



## ZUBAIR AHMAD

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### EDUCATION AND TRAINING

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01/09/2020 – 27/02/2024(Final Discussion)

**PHD IN ECONOMICS AND MANAGEMENT OF SUSTAINABILITY AND INNOVATION** – University of LUM, Giuseppe Degennaro, Bari, Italy [www.lum.it](http://www.lum.it)

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10/07/2015 – 12/12/2017

**MASTER OF SCIENCE IN MANAGEMENT AND GOVERNANCE** – University of Siena, Italy [www.unisi.it](http://www.unisi.it)

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04/09/2004 – 10/01/2010

**BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION** – Virtual University of Pakistan [www.vu.edu.pk](http://www.vu.edu.pk)

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09/11/2009 – 10/01/2010

**INTERNEE – Integrated Regional Support Program (IRSP)**

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02/01/2008 – 30/12/2008

**VOLUNTEER – National Commission for Human Development(NCHD)**

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### Publications

1. Esposito, P., Ahmad, Z., Riso, V. and Mustafa, N., (2023). **Beyond the business case? Retracing the walk of Corporate social responsibility and financial performance relationship in the Oil and Gas sector.** *Corporate Social Responsibility and Environmental Management*.
2. Joiya, S.A., Danish, M.H., Ahmad, Z. and Ijaz, H. (2023) **Unveiling the Shadows: Understanding Social and Demographic Awareness of Migrant Smuggling in Pakistan.** *Qlantic Journal of Social Sciences and Humanities*
3. Ahmad et al. (2023) **Predictive Role of Job Satisfaction Towards Employees' Performance: An Empirical Evidence From Bankers.** *Webology*. 19(1) 1735-188X
4. Aljounaidi, A., Ali, M., Ahmad, Z., Atiek, A.H. and Khan, I.H. (2023) **Knowledge and Awareness of Zakah among the People of Pakistan: Implications for Islamic Economics.** *Qlantic Journal of Social Sciences and Humanities*
5. Naeem, M.W., Ahmad, Z., Xavier, V.B. (2023) **Institutional Response in Insurance Regulations Amid COVID-19 and Its Impacts in EU and Pakistan.** *Scandic Journal of Advanced Research and Reviews*, 2022, 3(03), 041–065
6. Ali, M., Naeem, M.W., Ahmed, Z. and Iftikhar, M.H. (2023). **Stagnate Economic Analysis of Regime Change & Administration shuffling Impact on Pakistan economy.** *Pakistan Journal of Economic Studies (PJES)*, 6(1), pp.1-19.
7. Ahmad, Z. and Esposito, P. (2022). **The Influence Of Greenwash On Green Purchase Intentions; The Mediating Role Of Green Brand Loyalty.** In *15th Annual Conference of the EuroMed Academy of Business*.
8. Ahmad, Z. and Esposito, P.(2022) **THE IMPACT OF CORPORATE SOCIAL RESPONSIBILITIES ON EMPLOYEES'GREEN BEHAVIOR: THE MODERATING ROLE OF ORGANIZATIONAL TRUST.** In *15th Annual Conference of the EuroMed Academy of Business*.

9. Ahmad, Z. and Esposito, P. (2022). **GOOD GOVERNANCE AND CITIZENS' TRUST IN DEVELOPING COUNTRIES: A RESEARCH NOTE FROM PAKISTAN.** In *15th Annual Conference of the EuroMed Academy of Business.*
10. Khan, M.S., Ahmad, Z. and Khan, F. (2021). **The effects of green human resource management practices on sustainable performance: the mediating role of green climate and green employee empowerment.** *Turkish Online Journal of Qualitative Inquiry*, 12(10).
11. KHAN, M.S. and AHMAD, Z.(2021) **Impact of Capital Structure on Firm: A case study of Khyber Pakhtunkhwa, Pakistan.** *European Academic Research* 08(11):6711-6744

## Conferences

- 1) **39th EBES Conference-Rome April 06th, 2022**  
Engaging CSR on the Financial Performance of Financial Technology contribution in the Sustainability Arena of Commercial banks  
Linkage Pro-active corporate environmental strategy and Environmental Performance; The role of mechanistic/organic organizational structure and green product innovation.
- 2) **IIAS-EUROMENA 2022 Joint conference on Next Generation Governance and Young global Public Administration June 29th, 2022**  
EU recovery plan in Public value creation and social impact through digital transformation in European countries
- 3) **15th Annual Conference of EuroMed Academy of Business (EMAB) September 21st– 23rd, 2022**  
*Good governance and citizens' trust in developing countries: A research note from Pakistan*  
*The impact of CSR on Employees' green behavior; The moderating role of organizational trust*  
*The influence of green wash on green purchase intentions; The mediating role of green brand loyalty*
- 4) **CONVENGO SIDREA 20th – 21st October, 2022**  
EU Recovery Plans and Digitalization in Public value creation; An exploratory research in European countries

