Curriculum Vitae

Mahmoud Elmarzouky
53 Woodcock Lane
Birmingham – B31 1BA
M: 07450979121
E: dr.mahmoud.elmarzouky@gmail.com

PERSONAL SUMMARY

Senior Lecturer of Accounting, St Andrews University, UK. Student Experience Excellence Lecturer Award 2022 winning with over 20 years of experience between academic and professional careers, teaching students in higher education various modules on the accounting board, designing modules and learning materials, possessing excellent administrative, verbal communication and presentation skills along with constructive and effective teaching methods that promote a stimulating learning environment. Supervising PhD, MSc, and undergraduate dissertations. I published many articles in high-ranked internationally recognised peer-reviewed journals. I have developed and delivered various workshops on textual analysis. I have also designed, developed, and implemented a wide range of courses in the accounting and finance domain. I have also provided accounting and finance consultation for SMEs I am currently an Associate Editor for Accounting Forum (ABS: 3, SJR: Q1), Associate Editor for British Accounting Review, Journal of Business Research and, Business Strategy and the Environment (ABS: 3*), Associate editor International Journal of Accounting and Information Management (CABS: 2*), and an editor of the chief, Technoarete Journal on Accounting and Finance. Guest editor at Journal of Accounting, Auditing and Performance Evaluation, a guest editor in the Journal of Risk and Financial Management and Sustainability. Reviewer at British Journal of Management, Journal of Corporate Finance, Journal of Environmental Management, British Accounting Review, Journal of Banking and Finance, International journal of Auditing, Accounting Forum, Reg and Gov, Journal of Accounting Literature, Journal of financial reporting and accounting, The International Journal of Finance and Economics, Business strategy and the environment, International Journal of Emerging Markets, International Journal of Auditing, The European Journal of Management and Business Economics, Reviewer for EURAM 2020 (European Academy of Management) Conference, and American Accounting Association 2020 Ohio Regional Meeting. Worked as a senior tax inspector added to my abundant accounting and financial management skills as I was given a chance to connect the essential link between the academic field and the professional one. I love the science of accounting in total. Recognised in 2025 through the University of St Andrews' Together, Research Excels initiative for positive impact on research culture, collegiality, and inclusive leadership (Wellcome-funded InFrame project).

1- Education:

- **PhD** in Accounting & Finance (2019), University of Portsmouth, UK.
- **M.Sc.** in Accounting & Finance (2012), Suez Canal University.
- **BSc.** in Accounting (2004), Menoufia University.

2- **Teaching qualifications:**

- **FHEA,** Fellowship of higher education association, 2021.
- **PGCert**, M.Sc. in higher education, 2021.
- **UCertSS,** University Certificate of Special Study (U Cert SS) in Developing Researchers: Doctoral Supervision and Academic Practice, 2020.

3- **Accreditation**

- **CFE**, certified fraud examiner, 2021.
- **CMBE,** certified Management & Business Educator, 2021.
- **MHFA**, certificate from UKMH as trained mental health first aider for higher education students.

4- **Employment History:**

Full-time Career:

January 2024- now: Senior Lecture in Accounting, St Andrews University, UK.

August 2022- now: Lecturer in Accounting and Finance, Aston University, UK.

May 2020- August 2022: Senior Lecturer in Accounting and finance, Kingston University, UK.

January 2019 – May 2020: Lecturer in Accounting and Finance, University of Portsmouth, UK.

July 2004 – January 2019: Senior Tax inspector, Tax Authority, Ministry of Finance, Egypt.

Volunteer Career:

Governor and Information advisor, Portsmouth Citizen Advice Bureau, UK.

Trustee, York Play Space, UK.

Latest teaching feedback score

Financial and Management Accounting for Managers L5 (4.8/112 students)
Financial Accounting L4 (5/5) (115 students)
Advanced management accounting L6 (4.8/5) (125 students)
Corporate finance and business valuation (4.75/5) (85 students).

Leadership:

Department Director of Research, University of St Andrews Business School.

Study abroad coordinator, University of St Andrews Business School.

The PhD/DBA Director, Aston University.

