

R U B A S . H A M E D

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EDUCATION

PhD, in Accounting

2019

University of Portsmouth, UK

Thesis “Essays in corporate Social Responsibility”.

MBA, Accounting

2014

University of Jordan, Jo

Thesis “The impact of internal control systems on the financial performance”

B.Sc. Accounting Information System

2009

Al-Balqa' Applied University, Jo

PROFESSIONAL & ACADEMIC EXPERIENCE

Assistant Professor

1/2022- now

Alfaisal University

Teaching various UG and PG courses of financial accounting (UG), intermediate accounting (UG), managerial accounting (UG), and financial statement analysis (UG, PG), PMBA- Financial accounting (PG). Handling admin tasks and participating in various committees such as AACSB, Strategic planning, and recruitment committees.

Assistant Professor

9/2019- 1/2022

Al Yamamah University

Primary duties in addition to effective classroom teaching, include academic advising and counselling of students, participation in departmental committee work, and continuous development of the curriculum through assessment, applied research or scholarly activity.

Taught UG courses of principle accounting, intermediate accounting, managerial accounting, and accounting information systems.

Financial Trustee

01/2015-06/2016

Brighton Peace and Environment Centre (BPEC)

Lecturer and Professional Trainer

08/2013-08/2014

Germany University, Jordan / Talal Abu-Ghazaleh Knowledge Society

Lecturer and Trainer

12/2013-06/2014

Jordan University / Injaz Non-Profit Org

Senior Accountant

10/2011-08/2014

Talal Abu-Ghazaleh Organization (TAG Org)

Senior Accountant

11/2009-08/2010

Shanghai Mitsubishi

ADMINISTRATIVE ASSIGNMENTS

AACSB committee (Standard 3).	2022-now
Strategic planning committee member.	2022-now
Appeals committee member.	2021-2022

CERTIFIED CERTIFICATES

Certified Public Accountant (CPA-Australia)	2024
Certified Management Accountant (CMA)-Membership	2024
Introduction to Fintech/ HKU and Saudi Fintech	2023
FHEA/ Certified fellowship of Higher Education Academy (UK)	2022
Higher Education Teaching and Learning Certificate Program/ Prince Sultan University	2018
Foundation Pathway (Teaching Development)/ Portsmouth University	2017
Certified Professional Trainer (CPT and TOT)/ Qualify LTD-UK	2013
Small and Medium Enterprises Toolbox (SME's)/ UNDP/ TAGKS	2010
A+ Advance/ Al-Balqa' Applied University	2009
How to be a Leadership; Success Skills; Work Ethics certificates/ Injaz Org.	2008
Unlimited potential Windows Certificate/ Microsoft	2007

CONFERENCES

- Participant at BAFA, UK conference (2024).
- Participant at 44th Annual Congress of the European Accounting Association (2022).
- Participant at BAFA, UK conference (2020).
- Participant at Paris Financial Management Conference (PFMC) (2018).
- Presented at FRBC-Doctoral stream at Durham University (BAFA 7/2017).
- Presented at 13th Annual Portsmouth Business School Research and Innovation Conference-PhD stream (6/2017).

AWARDS

- External grant: partially supported by the Gulf University for Science and Technology and the Research Center under project code: ISG – Case 278885.
- Mentor of first stand winner team in Bloomberg-MISK 2020/2021 Economic Research Challenge (KSA).
- The winner of the poster competition at the 14th BAL Postgraduate Research Student Conference (2017-2018).
- PhD Scholarship of Portsmouth Business School- Portsmouth University.

PUBLICATIONS

Refereed Publications

- **Hamed, R.** (2025). ESG initiative and meeting earnings benchmarks: evidence from Malaysia. *Cogent Business & Management*, 12(1), 2450298.
- **Hamed, R.**, Al-Shattarat, W., & Al-Shattarat, B. (2025). Does the business strategy matter? The mandatory regulation of corporate social responsibility and earnings quality relationship. *Journal of Accounting & Organizational Change*.
- **Hamed, R.**, Smolarski, J., Al-Shattarat, W., & Al-Shattarat, B. (2024). CSR reporting and corporate performance: the role of strategic emphasis. *Sustainability Accounting, Management and Policy Journal*.
- **Hamed, R.**, Al-Shattarat, W. K., Al-Shattarat, B. K., & Mejri, M. (2024). Exploring the linkages between anti-money laundering guidelines and earnings manipulation techniques. *Humanities and Social Sciences Communications*, 11(1), 1-10.
- **Hamed, R.**, Al-Shattarat, W., Mahmood, F., Al-Shattarat, B., & Hassanein, A. (2023). Does corporate sustainable development still promote corporate financial performance during global crises? Empirical Study from China. *Cogent Business & Management*, 10(1), 2190195.
- Mahmood, F., Al-Shattarat, W., **Hamed, R.**, Al-Shattarat, B., Benamer, K., Hassanein, A., & Tahat, Y. (2023). The Influence of Urbanization and Environmental Factors on the Financial Performance of Retail and Automotive Industries in China. *Sustainability*, 15(23), 16138.
- **Hamed, R.** (2023). The Role of Internal Control Systems in Ensuring Financial Performance Sustainability. *Sustainability*, 15(13), 1-18.
- **Hamed, R.**, Al-Shattarat, W., Mahmood, F., Al-Shattarat, B., & Hassanein, A. (2023). Does corporate sustainable development still promote corporate financial performance during global crises? Empirical Study from China. *Cogent Business and Management*, 10(1), 2190195.
- **Hamed, R.**, Al-Shattarat, B., Al-Shattarat, W. (2022). The Impact of Introducing New Regulation on CSR Reporting Quality. *Journal of International Accounting, Auditing and Taxation*, 46, 100444.
- Al-Shattarat, W., Al-Shattarat, B., and **Hamed, R.** (2018). Do Dividends Announcements Signal Future Earnings Changes for Jordanian Industrial Firms? *Journal of Financial Reporting and Accounting*, 16(3), 417-442.

RESEARCH INTEREST

- Financial Reporting Quality (i.e., Earnings Management).
- Corporate Social Responsibility.
- Corporate Governance.
- Financial Market Analyst.
- Carbon Emission.
- ESG and SDG's.

PERSONAL SKILLS

- Excellent in using financial systems (Oracle, Quick box, Wings).
- Excellent in using DataStream, Bloomberg, Fama, and Worldscop databases.
- Excellent MS Office skills, specifically Excel spreadsheets.
- Excellent Organizing and planning skills for priorities and deadlines.
- Excellent team leader/member skills.
- Excellent communication and negotiation skills.
- Talented writer (poems, short/long stories, essays).

LANGUAGES

- English- Very Good.
- Arabic- Mother Tongue.