

Proposed role in the project:

1. **Family name:** Biad
2. **First names:** Mostafa
3. **Date of birth:** 17 February 1966
4. **Nationality:** Moroccan
5. **Civil status:** Married



Adress : Hay Riad, secteur 10, Résidence Essanaoubar ,Apt 24, Rabat, Morocco
Phone : Mobile: +212- (0)661-05-27-14, Home: +212- (0)537-71-49-10
e.mail : mostafabiad@gmail.com

6. **Education:**

Institution (Date from - Date to)	Degree(s) or Diploma(s) obtained:
Ecole Nationale des Ponts et Chaussées de Paris From 09/1999 - 12/2001	Master of Business Administration (MBA)
Ecole Nationale de l'Industrie Minérale, ENIM, Rabat From 09/1987 - 06/1991	Engineering Degree

7. **Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Arabic	1	1	1
French	1	1	1
English	1	1	1
Spanish	4	5	5

8. **Membership of professional bodies:**

- **ACWUA** (Arab Countries Water Utilities Association): 2010-2013, Deputy Chairman of the Capacity Building and Training Working Group.
- **AIENIM**: Association des ingénieurs de l'ENIM.

9. **Key qualifications:**

- More than 24 years' experience in water and sanitation Utilities management mainly (MENA, Africa);
- Water/wastewater expert and trainer
- Performance improvement, O&M management, Performance Indicators, Benchmarking, NRW, ..
- Capacity Building for utilities management (Institutional aspects, Organizational development, Training, ..)
- E.Learning courses tutoring
- Project cycle Management, Monitoring and Evaluation;
- Procurements and Contracts management

10. **Other skills:** Computer literacy: MS Office (Word, Excel, power point), Ms project, internet ; Tutoring, facilitating, moderating workshops, seminars, training, Web based training (e-learning).

11. **Present position:** Freelance project management, Water/wastewater sector and Environment Consultant
Previous position: Head of Business Engineering Division, ONEE, Morocco
Head of Sanitation Planning Division, ONEP – RABAT

12. Professional experience as freelance

Date from - Date to	Location	Company & reference person (name & contact details)	Position	Description
November 2013 to July 2014	Morocco and Tunisia	GIZ, Dr. Thomas Petermann Senior Project Manager T +49 (0)228 4460-1967 thomas.petermann@giz.de	Water Integrity specialist	"Water Integrity at Utility level for ONEE, Morocco and S Enhancing TAP (transparency-Accountability-Participatio WI analysis and implementation (training, facilitation, co
2005 to date More than 30 assignments	Web based activities	Margraf Publishers GmbH (for GIZ and ACWUA), Mr. Dirk Hangstein T 49 (0) 151 - 152 59 127 49 (0) 7934 - 3071 dhangstein@mac.com	e.Learning courses tutor/expert	Tutoring e.learning courses for participants from Afirca, PPP, NRW, Organizational development, Utility management Each e.Learning course counts around 60 to 100 particip many activities: course administration, content (expertis exchange/discussion groups, video conference presentat