Program Director, MSc of forensic Accounting, Level 7 MSc students accounting and finance.

Program Director, MSc in Financial Compliance & Forensic Investigations.

Module Co-ordinator

I have designed, developed and implemented a wide range of courses ranging from L3 to L8 in the accounting and finance domain.

5- Teaching Interests

I am always passionate to teach, and I love to work with students. I consider myself to have an excellent ability to transfer information through good presentation skills. I use my own enthusiasm to motivate the students. I give attention to small details and individual needs. Having worked in a professional career as a Tax Inspector, I consider myself a well-qualified accountant. This strengthens the link between theory and practice and enhances the students' ability to draw the connection of academic books with professional practice.

6- Research Interests

My current research interest's agenda include the application of (Textual analysis, content analysis, narrative disclosure, semantic analysis, Natural Language Processing (NLP), machine learning, text mining, disclosure behaviour, sustainability) in the domain of accounting and auditing. This includes but is not limited to; audit quality, reporting quality, corporate narrative reporting, risk disclosure, climate change disclosure, carbon disclosure, modern slavery, the adoption of financial and auditing reporting standards, and corporate governance. I am also interested in research in the auditing domain, such as Extended Audit Report ISA 700 ISA 701.

7- Research output

Published articles:

1. **Green revenue generation and sales contribution: are consumers willing to bear the cost of sustainability?".** *Business Strategy and the Environment.* ABS (CABS): 3*, SJR: Q1, Impact Factor: 12.5
2. **Cybersecurity disclosure: Board commitment and regulatory impact in the UK**. *The International Journal of Accounting*. ABS (CABS): 3*, SJR: Q1, Impact Factor: 5.6
3. **Financial development and tax evasion: International evidence from OECD and non-OECD countries.** (2024), *Journal of International Accounting, Auditing and Taxation.* ABS (CABS): 3*, SJR: Q1, Impact Factor: 3.37

4. **Examining the relationship between CEO power and modern slavery disclosures: The moderating role of board gender diversity in UK companies.** (2024), *Business Strategy and the Environment.* ABS (CABS): 3*, SJR: Q1, Impact Factor: 12.5
5. **Examining Airlines' Environmental and Social Disclosure: Does Board Gender Diversity Matter?,** (2025). *Business Strategy and the Environment.* ABS (CABS): 3*, SJR: Q1, Impact Factor: 12.5
6. **Impact of Brexit disclosure on trade credit.** (2024), *International Journal of Finance and Economics.* ABS (CABS): 3*, SJR: Q1, Impact Factor: 4.028*
7. **COVID-19, board of directors and pessimism in annual reports: An intention to mitigate litigation risk.** (2024), *International Journal of Finance and Economics.* ABS (CABS): 3*, SJR: Q1, Impact Factor: 4.028
8. **Maximising sustainable performance: Integrating servitisation innovation into green sustainable supply chain management under the influence of governance and Industry 4.0**. (2025) *Journal of Business Research*. (Accepted/In press). ABS (CABS): 3*, SJR: Q1, Impact Factor: 6.4
9. **Reinforcing green business strategies with Industry 4.0 and governance towards sustainability: Natural-resource-based view and dynamic capability.** (2024), *Business Strategy and the Environment.* ABS (CABS): 3*, SJR: Q1, Impact Factor: 12.5
10. **The impact of corporate governance on narrative disclosure tone: a machine learning approach,** *(2025), Journal of Applied Accounting Research ABS (CABS: 2*), Q1.*
11. **Strategic Pathways to Corporate Sustainability: The Roles of Transformational Leadership, Knowledge Sharing, and Innovation,** *(2025). Sustainability, Q1*.
12. **Key audit matters: A systematic review.** (2024), *International Journal of Accounting, Auditing and Performance Evaluation.* ABS (CABS): 2, SJR: Q3, Impact Factor: 2.4
13. **Green Governance: How ESG Initiatives Drive Financial Performance in UK Firms?,** *(2024). Sustainability, Q1.*
14. **Digital-Platform-Based Ecosystems: CSR innovations during crises.** (2024), *Journal of Risk and Financial Management.* SJR: Q2, Impact Factor: 2.823
15. **Sustainability reporting and market uncertainty: The moderating effect of carbon disclosure.** (2024), *Sustainability.* ABS (CABS): 2 (ABDC), SJR: Q2, Impact Factor: 3.95
16. **Big Four 'rhetorical' strategies: Carillion's collapse.** (2024), *Accounting and Management Information Systems.* ABS (CABS): 1, SJR: Q3
17. **Beyond compliance: How ESG reporting and strong governance influence financial performance in UK firms.** (2024), *Journal of Risk and Financial Management.* SJR: Q2, Impact Factor: 2.823
18. **Clarity in crisis: How UK firms communicated risks during COVID-19.** (2024), *Journal of Risk and Financial Management.* SJR: Q2, Impact Factor: 2.823
19. **An examination of UK companies' modern slavery disclosure practices: Does board gender diversity matter?** (2023), *Business Strategy and the Environment.* ABS (CABS): 3*, SJR: Q1, Impact Factor: 12.5

