






# SHAH SHAHIN, PHD

Researcher | Consultant | Logistics | Programme Manager

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## PROFESSIONAL PROFILE

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As a Researcher and Consultant, I specialise in Islamic family legal practices in Britain. Through my doctoral research, I analysed both qualitative and quantitative data to critically examine the Islamic epistemologies of British Muslim faith leaders. My research also explored the congruencies and incongruencies between the British and Islamic legal systems.

As a Programmes Manager, I have a proven history of success in logistics and creating academic, leadership, cross-cultural, and interfaith training programmes. My programmes are delivered through both traditional classroom and online platforms, catering to a wide range of clients including local and national governments, private enterprises, and charities.

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## RESEARCH INTERESTS

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- Anthropology of Religion
- Interfaith and Cross-Cultural Enrichment Programming
- Qualitative and Quantitative Research
- Chaplaincy Training
- Islamic Epistemologies
- Statistical Analysis
- Comparative Religion
- Islamic Family Law
- Research Methods and Study Skills
- Interfaith and Cross-Cultural Dialogue
- Muslims in Britain: Beliefs and Liturgies
- Social Entrepreneurship

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## EDUCATION

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<b>PhD, Theology and Philosophy</b>	2013-2023
School of Advanced Study (Heythrop College), University of London	
<b>MA, Abrahamic Religions</b>	2010-2012
Heythrop College, University of London	
<b>Business Executive Education, Social Entrepreneurship and Cross-Cultural Network</b>	2012
ESSEC Business School, Cergy, Northwest Paris, France.	
<b>Business Executive Education, Social Entrepreneurship and Cross-Cultural Network</b>	2011
Judge Business School, University of Cambridge & King's College, University of Cambridge.	
<b>Graduate Diploma, Muslim-Jewish Relations</b>	2008-2009
Woolf Institute, University of Cambridge Institute of Continuing Education	
<b>MA, Islamic Studies</b>	2005-2008
Muslim College, London & Islamic Call College, Tripoli, Libya	
<b>Graduate Diploma, Intermediate Literary Arabic</b>	2005-2006
Birkbeck, University of London	
<b>Graduate Diploma, Muslim Theology &amp; Philosophy</b>	2005-2006
Birkbeck, University of London	
<b>Certificate, Accounting &amp; Finance (Peachtree)</b>	2004-2005
Skill Development Council, World Bank and International Labour Organization	
<b>BSc (Hons), Mathematics</b>	1998-2002
King's College, University of London	

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# EMPLOYMENT HISTORY

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## Head of Research and Co-Investigator

July 2024-Present

ADL Estate Planning

- **Strategic Leadership and Planning:** Developed and implemented research strategies that aligned with the ADL Group's long-term vision. Also proactively identified new research opportunities and emerging industry trends relevant to the goals of the ADL Group.
- **Team Management and Development:** Led, mentored, and managed the ADL Research team, recruiting top talent and fostering a collaborative, innovative environment that encouraged creativity and excellence.
- **Project Oversight and Coordination:** Supervised the design, execution, and evaluation of research projects, ensuring high-quality results and adhering to timelines. Oversaw the development of research methodologies, protocols, and procedures while managing project budgets, resources, and schedules.
- **Stakeholder Engagement:** Collaborated with other departments (e.g., ADL Estate Planning, ADL Wealth, and ADL Commercial Finance) to integrate research insights. Built and maintained strong relationships with external stakeholders, including academic institutions, partners, and funding bodies.
- **Reporting and Dissemination:** Communicated research findings effectively to both internal and external audiences. Presented outcomes to executives, clients, and external stakeholders through detailed reports, engaging presentations, and published materials.
- **Compliance and Ethical Standards:** Ensured all research adhered to ethical guidelines, legal regulations, and institutional policies. Maintained rigorous standards for data protection and confidentiality.
- **Innovation and Continuous Improvement:** Fostered a culture of innovation by keeping the research team updated on the latest technologies and methodologies. Continuously evaluated and enhanced research processes to drive greater efficiency and impact.