## Papers ready for Publication

- 1) Critical Appraisal of Solid Waste Management in Developing Countries: Myths and Challenges
- 2) CURRENT TRENDS AND PRESSING ISSUES OF SOLID WASTE MANAGEMENT IN DEVELOPING COUNTRIES WITH SPECIAL REFERENCE TO PAKISTAN
- 3) Unpacking Public Value Destruction through Solid Waste Management in Pakistan: A Critical Study
- 4) The risks factors and problems of waste management in developing countries as hurdles
- 5) Collaborative governance for social change: Waste management in the Land of fires
- 6) Engaging CSR on the Financial Performance of Financial Technology contribution in the Sustainability Arena of Commercial banks
- 7) EU recovery plan in Public value creation and social impact through digital transformation in European countries
- 8) Impact of Workplace Bullying on Turnover Intention; the mediating role of Emotional Exhaustion

## ● WORK EXPERIENCE

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01/12/2021 -28/02/2022 & 22/12/2022 -23/02/2023  
VISITING LECTURER – ABDUL WALI KHAN UNIVERSITY MARDAN, PAKISTAN

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- Preparing and delivering lectures, tutorials, workshops, and seminars.
- Developing curricula and course material that can be used across a number of platforms.
- Collaborating with other academics and lecturers to improve teaching methods and expand knowledge base.
- Setting and grading assignments, tests, and exams.
- Conducting research, and writing papers, proposals, journal articles, and books.
- Attending and participating in meetings, conferences, and other events in and outside of the institution.
- Participating in training opportunities and initiatives at the institution.
- Providing support to students and other colleagues.
- Staying current by reading widely and producing published work in the field.

15/07/2016 – 31/07/2017  
TUTORATO ORIENTAMENT – UNIVERSITY OF SIENA

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- General academic and study abroad advices
- Individual study planning
- Explain to new comers that how they will select their career plan for course
- Counseling for foreign language courses (Spanish, French, Italian etc.)
- Orientation on core, preliminary and elective courses
- Assist in research thesis
- Talk about e-learning and use of online portal

10/08/2011 – 26/10/2011  
SUPERINTENDANT – ANSI SCHOOL & COLLEGE MARDAN

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- Have a seat on the Board and the right to speak on all educational matters without a vote.
- Be responsible for the performance of instructional personnel and for the educational and instructional program to be achieved in the district.
- Be responsible for continuous appraisal of curriculum and courses of study.
- Develop administrative principles and procedures for implementing Board policies.
- Meet annually with the Board to appraise the operation and performance of the schools during the year and inform the Board of the current status and future plans, needs and problems of the school district.
- Perform other duties as assigned by the Board

15/07/2010 – 12/06/2011  
ADMIN/HR OFFICER – MARDAN COLLEGE OF MANAGEMENT SCIENCE

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- Ensure that accurate job descriptions are in place
- Provide advice and assistance with writing job descriptions
- Provide advice and assistance when conducting staffperformance evaluations
- Identify training and development opportunities
- Organize stafftraining sessions, workshops and activities
- Schedule and organize interviews
- Participate in applicant interviews
- Conduct reference checks on possible candidates

## ● LANGUAGE SKILLS

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Mother tongue(s): PASHTO

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	B2	B2	B2	B2	B2
ITALIAN	B1	B1	B1	B1	B1
URDU	C2	C2	C2	C2	C2

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

## ● ORGANISATIONAL SKILLS

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Organisational skills

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- Presentation
- Strategic Management
- Business Development
- Team Management
- Customer Management
- Financial Management
- Change Management
- Creative Problem Solving

## ● COMMUNICATION AND INTERPERSONAL SKILLS

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Communication and interpersonal skills

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Having Excellent Communication skills gained from career experience working at University of Siena as a Tutor for International students, And also working in different organizations in my country.

## JOB-RELATED SKILLS

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Job-related skills

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- Arranged meetings with people of society in order to motivate them towards the basic education.
- Conducted community meetings to aware them about the purpose of the WES project.
- Reported the activities to the reporting line at office.
- Assisted in mobilizing the community people.
- Made interview calls and coordinate interviews process.
- Filed of correspondence in/out
- Ensure that accurate job descriptions are in place
- Provide advice and assistance with writing job descriptions
- Provide advice and assistance when conducting staffperformance evaluations
- Identify training and development opportunities