20. **Sustainable strategic investment decision-making practices in UK companies: The influence of governance mechanisms on synergy between Industry 4.0 and circular economy.** (2023), *Technological Forecasting and Social Change.* ABS (CABS): 3*, SJR: Q1, Impact Factor: 12.96
21. **Strategic manoeuvres in the political arena: Exploring the nexus of political cost and earnings management – A review.** (2023), *International Journal of Accounting, Auditing and Performance Evaluation.* ABS (CABS): 2, SJR: Q3, Impact Factor: 2.4
22. **Does capital expenditure matter for ESG disclosure? A UK perspective.** (2023), *Journal of Risk and Financial Management.* SJR: Q2, Impact Factor: 2.823
23. **The impact of M&As on shareholders' wealth: Evidence from Greece.** (2023), *Journal of Risk and Financial Management.* SJR: Q2, Impact Factor: 2.823
24. **Reading between the lines of the compensation report: Does excessive CEO pay matter?** (2023)
25. **Global modern slavery and sustainable development goals: Does institutional environment quality matter?** (2022), *Business Strategy and the Environment.* ABS (CABS): 3*, SJR: Q1, Impact Factor: 12.5
26. **Corporate risk disclosure and key audit matters: The egocentric theory.** (2022), *International Journal of Accounting & Information Management.* ABS (CABS): 2, SJR: Q2, Impact Factor: 4.32*
27. **Ownership concentration and COVID-19 disclosure: The mediating role of corporate leverage.** (2022), *International Journal of Accounting & Information Management.* ABS (CABS): 2, SJR: Q2, Impact Factor: 4.32*
28. **The ESG disclosure and the financial performance of Norwegian listed firms.** (2022), *Journal of Risk and Financial Management.* SJR: Q2, Impact Factor: 2.823
29. **Corporate governance and diversity management: Evidence from a disclosure perspective.** (2022), *International Journal of Accounting & Information Management.* ABS (CABS): 2, SJR: Q2, Impact Factor: 4.32*
30. **Do key audit matters signal corporate bankruptcy?** (2022), *Journal of Accounting and Management Information Systems.* ABS (CABS): 1, SJR: Q3, Impact Factor: 2.7
31. **Teaching mature students accounting online: Opportunities and challenges.** (2022), *5th International Conference on Developments in Doctoral Education & Training: Promoting Positive Research Cultures.*
32. **The key audit matters and the audit cost: Does governance matter?** (2022), *International Journal of Accounting & Information Management.* ABS (CABS): 2, SJR: Q2, Impact Factor: 4.32*
33. **Do assurance and assurance providers enhance COVID-related disclosures in CSR reports? An examination in the UK context.** (2021), *International Journal of Accounting & Information Management.* ABS (CABS): 2, SJR: Q2, Impact Factor: 4.32*
34. **A novel measure of corporate carbon emission disclosure, the effect of capital expenditures and corporate governance.** (2021), *Journal of Environmental Management.* ABS (CABS): 3*, SJR: Q1, Impact Factor: 9.324