## Role: Senior Writer / AI Writing Evaluator

April 2024 – Present

ScaleLabs/Outlier

- **Content Creation and Copy-Editing:** Reviewing and copy-editing AI-generated content to ensure coherence, accuracy, engagement, and alignment with client requirements.
- **Teamwork:** Collaborate with AI developers, data scientists, and other stakeholders to refine the AI Large Language Model (LLM). Work with writing team members to streamline the content creation and evaluation process.
- **Research and Analysis:** Conducting research to understand audience and client preferences, enhancing the quality and output of AI-generated content. Also staying up to date on the latest trends and best practices in AI LLM and content creation.
- **Project and Time Management:** Managing multiple copy-editing tasks, ensuring all are completed before the deadline.

## Director (UK) / Director of Operations (USA) – Self-Employed

2012-2021

Al-Rawiya UK/ Al-Rawiya Foundation / Rawiya College

- **Entrepreneurial:** Established the VAT-registered Al-Rawiya UK Ltd.
- **Project Management:** Co-founded and managed Rawiya College, an online learning platform.
- **Producing Digital Lecture Series:** Produced and directed the end-to-end production of 6 lecture series for Rawiya College's virtual learning platform. Each series consisted of 12 to 15 sessions, with each session lasting 2 hours.
- **Content Creation (Digital and Print):** Produced and curated digital and print content to ensure they align with the educational goals and standards of Al-Rawiya UK and Rawiya College.
- **Events Co-Ordination:** Played a pivotal role in establishing **ShaykhaFest**, an international conference that raised awareness of female scholarship in Islam in both historical and contemporary contexts. Each conference drew in an audience of 1000 attendees and included a marketplace for vendors from the New York tristate area.

Department of Islamic Development (JAKIM) and the Public Service Department (JPA), Government of Malaysia

I oversaw end-to-end management, logistics and delivery of the Malaysian government agencies' three-month Leadership and Interfaith Training Programme for federal officers, senior executives, academics, and faith leaders from Malaysia.

- **Curriculum Design:** Liaised with JAKIM's Research Division and the Malaysian High Commission to tailor the annual programme in accordance with their policy objectives.
- **Programme Management and Logistics:** Led a team of 50 teaching and administrative professionals, while also coordinating with 25 partner institutions, accommodation providers, transport services, venues, catering services, and ancillary services.
- **Financial Management:** Negotiated delegate fees, managed P.A.Y.E SWIFT and BACS payments, billing, prepared budget proposals, generated cash flow statements, and provided comprehensive financial reports. Each year, I successfully secured an annual budget from partner institutions for the programme (ranging from £100,000 to £120,000) and funding for participant accommodations (ranging from £60,000 to £80,000).
- **Cultural Awareness and Competency Training:** Provided cultural competency training to staff and service providers regarding the delegation's religious beliefs and cultural needs. Also provided pastoral support for the delegation.

**Programme Manager/Student Welfare Officer – Full Time**

Muslim College, London

2008-2012

- **Validation and Accreditation Process Management:** Validation Link Tutor with **Middlesex University**. I also managed the college's accreditation with the **Accreditation Service for International Colleges (ASIC)**.
- **Programme Management:** Actively contributed to the planning and execution of the college's 2-year MA Islamic Studies programme, working with team of 4 permanent faculty members, 25 visiting lecturers, and 5 administrative personnel.
- **Student Registry Management:** Maintained the student registry (400 postgraduate students and 700 continuing education students) and transitioned the paper-based records to digital formats by using the **Alma Student Information System** and **Microsoft Access**.
- **Data Collection, Analysis and Compliance Oversight:** I collected progress reports and examination results from the faculty, as well as gathered feedback from peers, students and examiners of how the college's programmes can improve in accordance with ongoing accreditation standards.
- **Pastoral Support:** Providing pastoral support and resources to students enrolled in the Muslim College's academic, professional, and outreach programmes.
- **Webmaster:** Responsible for maintaining and updating the Muslim College website with news about the college, articles from faculty, and announcements, as well as setting up and managing the college's web hosting services. To enhance the college's online presence and accessibility, I applied various SEO strategies and Google Analytics to optimise content and boost search engine rankings.

