

Minhaaj Rehman

Contributing Author at The News

minhaaj@gmail.com

Summary

A Passionate and Experienced Consultant and Writing Professional with Relevant Experience in multiple industries.. I have worked with Top Management towards Project Management, System Administration and Client Experience Management. With Strong Multilingual Communication Skills and Business Acumen i can help Organizations expand and grow at a Rapid Speed. Always Interested in Hearing New Opportunities and Challenges in Areas of My Expertise. MBTI personality profile:- INFJ (Introverted iNtuitive Feeling Judging)

Education

Umeå School of Business and Economics, Umeå University, Sweden

Masters, Management, 2009 - 2013

Activities and Societies: Red Cross, Greepeace

Virtual University of Pakistan

Masters, Business Administration Human Resource Management, 2006 - 2008

Punjab University

Bachelors, English Literature, 2004 - 2006

Certifications

'Flexible Learning Course Certification'

Otago Polytechnic, Newzealand 2008

'Evaluation Best Practices Certification'

Manukau Institute of Technology, Newzealand 2008

'Facilitating Online Communities Certification'

Otago Polytechnic, Newzealand 2008

SFI, Swedish Language School Graduation Certificate

Umeå Kommun, Sweden 2010

Courses

Masters, Business Administration Human Resource Management

Virtual University of Pakistan

Production/Operations Management MGT613

Business Mathematics and Statistics MTH302

Introduction to Computing CS101

Economics ECO401

Research Methods STA630

Information Systems	CS507
E-Commerce	IT430

Bachelors, English Literature

Punjab University
English Literature

Masters, Management

Umeå School of Business and Economics, Umeå
University, Sweden

Managerial Perspectives on Strategy, People, Projects
and Processes 2FE047

International Business Culture and Communication C 2FE060

Business Development and Internationalisation D 2FE146

Experience

Contributing Author at The News at Jang Group of Companies

October 2015 - Present (5 months)

Independent Consultant at Consulting Work

January 2003 - Present (13 years 2 months)

- Liaising between CEOs, Directors and Stakeholders, about Strategy, Technology, Policy and Procedural issues.
 - Identifying Training and Development Needs of Organizations.
 - Translating Above into Plans and Aligning them with Organization's Vision and Mission.
 - Coordinating between Departments in Organizations to ensure Congruence.
 - Experience with SMEs and Large Enterprises in Multiple Industries.
 - Benchmarking Technology Solutions for Efficiency, Costs and Implementation.
 - SAP HCM, Zoho Suite & Recruitment Modules e.g. Sendouts by Bullhorn.
 - Concur Travel & Expense, Siebel CRM, ERP Ericoll.
 - Web Design, Content Writing, Translation.
- Some of the Short Term and Pro Bono Contracts i have worked with are Below:
1. Wikieducator, Board Member, Commonwealth of Learning, UNESCO. (Turn-Key Project)
 2. Bilojix Inc., Pakistan. (Turn-Key Project to establish Software house)
 3. Canonical Limited, Ubuntu Linux Pakistan. (Pro Bono)
 4. Websouls Inc. (Set up Web shop)
 5. Sublime Wireless (Recruiting IT professionals for blue chip companies)
 6. Microsoft (Remote Work for Outlook App Team)
 7. The Resource Group (TRG - Worked with major US Cable and Satellite companies.)
 8. Liveadmins (German Support for Nuance, the company behind Apple's Siri)
 9. International Petrochemicals. (Product Manager for German Market)
 10. Ericsson (Short Term Employment at Global Headerquarters in Stockholm. Multilingual Role)
 11. WPKonsulterna (Currently helping them write their Corporate Blog in Swedish)

Author at MORE Magazine (Pakistan)

July 2015 - October 2015 (4 months)

I write travel pieces with technology gadget reviews. I am also passionate about travels and anthropology with stories from areas remotest and the creepiest. I write about these adventures along with the humanitarian situation in More Magazine.

Technical and Sales Support Engineer at Imanami Corporation

February 2014 - February 2015 (1 year 1 month)

- Technical support of GroupID an Identity Management Solution for Microsoft Active Directory. • Planning for overall GroupID Management, Deployment and Onboarding. • Planning and Executing comprehensive QA (Blackbox) on various builds of GroupID. • Writing Technical Documents such as Use Case, Test Cases and KB Articles for the Product. • Planned, Installed & maintained DNS Server, Active Directory, Exchange in Hyper-V • Disaster Recovery Planning in Test environment in Group ID's context.
- Installation and Configuration of Various Internet Enabled Applications. • Research the Hardware and Software Vendors for Compatibility with GroupID in the Client Environment. • Windows 2008/2012 Based Domain Administration with Domain controllers in other Forests. • Maintenance of Data Backup System and Documenting the Backups. • Complying with Microsoft Exchange Server 2010/2013 provisioning and deprovisioning policy. • Managing Single Forest Multi Domain Active Directory Services with multi-site Replication. • Management and Installation of Fail-Over Clusters, DAGs. • Network Load Balancing and Network Optimization.