35. **COVID-19 disclosure: A novel measurement and annual report uncertainty.** (2021), *Journal of Risk and Financial Management.* SJR: Q2, Impact Factor: 2.823
36. **Ownership structure's effect on financial performance: An empirical analysis of Jordanian listed firms.** (2021), *Cogent Business & Management.* SJR: Q2, Impact Factor: 3.945
37. **COVID-19 and performance disclosure: Does governance matter?** (2021), *International Journal of Accounting & Information Management.* ABS (CABS): 2, SJR: Q2, Impact Factor: 4.32*
38. **Essays on the Key Audit Matters: UK evidence.** (2021), *University of Portsmouth.*
39. **A Proposed Quantitative Model for Intangibles Accounting and Its Effect on the Investors Rules and Decisions in the Light of Related Accounting Financial Standards.** (2012), *The Scientific Journal of the Faculty of Commerce, Suez Canal University.*

Conference articles:

- The boardroom battle: Examining the relationship between CEO power, gender diversity and modern slavery disclosures. EAA 2023. Heslinki, Finland, 45th Annual Congress of the European Accounting Association. Submitted to British Journal of Management.
- The extended audit report, the twelfth European Auditing Research Network (EARNet) Symposium, 2023, Thessaloniki, Greece
- The market reaction to Key Audit Matters, BAFA Auditing, Edinburgh 2023.
- Developing a novel measure of corporate modern slavery disclosure in the UK. EAA 2022. Bergen, Norway, 44th Annual Congress of the European Accounting Association.
- Do Key Audit Matters signal corporate bankruptcy? – A case study of Thomas Cook Group plc. BAFA 2019, The British Accounting and Finance Association, Birmingham.
- Teaching mature students accounting online: opportunities and challenges, 5th International Conference on Developments in Doctoral Education & Training, UKCGE.

Articles under review:

- Public perspectives on net zero in the NHS. Regional studies. (ABS:4*).
- Corporate Tax Avoidance and Accounting Reporting Complexity, Journal of accounting and public policy. (ABS:3*)
- Are Auditors Use Same or Different Language: The Market Reaction to Risk Key Audit Matters. Journal of accounting, auditing and finance. (ABS:3*)

Working papers:

- Evaluating marketing strategy; the moderating effect of corporate governance.

- The effect of goodwill capitalisation on goodwill and business combination related Key Audit Matters.
- Audit Strength and technology adoption.
- Fragility Index and Tax avoidance.

8- Policy Engagement & Impact

July 2025, Written evidence to the **UK Parliament** – Inquiry into Preventing Waste and Enabling a Circular Economy. Accepted and published by the Environment, Food and Rural Affairs Committee (EFRA), UK Parliament. Reference: PWC0038. https://committees.parliament.uk/work/9142/preventing-waste-and-enabling-a-circular-economy/publications/

June 2025, Written evidence to the **UK Parliament's** inquiry into Forced Labour in the UK Supply Chains. Accepted and published by the UK Parliament Human Rights Committee,
13 June 2025 (FLS0058). https://committees.parliament.uk/work/8812/forced-labour-in-uk-supply-chains/publications/

July 2025, Written evidence to the **UK Parliament's** inquiry into Forced Labour in the UK Supply Chains. Accepted and published by the UK Parliament Human Rights Committee, 10 July 2025 (FLS0021). https://committees.parliament.uk/work/8812/forced-labour-in-uk-supply-chains/publications/

Modern Slavery report published by the **UK House of Lords**. committees.parliament.uk/publications/49011/documents/257592/default/#page=101.13

Keynote Speaker, Anti-Slavery Wales Supply Chains & International Group, **Welsh Government, Wales** (2 September 2025).

9- Supervision and examinations:

PhD supervision:

1- Kazi Afzal Hussain, "Essays in political costs and earning management"
2- Ghada Gaballah. "ESG practices in the UK".
3- Ishaq Halliru, "CEO power and sustainability practices"
4- Isa Umar, "Real options on oil and gas industry"
5- Moutaz Elshikh. "Value relevance of non-financial information"

PhD examination:

National (UK) PhD Examinations

1. Swalih Manakkattil Mohammed Sulphey, *Environmental Management Accounting for Strategic Decision-Making*, University of Reading, February 2025.

