

Dr. Syed Saqlain Raza

Scholar-Practitioner | Researcher | Lecturer | Policy Analyst

📍 Islamabad, Pakistan

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PROFESSIONAL SUMMARY

Innovative and impact-driven scholar-practitioner with a strong portfolio in higher education, applied research, and public policy. Experienced in teaching entrepreneurship, innovation management, and sustainability across diverse academic settings. Research interests span green leadership, organizational behavior, environmental sustainability, Lean 4.0, and diversity, equity, and inclusion (DEI) in education. Published in peer-reviewed journals and regularly engaged in international research conferences across Europe and Asia. Known for bridging academic theory with practical insight, including prior regulatory experience in energy and governance. Actively seeking global opportunities to contribute to interdisciplinary research, inclusive teaching, and policy-relevant scholarship.

CORE COMPETENCIES & SKILLS

Research & Academic Skills

Qualitative & Quantitative Research | Interdisciplinary Research Design | Academic Writing & Publishing | Conference Presentation | Curriculum Development | Policy Research & Analysis

Teaching & Learning

University-Level Teaching | Experiential Learning | Case-Based Learning | Online & Hybrid Instruction | Student Mentoring | Learning Assessment

Thematic Expertise

Organizational Behavior | Green Leadership & Sustainability | Lean 4.0 | Innovation Management | Diversity, Equity & Inclusion (DEI) | Energy Policy | Regulatory Governance | Entrepreneurship

Technical & Analytical Tools

SPSS | NVivo | SmartPLS | STATA | Microsoft Office Suite | Google Workspace | Moodle | Google Classroom | Google Forms | Qualtrics

Professional and Academic Experience

National Electric Power Regulatory Authority (NEPRA) — Islamabad, Pakistan

Dec 2009 – Present

Progressively promoted through leadership roles across audit, HR, payroll, finance, and compliance.

NEPRA is Pakistan's apex energy regulatory authority. During my tenure, I have developed as a cross-functional scholar-practitioner, contributing to public sector transformation through internal auditing, strategic HR interventions, financial analysis, and policy-aligned governance. I bring a unique blend of applied field experience and academic insight in organizational behavior, HRM, and sustainability.

Current Role: Audit Officer (Jan 2020 – Present)

As a scholar-practitioner in a national regulatory body, I lead critical internal audit functions that intersect with public governance, HR practices, and organizational performance. My role supports transparency, compliance, and strategic development in Pakistan's energy sector—aligning audit excellence with human capital and organizational behavior insights.

Key Achievements:

- Led full-cycle internal audits using Oracle E-Business Suite, ensuring process integrity,

- regulatory compliance, and operational effectiveness.
- Developed and implemented internal audit policies—particularly HR audit protocols—applying insights from my academic research in HRM and organizational development.
- Conducted risk assessments and process evaluations that supported regulatory improvement, cost optimization, and strategic HR alignment.
- Bridged internal policy review with best practices in compliance, sustainability, and diversity-sensitive governance.
- Collaborated cross-functionally with HR, finance, and IT teams to enhance data-driven decision-making and audit transparency.
- Mentored junior auditors and facilitated workshops, cultivating a learning-oriented audit culture aligned with modern OD principles.
- Engaged in inter-agency audit coordination and contributed to capacity building through technical reporting and procedural reforms.

Skills & Tools: Internal Audit | HR Audit | Oracle EBS | Risk & Compliance | Strategic HR Alignment | Organizational Behavior | Policy Analysis | Lean Six Sigma | Public Sector Governance | Data Analysis | Documentation & Reporting | Capacity Building

Previous Roles at NEPRA

- Assistant to Additional Director General (HR) (Mar 2019 – Jan 2020)
- Payroll Manager (Jan 2018 – Mar 2019)
- Asset Manager & Assistant Financial Analyst (Dec 2012 – Dec 2017)
- Office Assistant (Dec 2009 – Dec 2012)

Academic Engagement & Teaching Experience

Visiting Faculty (Part-Time)

Rawalpindi Women University – Rawalpindi, Pakistan

Sep 2024 – Present

- Deliver undergraduate courses in Entrepreneurship, Innovation, and Organizational Behavior.
- Design curriculum incorporating experiential, project-based, and case learning methods.
- Mentor students in research, academic performance, and career readiness.
- Engage in academic events and contribute to the quality enhancement and curriculum review committees.