**Capacity Development Officer, London – Full Time**

British Muslim Forum (BMF), Capacity Builders, and the Department of Communities and Local Government

2007-2008

- **Needs Assessment and Resource Evaluation:** Evaluated the capacity development needs and resources of mosques affiliated with the British Muslim Forum.
- **Training and Workshops:** Organised and conducted training sessions, workshops, and educational programmes that equip mosque personnel with essential skills and an awareness of the services and resources available for them in Britain.
- **Events Co-Ordination and Networking:** Worked closely with colleagues to organise events that provide networking opportunities for mosque personnel and partner organisations.
- **Stakeholder Engagement:** Building relationships with stakeholders, including government agencies, NGOs, and community groups, with the aim of identifying and developing initiatives with shared community interests.
- **Fundraising:** Securing funds and resources to support capacity-building initiatives, thereby ensuring the sustainability of programmes and projects.
- **Content Creation:** Developing and refining a wide range of content, including press releases, print media, web content, course outlines, flowcharts, and reports.
- **Webmaster:** Working closely with my line manager, I updated the BMF's website with news, events, and announcements.

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## FELLOWSHIPS & MEMBERSHIPS

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<b>Member</b> Heythrop Association	2020-Present
<b>Ariane de Rothschild Fellow</b> The Edmond de Rothschild Foundation, Geneva, Switzerland	2011-Present
<b>Faiths Together Fellow</b> Society of Jesus and Heythrop College, University of London	2005-Present
<b>Executive Committee Member</b> World Congress of Faiths	2012-2016

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## RESEARCH EXPERIENCE

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**Principal Investigator:** Unlocking Generosity: Religious Endowment Instruments for Wealth Management in the West (incumbent) 2024-Present  
ADL Estate Planning Ltd

- Led research and compiled a paper for the "Religious Endowment Instruments (Waqf) for Wealth Management in the West" conference, ensuring alignment with the conference's themes and objectives pertaining to Islamic philanthropic investments.

**Doctoral Research:** The Islamic Legal and Cultural Influences on Britain's Shari'a Councils 2013-2023  
School of Advanced Study (Heythrop College), University of London.

Summary: My research investigates the Islamic legal and cultural influences on Britain's shari'a councils. These councils emerged from within Britain's diverse Muslim communities, providing informal Islamic family legal services and mediating matrimonial disputes in accordance with Sunni jurisprudence.

My research contributes to the field by delving into the Islamic epistemologies employed by the Islamic scholars ('ulamā) who sit on these councils. It explores the complex challenges these scholars face in their intellectual efforts (*ijtihad*) to address the spiritual and societal needs of their clients in ways that respect the laws of their faith and the law of the land.

**Researcher:** Muslim Women and Social Media: Creating a space of their own. 2012-2013  
Al-Rawiya Foundation, USA.

- Gathering qualitative and quantitative data to determine the religious learning practices of American Muslim women.
- The research findings were subsequently used to establish Rawiya College, an online learning platform for Muslim women.

**MA, Dissertation:** Mary, the mother of Jesus: A Comparative Study between the Bible and the Qur'an. 2010-2012  
Heythrop College, University of London

**MA, Dissertation:** The Evolution of Hizb ut-Tahrir in Britain 2007-2008  
Muslim College, London & Islamic Call College, Tripoli, Libya

- This thesis examines the origins and evolution of the pan-Islamist political party Hizb ut-Tahrir, (Translation: The Liberation Party.) It assesses the party's ideology, strategies, and recruitment tactics, as well as its impact on the British political landscape.
- The paper also analyses the psychological and sociological profiles of individuals susceptible to Hizb ut-Tahrir's ideology.

**Report:** British Mosques Capacity Development Programme 2007-2008  
British Muslim Forum, Capacity Builders, and the Department of Communities and Local Government

- Evaluating the religious and communal needs of British Muslims by using structured questionnaires, focus groups, workshops and meeting with the board of trustees of mosques across Britain.
- Drafting policies and curricula to enhance the social capacities of mosques in Britain.

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## TECHNICAL SKILLS AND PROFICIENCIES