Many assignments 2010 to 2014	Alexandria, Cairo (Egypt), Amman & Aqaba (Jordan), Rabat (Morocco)	GIZ and ACWUA. Dr. Thomas Petermann Senior Project Manager T +49 (0)228 4460-1967 thomas.petermann@giz.de Eng. Mustafa Nasereddin Director of Programs and Technical Services at ACWUA T : +962-79-5820-434 mustafa_nasereddin@acwua.org	Utility Management Expert Trainer, Facilitator	Preparation and achievement of Regional training course for ACWUA (Arab Countries Water Utilities Association), 1) Performance Indicators and Benchmarking 2) Quality management and standards 3) Negotiation and cooperation in water sector
2011 to 2014	ACWUA members (and Maghreb countries)	ACWUA and Ecoconsult Ra'ed Daoud Executive manager Tel : +962 777-444-700 raed.daoud@ecoconsult.jo	Water/Waste water utility Expert Coordinator Facilitator	Support to "Utilities Management Technical Working Gro Support to "Utilities Reform Technical Working Group – 1. A compilation of the UM TWG regional case studies re theme of the TWG for ACWUA member countries. 2. Elaboration of A guiding principles and best practices (
12 to 19/02/2011	Benin (Cotonou, Dassa)	Kfw, Fichtner water and transportation GmbH: Mr Norbert Geyer (FWT Regional Director for Africa) Tel: +49 (0) 761/88505-28 norbert.geyer@fwf.fichtner.de	Water Marketing specialist	«Water supply in Secondary cities of SONEB, Benin», Acc guidebook and training of SONEB (Water utility of Benin)
October 2011-April 2012	Fez, Morocco	RADEEF (Fez Water utility) ADI, Mr Hassan El Mahrz Tel : + 212 661955272 h.elmahrz@adi.ma	Water (O&M) expert	Expertise on water supply security for the cities of Fez Sadden, Morocco.
July 2011	Oujda, Morocco	RADEEO (Oujda Water utility) ADI, Mr Hassan El Mahrz Tel : + 212 661955272 h.elmahrz@adi.ma	Water expert (O&M, NRW)	Master plan for water supply of the city of Oujda : Wa
April-June 2011	Many stations in MENA region	IFAD, GIZ Mr Hans Hartung Tel.: 07934.990030 hansfhartung@aol.com	Evaluation consultant	Final Review of CaMaRI Programme (Capacity Buildin region.
01/11/2010 to 28/02/2011	Morocco and MENA region	KfW (KfW Carbon Fund) Dr Rainer Suennen Vice President Tel.: +49-69-7431-2431 rainer.suennen@kfw.de	Climate change (carbon Finance) consultant	Acquisition of CDM projects: identification and selection projects in the frame framework of the Kyoto protocol (i emission certificates for KfW Carbon Fund.
July 2010,	North Africa (Algeria, Morocco Tunisia)	IDRC (International Development Research Center), WaDImena, Dr Hammou Laamrani Project Coordinator (Cairo) Tel : +20 2 333-67-051 /2/3 Ext. 7120 hlaamrani@idrc.org.eg	Water specialist	"Comparative Monitoring Indicators (Benchmark) Progre and North Africa".