Adjunct Faculty / Curriculum Developer

Hamdard University – Islamabad, Pakistan

2018 – 2021 (Intermittent Engagement)

- Designed and updated business and management course content with an applied industry perspective.
- Emphasized practical skill development aligned with labor market trends and policy needs.
- Integrated themes such as sustainability, ethical leadership, and strategic HRM into the learning experience.

Academic Mentor & Counselor (Freelance)

Rawalpindi, Islamabad & Wah Cantt – Pakistan

2008 – Present

- Provided one-on-one academic counseling to students from public and private universities.
- Supported thesis development, research design, and career pathway planning.
- Organized workshops on soft skills, academic writing, and university-industry linkage.
- Actively participated in student development initiatives and university association committees.

Academic Qualification

Doctor of Philosophy (PhD), Business Administration (Specialization: Human Resource Management)

Hamdard University – Karachi, Pakistan

Sep 2014 – May 2023

- Dissertation focused on Organizational Behavior and Sustainable HRM Practices.
- Conducted applied research aligned with environmental sustainability, green leadership, and public sector governance.

Master of Science (MS), Business Administration

Federal Urdu University of Arts, Science & Technology – Karachi, Pakistan

Feb 2011 – Aug 2012

Master of Business Administration (MBA), Banking & Finance

Mohammad Ali Jinnah University – Karachi, Pakistan

Feb 2006 – Mar 2008

Master of Arts (MA), Punjabi with Journalism

University of the Punjab – Lahore, Pakistan

Mar 2000 – Apr 2002

Bachelor of Arts (BA), Journalism

University of the Punjab – Lahore, Pakistan

Jan 1997 – Feb 1999

Higher Secondary School Certificate (HSSC), Pre-Engineering

BISE Rawalpindi – Rawalpindi, Pakistan

Nov 1992 – Mar 1995

Secondary School Certificate (SSC), Science

FBISE – Islamabad, Pakistan

Apr 1990 – Jun 1992

Technical Education

General Fitter Certification

Technical Training Institute, Pakistan Ordnance Factories – Wah Cantt, Pakistan

Jun 1994 – May 1997

- Covered workshop technology, mathematics, technical drawing, general fitting, and on-the-job training.

Basic Pneumatics Course

Technical Training Institute, Pakistan Ordnance Factories – Wah Cantt, Pakistan

Aug 1998 – Sep 1998

Certifications and Professional Development

Introduction to Digital Journalism

Reuters | Meta Journalism Project

Aug 2024

Social Media Influencer Certification

MindLuster

Aug 2023

Accounting in 60 Minutes

NASBA – USA

Feb 2023

Review Methods: Guidelines for Editors and Authors

University of Management and Technology – Lahore, Pakistan

Feb 2023

Certificate in Internal Financial Auditing and Risk Management

Pakistan Institute of Management – Lahore, Pakistan

Dec 2021

Training on PPRA Rules & General Financial Regulations

Institute of Tender Management – Lahore, Pakistan

Feb 2021

Certificate in Lean Six Sigma (Green Belt)

Pakistan Institute of Management – Islamabad, Pakistan

Oct 2020

Workshop on Project Management

Pakistan Institute of Management – Lahore, Pakistan

Sep – Oct 2020

Eliminating Harassment at the Workplace

NEPRA HQ – Islamabad, Pakistan

Feb 2020

Professional Diploma in Organizational Development & Strategic Human Resource Management

Pakistan Institute of Management – Islamabad, Pakistan

Aug – Dec 2019

Awarded First Position in Batch II

Training on Finance for Non-Finance Managers

NEPRA HQ – Islamabad, Pakistan

Jun 2019

Dashboard Reporting & Advanced Data Analysis using MS Excel

Pakistan Institute of Management – Lahore, Pakistan

Mar 2019

Review of PPRA Procurement Rules (E-PADs)

Public Procurement Regulatory Authority – Islamabad

Dec 2023 (This one was accidentally omitted earlier — please confirm if it's still valid)

USAID Power Distribution Program IT Skills Training

Open Learning Campus, World Bank Group

Sep 2014

Office Orientation Training

Secretariat Training Institute – Islamabad, Pakistan

Jan 2012

Certificate in MS DOS, Windows 98, MS Office

Carvan Computer Complex – Wah Cantt, Pakistan

Feb – May 2001

Camp Training (NCC)