2. Thi Thu Ha Nguyen, *Accrual Earnings Management, Real Earnings Management, and Information Uncertainty*, Kingston University London, December 2021.

3. Marc Kranz (DBA), *Are Traditional Annual Static Budgets Useful During Crisis Situations? A Case Study into the Swiss Retail World During the COVID-19 Pandemic and the War in Ukraine*, Aston University, January 2023.

4. Andrea Foster (DBA), *Corporate Social Responsibility of Micro, Small, and Medium-Sized Enterprises in the Caribbean: The Case of Barbados*, Aston University, February 2023.

International PhD Examinations

5. Lu Peng, *Three Essays on the Impact of Regulatory Tensions in Audit Oversight: Evidence from U.S.-Listed Chinese Firms under Variation of PCAOB Inspection Access*, International Business School Suzhou (IBSS), Xi'an Jiaotong-Liverpool University, University of Liverpool, Student ID: 201778867. April 2026.

6. Amukelani Elone Hlaisi, *A Model for Managing Sustainable Supply Chain Management, Agility and Performance in the Petrochemical Industry in South Africa*, University of South Africa, March 2025.

7. Mehrunisa Saleem, *Family Firms Pre- and Post-COVID: Private Benefits and Competitive Advantage*, Lahore School of Economics, January 2025.

PhD completion:

- Rafal Szymanski, "Corporate Responsibility Excellence (CRE) A new concept of reporting on aligning corporate settings with key stakeholders' CSR expectation." (2025).

- Kevin N'Guessan, "The 2013 Regulations and the pay-performance relationship: Evidence from the UK" (2022).
- Enoch Opare Mintah, 2025, "Essays in sustainability narrative disclosure", Kingston University London.

MSc supervision:

I have generated research ideas and supervises numerous research projects conducted by MSc and MBA students annually. I have completed 82 MSc dissertations on various accounting and auditing topics.

10- Editorial board and reviewing:

- UKRI (UK Research and Innovation) Funding Service, review and evaluation committee.
- **Editor in chief,** Technoarete Journal on Accounting and Finance, Accounting and Auditing.
- **Associate Editor:** Accounting Forum (ABS: 3*; SJR: Q1).
- **Associate Editor:** Business strategy and the environment. (SJR: Q1; ABS: 3*).
- **Associate Editor:** British Accounting Review (ABS: 3*; SJR: Q1).
- **Associate Editor:** Journal of Business Research (ABS: 3*; SJR: Q1).
- **Associate editor:** International Journal of Accounting and Information Management. (SJR: Q1; ABS: 2*).
- **Associate editor:** Journal of Financial Reporting and Accounting. (SJR: Q1; ABS: 1*).
- **Guest editor** Sustainability (SJR: Q1).
- **Guest editor** Journal of Risk and Financial Management (SJR: Q1).
- **Guest editor** International Journal of Accounting, Auditing and Performance Evaluation (ABS: 2*), " Current Issues in Accounting, Governance and Sustainability".
- **Ad-hoc reviewer:** British Journal of Management, Journal of Corporate Finance, Journal of Accounting Literature, Journal of Environmental Management, Journal of Banking and

Finance, International Journal of Accounting, Auditing and Taxation, International Journal of Auditing, Accounting Forum, Review of Accounting Studies, British Accounting Review, Reg and Gov, Journal of financial reporting and accounting, The International Journal of Finance and Economics, Business strategy and the environment, International Journal of Emerging Markets, Journal of Accounting, Auditing and Performance Evaluation, International Journal of Auditing, The European Journal of Management and Business Economics, Reviewer for EURAM 2020 (European Academy of Management) Conference, and American Accounting Association 2020 Ohio Regional Meeting.