<p>Many assignments from 2007 to 2011</p>	<p>MENA region</p>	<p>GIZ AWC (Arab water council), Dr Maria Gerster Bentaya Tel : +49 (0) 711 459-22646 M.Gerster-Bentaya@uni-hohenheim.de</p>	<p>Member of the steering committee and moderator/facilitator of 5 partner forums</p>	<p>Governance in water sector in MENA region, INTERNATIONAL WATER FOR PEOPLE i. Egypt (Cairo), 20-22 November 2011 ii. Tunisia (Tunis), May, 31st to June, 4th 2010. iii. Jordan (Dead Sea), 7 to 11 June 2009. iv. Morocco (Marrakech), 20 to 27 June 2008. v. Egypt (Cairo), 20 to 27 June 2007.</p>
-------------------------------------------	--------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

13. Professional experience at ONEE

Date from - Date to	Location	Company & reference person (name & contact details)	Position	Description
04/2012 - 10/2014	Morocco	The National Office of Electricity and Potable Water ONEE – DCM , Commercial and Marketing Mr Driss BAHAJ Directeur Commercial et marketing T: +212-(0)537759600 dbahaj@onee.ma	Head of Business Engineering Division, Commercial and Marketing department	- Identification of potential clients among project promoters (etc..) - Technic-commercial activities with big clients (future bids) - Negotiation of contract with projects promoters for water technical assistance for works supervision, participation - Invoicing and payment follow-up
01/2003 to 07/2010	Morocco	ONEP – DAE Direction of Sanitation and Environment Mr Ameer CHAKOUK Directeur du pôle industriel T: +212-(0)661055002 achakouk@onep.org.ma	Head of Sanitation Planning Division	The Office national de l'eau potable - ONEP, Morocco supply planning on a national scale and produces 80 % water supply, water distribution in about 500 small towns some of these towns. It is responsible for implementation management of water distribution on behalf of commercial quality monitoring and pollution control of waters. In (sewerage and wastewater treatment) in ONEP's mandate: <ul style="list-style-type: none"> • Member of the National Sanitation Programme Committee • Member of the Project Management Unit (PMU) for Basin De-pollution, 2006 – 2010, in the frame of pilot tools, facilitating the transfer of integrated water resources co-funded by the EC within the 6th Framework Programme dynamic agricultural and industrial activities in Morocco the management of water resources; • Actively took part in the studies for the Sanitation Budget Management (more than \$60 million/year); • Participation in investment and technical assistance AFD, Belgium Cooperation, IsDB, JBIC, Spanish Cooperation • Management and monitoring of projects and programs • Participation in discussions for tariff setting up regulation aspects. Morocco has a complicated structure consists of a large array of tariffs at different stages: retail sales, as well as the collection, treatment and
11/2001 - 01/2003	Morocco	ONEP – DAE Direction of Sanitation and Environment Mr Samir BENSALD, T: +212-(0)661052708 Directeur de l'institut international de l'Eau et l'Assainissement sbensaid@onep.org.ma	Head of Sanitation Coordination Service	As Head of the Sanitation Coordination Service responsibilities: <ul style="list-style-type: none"> • Technical Assistance to Municipalities and projects identification • Delegated management on behalf of municipalities: elaboration and discussion of delegated management contracts • Following up, monitoring and management of technical • Planning and human resources for projects management • Designing and establishing the training plan for ONEP's
Parallel activities. 01/2004 – 07/2010 and 06/2012 to 10/2014	Morocco	ONEP – DAM (Procurement Department) Mr Selmani Fouad Tel: +212-(0)661479770 fselmani@onep.org.ma	Deputy Chairman of Procurement Committee	As Deputy Chairman of the Procurement Committee responsibilities: <ul style="list-style-type: none"> • Chairing Procurement Committee : for bids opening, tendering • Ensuring that the tendering and procurement process is correct • Divisions of: (1) strategic acquisitions, (2) common activities and wastewater projects procurements.
01/1995 – 11/2001	Morocco	ONEP – DEX EL IDRISSE Abderrazzak T: +212-(0)537-759600 aelidrissi@onep.org.ma	Head of Water Distribution Services	As Head of the Water Distribution Services responsibilities: network; managing and directing the leak detection team performance management; participation in several commercial utilities performance improvement. ONEP adopted a strategy framework of the Moroccan water conservation efficiency of the water supply network as well as implementation for water (UFW). It also put control measures in place consumption. Collective meters were replaced by individual water consumption. At the social level, to raise awareness educational and awareness campaigns were implemented administrative level included active participation in the by local authorities and involving all the operators development of water supply, managing crisis situations encouraging water conservation, and ultimately enacting in public departments, administrations, state buildings) and of Prime Minister); rationalization of stand-post and fou

				problems encountered by the lack of maintenance. Responsible for cooperation project with ACDI (Canada leaks detection activities (initiation, planning, implementation practices dissemination).
09/1991 – 01/1995	Morocco	The National Office of Potable Water ONEP – DEX Direction of Operation and Maintenance	Operation & Maintenance Engineer	<ul style="list-style-type: none"> • Water supply management, operation and maintenance medium cities, more than 700.000 subscribers); • Managing actions for control of unaccounted-for water identify losses through the water supply system (Ref facilities. Following up leak detection campaigns in C • Participation in follow up water saving programmes.

- **Project cycle Management, Monitoring and Evaluation;**

- **In many programs and projects I have contributed in the project cycle management, precisely :**

- Support the **Identification** : Identify new projects in the prospect of funding
 - **Appraisal** phase: participation in documents preparation, data collection and scenarios assessment to appraise sanitation projects/programs for funding.
 - In charge with municipalities prerequisites: service delegation, share in financing, etc..
 - Coordinate and **Follow-up** of the project portfolio (monitoring, tendering, award of contracts, disbursements, performance indicators, etc.) :
 - **Monitor** the project implementation in collaboration with the Bank officials.
 - **Evaluation**: Participation in the project **completion** reports, with the help of the technical assistance and the Bank officials at the completion of each project.