Technical Support Executive at Telenor

December 2007 - August 2008 (9 months)

- Monthly Meeting with the Team Leader to Review Scorecard KPI's of the Team. • Monthly Meeting with the AM and the Manager to Review Rolling Forecast and Latest View. • Responsible for CS sales towards New and Existing Customers. • Create and Execute Action Plans to Improve the Operations KPI's
- Assure that the Delivered Services are in line with the Performance Service Level Agreements. • Assure correct Offering and Crediting in case of non-compliance. • Coordinating with Cross-Functional Teams.
- Maintain Response time as per defined TAT (Turn-around Time). • Providing End to End Solution to Customer Queries / Follow-ups.

Projects

Linux Ubuntu Documentation

January 2007 to Present

Members: Minhaaj Rehman, Fouad Bajwa

Home of the Ubuntu-Pakistan Official LoCo Team organized to seriously contribute towards evolving an Ubuntu Linux User Community in Pakistan as well as the development process of Ubuntu-Linux with the possibility of localization in to 70 regional languages spoken in Pakistan. Ubuntu today is being used by Schools, Colleges, Universities, Non-Profit, Commercial/Industrial, Private and Public Sector Organizations across the country. Most notable large-scale enterprise applications have been made at Tameer Micro Finance Bank Karachi (all 22 branches with client/server architectures in place), IDS-Balochistan, Open

Source Resource Centre, Ministry of IT &T, Government of Pakistan etc. Ubuntu-Linux Pakistan Team on Facebook: <http://www.facebook.com/groups/27138955736/>

Peer Reviewer in International Review Committee at IRRODL, a journal by Athabasca University.

2011 to Present

Members: Minhaaj Rehman, Terry Anderson

The International Review of Research in Open and Distance Learning (www.irrodl.org) is a refereed, open access e-journal that disseminates original research, theory, and best practice in open and distance learning worldwide. IRRODL is available free-of-charge to anyone with access to the Internet.

Volunteer Experience

Member Recruitment at Swedish Red Cross

November 2012 - Present (3 years 4 months)

Awareness creation and campaigning for acute help.

Donation Campaign Member at Greenpeace

March 2013 - Present (3 years)

Test Scores

Test of English as Foreign Language

January 2009 Score: 110 out of 120

Skills & Expertise

Training

CRM

HTML

Wordpress

Linux

SAP

Remote Access

System Administration

Joomla

Technical Support

Windows Server

Active Directory

Microsoft Exchange

Microsoft SQL Server

Lync

Hyper-V

VMware

ITIL

Project Management

Publications

Use of Psychometric tests in the process of Recruitment in Human Resource Management

Master Dissertation January 15, 2013

Authors: Minhaaj Rehman, Cicek Svensson, Johan Östlin

With industrial revolution, the structure of today's organization has changed and it calls for dynamic changes in processes. Highly specialized workforce and skilled nature of work has put increased demands on finding appropriate talent. Finding suitable candidates have always been one of the challenges for employers and many different approaches have been taken to attract, screen, train and retain skillful employees. One of the recent developments in recruitment of qualified candidates is psychometrics. Psychological testing systems identify desired qualities and try to screen candidates through psychometric tests. Such testing systems have existed for centuries in various forms and have been used with various degrees of success. Literature on the use of psychometrics for recruitment has been scarce at its best and fails to address major developments in the field. Current study is aimed to add to the body of literature focusing on the applications of psychometrics in recruitment. A particular emphasis is put on the construction of psychometrics and its correlation with job performance predictability. Through an extensive literature review it is found that study of such a nature has not done previously. Study is executed by adopting qualitative research method, using a semi-structured, open-ended questionnaire interviewing three highly specialized psychometric professionals in two companies across two continents. The findings are subsequently examined using grounded theory. Categories were earmarked with relevant coding, helpful in the analysis of interview records. It has been concluded that psychometrics as a field has huge potential and its performance in recruitment spheres is promising. Its mainstream adoption however is a gradual process and its theoretical assumptions and practical demonstrations are areas that need much research before it can be relied on as independent recruitment tool.