11- Fund granted:

- The International Association for Accounting Education and Research (IAAER) and KPMG ($20000), 2023, "Develop the way accounting reporting standards are operated at an international level"
- The British Academy (£10.000), 2024, entitled "• Water off a Duck's Back? Corporate Crime, Enforcement Action, and Surrogates of Deterrence".
- The British Academy (£10.000), 2022, entitled "Modern slavery practice in the UK".
- FRC project fund (£60.000) entitled "Changes in remuneration reporting following the UK Corporate Governance Code 2018. Research assistant.
- Kingston business school (£5600), "Developing a novel measure of corporate modern slavery disclosure in the UK".
- Kingston business school (£7200), "A longitudinal examination of corporate modern slavery disclosures: A gender socialisation perspective."
- APMAA conference (Asia-Pacific Management Accounting Association) granted bursary that equivalent to around £1500.

12- Fund applications

- Marie Skłodowska-Curie Actions - Postdoctoral Fellowships (HE MSCA PF) (£230.000), The grant will cover one post-doc post. The Fellowship lasts between 2 to 3 years, "The Sustainability of the NHS Financial Structure".

13- External examiner

- External examiner at BPP, Salford University, Bolton University, Bradford College, NUL University London and South Wales University.
- External examiner for course approval BSc Accounting at Northampton University.

14- Membership:

- Elected to the Executive Board of the BAFA IPSIG (BAFA Interdisciplinary Perspectives SIG).
- Elected to the Executive Board of the BAFA Auditing.
- The British Accounting and Finance Association (BAFA)
- The European Accounting Association (EAA).
- The association of fraud examination (CFE)
- Associate researcher, Modern Slavery-Social Sustainability (MSSS) group, Cardiff University, UK.
- Associate researcher, Shanghai University of Economics, China.

15- Conferences and Workshops Attended:

- MARG 2024: The 38th annual conference Management Accounting Research Group (MARG), 14-15th November 2024, Aston University, Birmingham, UK.
- CPFW 2024: Personal Financial Wellbeing Research Conference, 13th November 2024 Aston University, Birmingham.
- Berlin 2019: Financial reporting and auditing workshop, 20-21 September, Berlin Business School, Germany.
- Lancaster 2019: Textual Analysis Methods in Accounting and Finance, 3-5 September, Lancaster University, UK.
- China 2019: Summer school, SMU Shanghai Maritime University and BWU Beijing Wuzi University, Higher education in China and UK, 16-29 June 2019, Shanghai, Beijing.
- UKCGE 2019: 1st International Conference on the Mental Health & Wellbeing of Postgraduate Researchers, 16-17 May 2019, Brighton, UK.
- BAFA 2019: British Accounting and Finance Association Monday 8 - Wednesday 10 April 2019 at the University of Birmingham, UK.
- University of Nottingham: What do you need to know about International Publication
- University of Leeds: The PhD milestone
- University of Lancaster: In Search of High-Quality Financial Reporting Narratives, 1st July 2019, the Work Foundation, London, UK.
- May 2019: How to publish in top journals, managing the editorial process and handling R&Rs. Brunel Business School, London, UK

- UKCGE: UK 2022, 5th International Conference on Developments in Doctoral Education & Training. Presenting a paper entitled "Teaching mature students online: challenging and opportunities".
- EAA: Norway 2022, presenting a paper entitled: "An examination of UK firms' modern slavery disclosures: A gender socialisation theory perspective"
- EAA: Finalnd 2023, presenting a paper entitled: " The boardroom battle: Examining the relationship between CEO power, gender diversity and modern slavery disclosures"
- BAFA-Audiitng Edinbrough 2023: presenting a paper entitled: "The market reaction to key audit matters"
- EARNet 2023_Greece: presenting a paper entitled: "The market reaction to key audit matters"
- Glomacs Consultation, Financial Analysis, Modelling & Forecasting, London. UK
- EAA 2025, Rome, Italy: presenting a paper entitled "ESG Controversies and Corporate Value: Evidence from Luxury Fashion Scandals", Rome, Italy.
- EAA 2025, Rome, Italy: presenting a paper entitled "The Impact of Technology Adoption on Audit Strength: The Moderating Role of Firms' Ethical Behaviour", Rome, Italy.
- EAA 2025, Rome, Italy: presenting a paper entitled "Green Revenue Generation and Sales Contribution: Are Consumers Willing to Bear the Cost of Sustainability?", Rome, Italy.
- EAA 2025, Rome, Italy: presenting a paper entitled "The Role of Co-opted Boards in Shaping Goodwill Accounting Practices", Rome, Italy.
- BAFA 2025, Ulster University, Belfast: presenting a paper entitled "Green Revenue Generation and Sales Contribution: Are Consumers Willing to Bear the Cost of Sustainability?", Belfast, UK.
- BAFA 2025, Ulster University, Belfast: presenting a paper entitled "The Role of Co-opted Boards in Shaping Goodwill Accounting Practices", Belfast, UK.