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- **Multilingual:** English (native proficiency), Urdu/Hindi (conversational proficiency), Arabic (intermediate comprehension, reading, and writing for research purposes).
- **Statistical Analysis Software:** IBM SPSS Statistics (26.0), Microsoft Excel's Data Analysis ToolPak (add-on).
- **Adobe Creative Suite:** Particularly proficient in Photoshop, After Effects, InDesign, Audition, and Premiere Pro, with over 20 years of experience.
- **Academic Referencing Software:** EndNote, Mendeley, Zotero.
- **Proofreading and Editing Tools:** Grammarly, Hemingway Editor, ProWritingAid, QuillBot, Rytr, Scribens.
- **Custom PC Builder & Optimization:** Over 20 years of experience in hardware assembly, operating system installation (Windows and Linux), software setup, BIOS configuration, testing and benchmarking, system tuning/optimization (software and BIOS), overclocking, and cable management.
- **Online Streaming Platforms:** Twitch, YouTube Live, Kick, Instagram Live, Facebook Live, TikTok LIVE Studio.
- **Streaming/Video Capture Software & Management Tools:** OBS Studio, StreamLabs OBS, StreamElements, XSplit Broadcaster, NVIDIA ShadowPlay.
- **Multi-Streaming Platforms:** Restream, StreamLabs OBS, Switchboard Live, Castr.
- **Productivity:** Microsoft 365 (advanced proficiency in Word, Excel, PowerPoint, Publisher, Access, and OneNote), LibreOffice, Google Workspace, Obsidian, Joplin, Evernote, Notion.
- **Content and Learning Management Applications:** WordPress, Joomla, Magento, **Elementor Pro**, Alma Student Information System, Moodle.
- **Messaging, Video Conferencing, & Collaboration Tools:** Discord, Facebook Messenger, Google Meet, Google Workspace, GoTo Meeting, Microsoft Teams, Signal, Skype, Slack, Snapchat, Telegram, Viber, WeChat, WhatsApp, Zoom.
- **Servers & Wired, Wireless, & Virtual Networks:** SharePoint, SQL Server, VirtualBox, VMware, Windows Server (2008 R2, 2012, 2022).
- **SEO and SMO:** Yoast SEO, Rank Math SEO, Google Search Console and Analytics, YouTube Analytics, Ahrefs.

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## FREELANCE & ANCILLARY EXPERIENCES

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### Producer and Digital Content Manager – Freelance

2012 - Present

Professor Abdul Ali Hamid Al-Azhari's Digital Learning Content – [URL: <https://www.youtube.com/@profabdulalihamid>]

- **Project Management and Digital Content Creation:** Responsible for the end-to-end production and distribution of digital content pertaining to the ideas and works of Professor Abdul Ali Hamid al-Azhari (1943-2021 CE).<sup>1</sup> From 2012 to 2016, we collaborated to develop high-quality online teaching materials, including four comprehensive lecture series and numerous short videos in response to questions and comments gathered from Professor Hamid's social media channels.
- **Learning Material Creation and Distribution:** Transcribed over 200 hours of Professor Hamid's lectures and short videos. These transcriptions were subsequently edited into comprehensive course notes and learning material.
- **SEO, SMO, and YouTube Optimisation:** Responsible for creating, curating, and optimizing content across various social media platforms and YouTube. This included developing posts, images, and videos that aligned with Professor Hamid's educational strategies. Additionally, I utilized YouTube Analytics and social media insights to track engagement, reach, and growth.

### Carer

2012 - Present

- **Adaptability and Empathy:** Providing personal care and support to an elderly woman and her middle-aged non-verbal son with severe autism. Responsibilities include assisting both care recipients with bathing, cooking, dressing, grooming, housekeeping, shopping, and toileting.
- **Monitoring health and personal hygiene:** Arranging and accompanying both care recipients to medical appointments at GP clients, hospitals and specialists' facilities. Also ordering and administering recipients' medication using the NHS Patient Access online platform.
- **Attention to Detail & Administration:** Completing application forms for care recipients and serving as their main point of contact for their medical and social services.

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<sup>1</sup> Professor Hamid was a third-generation descendant of Syed Nazeer Husain Dehlawi (1805–1902 CE), the founder of the Ahl ul-Hadith school, and a ninth-generation descendant of Shah Waliullah Dehlawi (1703–1762 CE).

- **Transportation:** Designated Motability Driver. Responsible for providing transportation support to both care recipients. This includes organising outings and assisting with outdoor tasks.

#### **Mathematics Tutor - Freelance**

2002 - Present

- **Subject and Curricula Competency:** Instructing students at Key Stage 3, GCSE, 'A'-Level, and undergraduate levels in various mathematics-related modules.
- **Teaching:** Providing personalised learning support to students through one-on-one and small group study sessions. Activities included reviewing mathematical theories, working through examples, and preparing students for examinations.
- **Student Assessment and Tailoring Learning Strategies:** Assessing individual students' learning needs and devise tailored lesson plans to facilitate the achievement of their learning objectives.
- Developing educational materials to support students' learning experiences.
- Assessing students' progress and offered constructive feedback and encouragement.