East of the country to promote GEP to sub-national government officials.

## **Senior Field Program Officer- Ghor Afghanistan- (2009-2010)**

- Served as USAID Field Program Officer (FPO) and as a primary point of contact for USAID in remote, rural province of Ghor, embedded with Lithuanian and other NATO forces. As the USAID representative, collaborated with vital provincial officials, multi-donor agencies, U.S. Embassy staff, military personnel, host-country government officials, PVOs, international organizations, local and International NGOs, UNAMA and other UN agencies and multi later donor agencies (e.g., Lithuania and Japan Ministry of Foreign Affairs).

## **Senior Field Program Officer- Nangarhar, Afghanistan- (2008-2009)**

- Served as USAID Field Program Officer (FPO) and as a primary point of contact for USAID in a highly kinetic province of Nangarhar, embedded with U.S. forces. As the USAID representative collaborated with vital provincial officials, multi-donor agencies, U.S. Embassy staff, military personnel, host-country government officials, PVOs, international organizations, local and International NGOs, UNAMA and other UN agencies and various units of U.S. Department of Army.

## **Teaching and Training- U.S./Afghanistan (2010-2011)**

- Served as Subject Matter Expert for Integrated Civilian/Military Field Training in Indiana for U.S. Department of State. Conducted cultural awareness trainings to Civilian and Military audience being deployed to Afghanistan.
- Conducted 10 training, round-table and workshops in the areas of business planning, business management, marketing and other relevant areas to women-owned businesses in rural Afghanistan.

## **Higher Education Teaching- Armenia**

- American University of Armenia (AUA), Adjunct Assistant Professor- September 2013- Date. Teaching courses in the following areas:
  - Freshman English (I, II)
  - Business Communication (UGRAD)
  - Communication in the Work Place (Full Time and Professional MBA)
  - Corporate Ethics and Social Responsibility (Full Time and Professional MBA)
- Former Chair Person in Student Code of Conduct and Ethics Committee
- Adviser to UGRAD Clubs (Public Speaking, Volunteer League, and Startup)

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## **Research Activities (Armenia)**

### **UNFPA/Ministry of Territorial Administration (2013)**

Country consultant to assess the status of women in local governance in rural Armenia. The activity involved desk interviews of local government and council members as well as other stakeholders. Conducted data collection and analysis and delivered a report to the UNFPA for further action.

## **Research Activities (Afghanistan)**

UNDP/Afghanistan- Conducted thorough study with various ministries in Afghanistan to develop a “Donor and Resource Mobilization Strategy” for UNDP Gender Equality Project (GEP).

UNDP/Afghanistan- Conducted thorough research in various provinces in Afghanistan to develop a “Women Economic Empowerment Strategy” for UNDP Gender Equality Project (GEP).

## **Employment History:**

- September 2013-Current, American University of Armenia- Adjunct Assistant Professor
- Oct-Dec 2013, UNFPA/Ministry of Territorial Administration (Armenia)- Gender Consultant
- Apr-Nov. 2012, AECOM/SIKA-EAST (Afghanistan)- Capacity Building/ Gender Unit Director
- Nov 2011- Feb 2012, UNDP/Afghanistan, Provincial Gender and General Development Adviser
- April 2010- July 2011, McKeller Corporation (USA), Subject Matter Expert/Trainer
- Jan 2009 - April 2010, USAID/Afghanistan, Field Program Officer (FPO) Chagcharan, Ghor
- March-Dec.2008, USAID/Afghanistan, Field Program Officer (FPO), Jalalabad, Nangarhar
- Nov. 2005-April 2006, Deputy Country Director, FLAG International, Kabul, Afghanistan
- November 2003- January 2005, various consulting assignments in Armenia, Afghanistan, and Pakistan
- June 1981-April 2003, Business Development Officer-Parsons Corporation (USA)

## **Publications:**

- Restoring Women Status in Rural Afghanistan by Building a Sustainable Livelihood through Education and Capacity Building to Overcome Poverty (Presented to International Academic Forum Conference- March 2019)
- The Notion of Progress of an Afghan Woman in Society: Moving Beyond Foreign Aid (Doctoral Research Dissertation- 2016).
- White Paper- Impact of Gender Mainstreaming in Achieving MDGs- presented to International Gender Mainstreaming Conference in Islamabad, Pakistan (January 2007)
- The importance of Gender Mainstreaming in Building a Strong Rural Community (in progress)
- The evolution of Post-Soviet Communication (case of Armenia)- (in progress)

## **Articles:**

- Human Trafficking in Armenia
- The fate of Armenian NGOs beyond Foreign Aid

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## **Affiliation:**

- Pi Alpha Alpha Society (Public Policy and Administration)
- Association for Business Communication (ABC)
- The International Academic Forum

## **Education:**

- Ph.D. Public Policy and Administration- Walden University- July 2016
- Master of Business Administration, University of La Verne- May 2000
- Bachelor of Science, Business Administration - University of La Verne- May 1995

## **Certificate Courses:**

- Program Foreign Assistant (PFA) - USAID/Afghanistan - June 2008
- SME Cluster Development -ILO/UN Turin, Italy – April 2006
- Gender Mainstreaming in Developing Country -ILO/UN Turin, Italy – May 2005
- Project Management -PSMJ Resources – September 2003