16- *Academic Appointments*, *Visiting Positions*, Policy and *International Engagements*:

Recognition / Honours & Awards

- ***Together, Research Excels*** – University of St Andrews (2025). Recognised by colleagues for positive impact on research culture, collegiality, and inclusive leadership (part of the Wellcome-funded InFrame project).
- Associate Editor, Accounting Forum (ABS: 3*, SJR: Q1), Taylor & Francis.
- Written evidence on modern slavery in UK supply chains accepted and published by the UK House of Lords, UK Parliament (2025), as part of their inquiry into forced labour. Submission supported by The British Academy.

- **UKRI** (UK Research and Innovation) Funding Service, review and evaluation committee.
- **Invited Speaker**, *Anti-Slavery Wales Supply Chains and International Group*, **Welsh Government** (June 2025); Presented research on Modern Slavery Statements and Board Diversity at a high-level policy forum coordinated by the Social Partnership, Employability and Fair Work Directorate.
- Executive Board Member, **BAFA IPSIG** International Conference, Birmingham City University, UK (4 July 2025).
- Keynote Speaker, Anti-Slavery Wales Supply Chains & International Group, **Welsh Government, Wales** (2 September 2025).
- Scientific committee, Modern Slavery and Business Conference 2025, **Cardiff University**, UK (9–10 October 2025).
- Scientific Committee & Keynote Speaker, Contemporary Research in Accounting, Finance, and Taxation (CRAFT), Hammamet, **Tunisia** (18–19 October 2025).
- Conference Board & Keynote Speaker, International Conference on Digital Transformation, FinTech, and Business Innovation (ICDFB 2025), Al Ahliyya Amman University, **Jordan** (26–27 October 2025).
- Scientific Committee, 39th Management Accounting Research Group (**MARG**) Conference, Aston Business School, **Aston University**, UK (6–7 November 2025).
- Scientific Committee & Track Chair, 8th International Conference on Entrepreneurship for Sustainability & Impact (ESI2025), **Qatar** (8–11 November 2025).
- Keynote Speaker, IEEE International Conference on Advanced Technologies in Supply Chain Management (ATSCM 2025), ENCG Fez, **Morocco** (21–22 November 2025).
- Conference Convenor, The 23rd International Studying Leadership Conference (ISLC), **University of St Andrews**, UK (30 November–2 December 2025).
- Keynote Speaker, The 3rd International Conference on Management Research (CIRM'26) – Rethinking Management in the Age of Grand Transitions: Sustainability, Artificial Intelligence, and Humanity, ENCG Meknes, Moulay Ismaïl University, **Morocco** (2–3 April 2026).
- Scientific Technical Committee for **ACSEAR 2025**, 24th Australasian Centre for Social and Environmental Accounting Research (A-CSEAR) Conference 2025, **Monash University**, **Australia** (3 – 5 December 2025).
- Visiting Scholar, **Shanghai University of Economics**, China (2025) – Fully funded academic

exchange focused on research collaboration and international engagement.