Interviewed on Intellectual Property Rights

Linux Format Magazine March 2009

Authors: Minhaaj Rehman, Marco Fioretti

Conference Presentation: Open Learning Model Using Wikis

WIAOC09 2009

Authors: Minhaaj Rehman

Conference Presentation: Taking FOSS Movement to a New Stratum (Remote)

LAMS 2008, Sydney, Australia 2008

Authors: Minhaaj Rehman

<http://lams2008sydney.lamsfoundation.org/pdfs/01welcome.pdf>

Travel Interview by Sudwest Presse Online, Germany

SudWest Presse Online August 23, 2010

Authors: Minhaaj Rehman, JULIANE BAUMGARTEN

Interviewed on my extensive travels in Europe by German Newspaper Sudwest. Article is in German and explains my travelling experience.

Interviewed on Open Education

Andreas from Koblenz Universität, Germany 2009

Authors: Minhaaj Rehman, Andreas Auwärter

Interviewed on Cultural Experience

Anne Fox 2009

Authors: Minhaaj Rehman, Anne Fox

Languages

English	(Native or bilingual proficiency)
Urdu	(Native or bilingual proficiency)
Punjabi	(Native or bilingual proficiency)
Saraiki	(Native or bilingual proficiency)
Swedish	(Full professional proficiency)
German	(Professional working proficiency)
French	(Limited working proficiency)

Honors and Awards

Member High IQ Society (www.HighIQsociety.org)

Interests

Learning Languages, Traveling and Designing Training Modules.

Honors and Awards

Featured Student Advisor

Umea University

October 2009

<http://www.umu.se/english/education/student-stories/minhaaj-ur-rehman>

Featured Alumni Member

Umea University

July 2015

<http://www.umu.se/english/education/student-stories/minhaaj-ur-rehman>

Organizations

Deutsche Alpine Verein

June 2011 to Present

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8 people have recommended Minhaaj

"Minhaaj is a principled, intelligent, and articulate good friend. We worked together from 2007-2009 as council members on the Wikieducator project, on courses run by Otago Polytechnic, and in a range of independent research and writing ventures. Minhaaj has shifted my perspective on a number of fronts, particularly in areas of international relations, education, copyright and governance. I would recommend Minhaaj to anyone with interests in these areas, and who is similarly prepared to have their perspectives and practices shifted by this sharp young man."

— **Leigh Blackall**, worked directly with Minhaaj at Consulting Work

"When it comes to shifting my perspective on international issues Minhaaj has been exemplary. I have collaborated with Minhaaj on a number of initiatives and he brings a creative presence that often takes the group into areas they were not prepared. In the end the results are deeper and broader because of Minhaaj's participation."

— **Peter Rawsthorne**, worked with Minhaaj at Consulting Work

"Minhaaj has a vast professional network. It can be put to good use, to locate qualified resources. He can also help tailor your needs to local cultural and business norms."

— **Arman Anwar**, was Minhaaj's client

"Minhaaj is an intelligent and passionate communicator who can handle details without losing sight of the big picture. I recommend him to any organization that values ethical behavior and strong critical thinking skills."

— **Steve Foerster**, worked directly with Minhaaj at Consulting Work

"Minhaaj writes passionately about his Subject Matter and has chosen to teach his experience and passions in life to others. He understands that each has a different learning curve and that striving towards progress is acceptable. Minhaaj ur Rehman wishes to inspire creativity and love coming from the inside out .. to his students ..."

— **Virginia Lawrence B.F.A. and M.B.A.**, managed Minhaaj indirectly at Consulting Work

"Minhaaj ur Rehman has excellent social skills, high integrity, is very trustworthy, and a lifelong learner who would be a valuable asset to every organization. I highly recommend Mr Minhaaj. Please contact me for further information."

— **Dr. Nellie Deutsch (Ed.D)**, was Minhaaj's client

"It's a pleasure to write a professional reference for Minhaaj Rehman. He's been a colleague and a good friend. He has deep analytical and technical skills. A very fast learner and proficient communicator. His research and troubleshooting skills can be a lifesaver in any environment. With his multicultural and multi-faceted insights that he brings to the workplace help organizations grow and engage in a learning culture. I recommend him for any organizations looking for top-notch talent."

— **Zohaib Hafeez**, *Senior Systems Engineer, Imanami Corporation*, managed Minhaaj indirectly at Imanami Corporation

"Minhaaj has worked as a colleague with me in Telenor Contact Center. He in every way, was over qualified according to the job requirements. He was punctual, first to understand and explain things to others, and a perfectionist. He works at a rapid speed and his memory is exemplary. This makes him prone to the problems that outstanding people face but he is equally good with people as he is with computers. Wish him the best of luck!"

— **Muhammad M. Akbar**, worked directly with Minhaaj at Telenor

[Contact Minhaaj on LinkedIn](#)