- **Projects involved in :**

1. **KFW projects** (since 2003) :
 - New project: **PNA** (national program for sanitation) project funded with (AFD, EIB and EU) : the project manager during the identification and appraisal phase.
 - **APC3** (Sanitation for small centers 3) : € 43 million, 715.000 inhabitants
 - **APC2** (Sanitation for small centers 2) : € 35 million, 372.000 inhabitants
 - **APC1** (Sanitation for small centers 1): € 28 million, 257.000 inhabitants (completed)
 - Sewerage projects of **Khénifra and M'rtirt** (phase1): € 18 million, 145.000 inhabitants
 - Sewerage projects of **Guelmim (Oued Sayed De-pollution)**: € 2 million, 96.000 inhabitants
2. **JICA projects** :
 - **2005-2010 : Sewerage development for 3 cities** (Khemisset, Tiflet, Sidi Kacem) : € 50 million, 385.000 inhabitants
 - **2007-2011 : Sewerage development for 4 cities** (Benguerir, Kalaa Sraghna, Amezmiz, Ait Ourir) : € 48 million, 186.000 inhabitants
3. **UE-EIB-AFD**: Sebou hydraulic basin de-pollution: Sanitation of 17 cities financed by **EIB, AFD, EU** the complement is ensured by National Sanitation Plan (PNA) : € 88 million, 750.000 inhabitants.
Participation in identification/formulation of New projects PNA (national sanitation plan) with EIB, KfW, AFD, EU (around 60 small and medium cities for more than € 300 million.
4. **Other projects** :
 - **AfDB, 2005-2010 : Sewerage development for 3 cities** (Khouribga, Oued Zem, Boujaâd) : € 55 million, 300 .000 inhabitants
 - **AFD : Sewerage development for 4 cities** (Al Houceima, Targuist, Imzouren, Bni Bouayach) : € 25 million, 109.000 inhabitants
 - **IsDB, 2003-2009 : Sewerage development for 6 cities** (Tata, Akka, Fom Zguid, Fom El Hisn, Bouznika, Berrechid) : € 29 million, 156.000 inhabitants
 - **World Bank, 2010-2015** : Oum Rbia basin de-pollution Project (Sanitation of 11 centers) : € 52 million, 240.000 inhabitants
5. Specific projects : Institutional aspects, Capacity building, gender, evaluation
 - **2006-2007 : Strategic review of the national program for sanitation PNA (Kfw with World Bank)**: member of the PNA-following committee.
 - **2003-2010 : PFP** : Training and skills development program (Programme de formation et de perfectionnement) **PFP 1** : project manager (completed) and **PFP 2** (ongoing) (**KFW**)
 - **2005-2006: Poverty and Gender Impact assessment** for APC1 and APC2 (completed):**KFW**
 - **Gender Impact assessment** for sanitation projects, APC3 (ongoing) : **KFW**
 - **2009, AfDB, 7th** drinking water supply and sanitation project in Morocco, involvement in the Project performance Evaluation.

- **Specific experience in water supply, environmental issues and sustainable development in Morocco including:**

- Member of the National Sanitation Programme (*Programme National d'Assainissement* - PNA) Committee - water resources protection and wastewater treatment, 2005 - 2010;
- Establishment of yearly conventions for the National Fund for Sewerage and Wastewater Treatment (FALEEU) and for environment protection (FNE). A national sanitation planning according to multi-criteria analysis (population, environment impact, water resources protection, etc..) jointly with a national committee (Ministry of Interior water and Environment ministry, ministry of finance) in order to decide on sanitation subsidy allocation for sanitation investment(2005-2010)
- In the framework of IWRM and water demand management, establishment of a national program for non-revenue-water reduction and water conservation (ONEP);
- Participation in water dialogue at national level with river basin management agencies;(In 2007 participation in workshops in river basin agencies (9) with all the stakeholders of water sector to prepare national water plan) .
- Water supply management, O&M of water distribution facilities (more than 300 small and medium cities, more than 700.000 subscribers)
- Proven experience in development co-operation associated to the water sector including as an expert on significant projects supporting Social infrastructures :

- (program coordinator), on MEDA program 20 million Euros : sanitation of five cities (Berkane, Taourirt, Tafoghalt, Ain Taoujdate, Azilal): Participation in monitoring and project management, 2002-2003 ; Lead coordinator of the Institutional aspects and accompanying measures (training, etc.): establishment of delegated contract with municipalities (ONEP intervenes in water and sanitation on behalf of municipalities), discussion subsidies and tariffs with concerned ministries, setting up training program, etc..
- 2006 -2010 : Member of the PMU (project Management Unit) for Sanitation and Institutional Support of 'Sebou River Basin De-pollution', The Projects is financed by The European Investment Bank's (EIB), French Developing Agency (AFD) and the European Union (EU, MED/18120): 30 Million Euros.) The complement is ensured by National Sanitation Plan (PNA). Technical assistance to the PMU is supported by the Facility for Euro-Mediterranean Investment and Partnership (FEMIP). The scope of the project: 17 cities, with population of 750 000 inhabitants. The total cost of the project is about Euros 88million (1 billion Moroccan Dirham). I have initiated the project, discussed the funds (identification, appraisal) and follow up the implementation