- Visiting Scholar, **Catania University**, (2023) Catania, Italy.
- Visiting Scholar, **Institut Mines-Télécom** (IMT), (2022) Paris, France.
- Visiting Scholar, **Shanghai Maritime University**, (2023). China
- BAFA/CPAF (career academics in accounting and finance) Research Mentoring Scheme – offering research career development support and helping PhDs and early career researchers worldwide.
- Associate researcher at the **Centre for Personal Financial Wellbeing (CPFW)** research centre, Aston University, UK.
- Associate researcher at the **Modern Slavery and Social Sustainability (MSSS)** research centre, Cardiff University, UK.
- Associate researcher at **Creatively Reimagining the Future of Business Education and Research – A Global Dialogue (CRFBE)** research centre, University of Lincoln, UK.
- Associate researcher at **Management Accounting Research Group (MARG)** research centre, Aston University, UK. 3
- Associate researcher, **Accountability, Governance and the Capital Market Research Hub**, Kingston University London, UK.
- Distinguished speaker at Essential Research Skills Workshop to support early career researchers (ECRs) in developing key research and publication skills. Bangor University, UK.
- Submitted evidence on Governance and Modern Slavery to FRC.
- Submitted evidence on Modern Slavery and Human Rights to the UK Parliament.
- Key note speaker at SIPRIME 2024 at University of Hassan II Casablanca, Morocco.
- Personal Financial Wellbeing Research Conference 2024 at Aston Business School, University of Aston, Birmingham
- Track Chair for the 8th International Conference on Entrepreneurship for Sustainability & Impact (ESI), Doha, Qatar, November 2025
- Scientific committee at the 23rd International Studying Leadership Conference (ISLC), The University of St Andrews, UK.
- Scientific committee at the 7th International Conference on Entrepreneurship for Sustainability & Impact (ESI), Doha, Qatar, November 2024.
- Scientific committee at "An interdisciplinary discussion of Sustainable Development Goals.

Greenwashing and Sustainability practices", University of Portsmouth, United Kingdom.

- Scientific committee at "Recent Trends in Accounting Research" Conference (RTAR, 2024), Kuwait Accounting Association, Kuwait.
- Scientific committee at 38th Management Accounting Research Group (MARG) Conference, Aston University, Birmingham.
- Guest speaker at the UKCGE annual conference for PGR mental health.
- Guest speaker at the Sustainability conference (2023), Kings University London.
- Guest speaker at FRC roundtables to discuss how auditor reporting in the UK can be further improved.
- Best paper award 2024, "The ESG Disclosure and the Financial Performance of Norwegian Listed Firms"
- Guest speaker at the 3rd International Conference on Biofuels and Bioenergy (2022) Paris, France
- Chair at The International Conference on Business and Technology (ICBTCAMBRIDGE'2024), organized by the EuroMid Academy of Business and Technology. The University of Cambridge, UK, 19-20 April 2024.
- Scientific Committee member at the annual conference Management Accounting Research Group (MARG), since 2022, Birmingham, UK.
- Keynote speaker, Contemporary Research in Accounting, Finance, and Taxation (CRAFT), Reporting, Tax Avoidance, and Green Finance in the Digital Era. 2023, Tunisia.
- Keynote speaker, The artificial intelligent and its application in accounting and auditing , ministry of higher education and scientific research, Badji Mokhtar – Annaba University, 2023, Algeria
- Invited for the round table discussion at: IASB Research Forum 2023, Paris, France
- Designed and delivered many workshops on Textual analysis, statsiscal analysis at many Universities.
- Invited Workshop Facilitator, Scientific Publishing Strategies: How to Navigate Peer Review and Publish Successfully (Bilingual: Arabic with English academic publishing terminology), Faculty of Commerce, Benha University, Egypt, Online, February 2026.
- **Departmental Director of Research,** University of St Andrews Business School, Department of Management, UK (2024–2025)

• Established and led a weekly departmental research seminar series, strengthening research culture and collegial engagement.
• Initiated and progressed the redesign of departmental thematic research cluster webpages, enhancing visibility of research strengths and alignment with strategic priorities.
• Created and coordinated research clusters to foster collaboration across themes and career stages.
• Introduced regular research drop-in sessions to support PhD students and early-career researchers.
• Devised and delivered weekly Friday research communications, disseminating funding opportunities, calls, and research-related updates across the department.

17- Administrative activities and Faculty development program

I have acted as Department Director of Research at University of St Andrews Business School, Study abroad coordinator, and I chaired and coordinated a wide range of research seminars, invited external speakers, managed the logistics, and chaired the sessions. Other administrative activities include representing the department in open days, attending meetings to discuss activities of marketing the department.