NCC & WG Directorate HQ – National Guard Sector Rawalpindi
Sep 1993

Awards and Honours

First Position – Professional Diploma in OD & SHRM

Pakistan Institute of Management – Islamabad, Pakistan
2019

Best Football Player of the Year – Gold Medalist

2nd NEPRA Football Tournament
2021

Seminars, Workshops & Research Conferences

International Conferences & Research Presentations

Empowering Leaders for Global Contemporary Businesses 2025 Joint Conference

University of Greater Manchester, University of Bradford & SHE Inspires Foundation | October 2025 (Upcoming) Conference Co-hosted by the Centre for Leadership and Empowerment (University of Manchester), Global and Sustainable Business Futures Research Cluster (University of Bradford), and SHE Inspires Foundation.

Invited Participant & Accepted Paper Presenter

Paper Title: Empowering Public Institutions through Strategic Talent Transformation: A Framework for the Digital Era

European Academy of Management (EURAM) 2025

University of Florence, Italy | 22–25 June 2025

Invited Participant & Accepted Paper Presenter

Paper Title: *Embracing Diversity in Public Organizations: Comparative Insights on Gender, Race, and Cultural Equity in the USA and Pakistan*

→ Also served as a Reviewer for the Diversity Track (ST05_02)

European Academy of Management (EURAM) 2024

University of Bath, UK | 25–28 June 2024

Invited Participant & Reviewer

Theme: Fostering Innovation to Address Grand Challenges

European Academy of Management (EURAM) 2023

Trinity Business School, Dublin, Ireland | 13–16 June 2023

Invited Participant & Reviewer

Theme: Transforming Business for Good

MBAcademy International Business & Management Conference

Brunel University, London, UK | 15–16 December 2023

Presentation: Leadership's Green Mandate: Fostering Organizational Citizenship for Environmental Sustainability

Modern Research in Management, Economics, and Accounting Conference

Istanbul Sabahattin Zaim University, Turkey | March 2016

MBAcademy International Business Conference

Brunel University – London, UK | December 2015

Presentation: Impact of Knowledge Management Practices in Public Sector Organizations

National Conferences and Workshops

C-Suite Impact Network (CSIN) Workshop

Lahore University of Management Sciences (LUMS) | 8 July 2023

International Research Conference on Business and Social Innovation

Hamdard University – Islamabad | March 2018

Paper: Talent Management Practices and Organizational Commitment

ERRA Energy Investment and Regulation Conference

Astana, Kazakhstan | 25–26 September 2017

Acknowledged Paper: Effectiveness of Regulatory Governance in Pakistan's Power Sector

6th International Business Research Conference

Capital University, Islamabad (with Universität Bremen) | October 2017

1st National Conference on Business Dynamics

Allama Iqbal Open University – Islamabad | February 2017

NEPRA Energy Week

Islamabad, Pakistan | 24–28 February 2020

Training on Ethics, Manners & Hospitality

NEPRA HQ – Islamabad | 17–21 June 2019

Publications

Raza, S. S., Baber, S., Ghaffar, J. A., Ahmed, S. K., & Ghani, U. (2024). Leadership's Green Mandate: Fostering Organizational Citizenship for Environmental Sustainability. *Journal of Organizational Studies and Innovation*, 11(4), 54–70. <https://doi.org/10.51659/josi.24.214>

Raza, S. S. (2024). Agricultural Renaissance: Paving the Way to Food Security in Pakistan. *Lead Strategically*, ICMA International, 33(3), May–June 2024.

Raza, S. S. (2023). Exploring the Nexus Between Corporate Social Responsibility Persuasion and Organizational Citizenship Behavior: Evidence from Public Sector Employees. *Journal of Social Sciences and Humanities*, 31(2).

Raza, S. S. (2022). Job Satisfaction and Organizational Citizenship Behavior: An Empirical Study of the Public Sector of Pakistan. *International Review of Basic and Applied Sciences (IRBAS)*, 10.

Raza, S. S. (2015). Impact of Knowledge Management Practices on Organizational Performance: A Study of Public Sector Organizations of Pakistan. *Journal of Organizational Studies and Innovation*.

LANGUAGES

English

Urdu

Punjabi