



Sandra Mounir Saleh

Profile

Sandra Saleh is the Head of Operations, People & Culture at Nusaned, a Lebanese humanitarian NGO that recently achieved CHS Alliance Compliance Certification. She leads governance, operational strategy, safeguarding systems, quality management (ISO 9001:2015), risk management, HR architecture, and accountability frameworks across the organization.

Sandra has spearheaded the institutionalization of CHS commitments within Nusaned's governance and programmatic structures, embedding safeguarding, AAP, protection, inclusion, data protection, anti-fraud, and whistleblowing mechanisms into operational practice. She has led corrective action processes, audit responses, policy development, and board-level compliance reporting, ensuring alignment with international humanitarian standards.

With a strong background in People & Culture leadership (CIPD Level 5 certified), performance systems, ethical recruitment, and organizational development, Sandra brings both strategic oversight and operational depth. Her work bridges governance and frontline implementation, strengthening how accountability and quality are translated into daily humanitarian practice.

As a representative of a national NGO in Lebanon, Sandra offers a grounded perspective on localization, equitable partnerships, and strengthening national actors within the global humanitarian architecture. She combines systems thinking, integrity-driven leadership, and hands-on experience in complex humanitarian environments.

She would bring governance expertise, CHS implementation experience, and a strong commitment to principled, accountable humanitarian action to the CHS Alliance Board.

Why is the CHS Alliance important to the sector?

The CHS Alliance plays a critical role in safeguarding trust in humanitarian action. It ensures that accountability, dignity, safeguarding, and quality are not aspirational principles but measurable commitments. In a sector increasingly scrutinized for power imbalances, misconduct risks, and funding constraints, CHS provides a unifying ethical and operational framework. It strengthens governance, promotes continuous improvement, and empowers affected communities through accountability mechanisms. The Alliance is essential in bridging standards with practice and ensuring that humanitarian organizations remain people-centered, transparent, and principled.



What motivates you to join the Alliance's Board?

Having led CHS compliance certification at Nusaned, I have seen firsthand how transformative structured accountability can be for governance and organizational culture. I am motivated to contribute to the strategic direction of the Alliance, particularly in strengthening localization, supporting national NGOs, and integrating CHS commitments into practical operational systems. I bring a systems-oriented mindset, governance expertise, and a strong ethical compass. Serving on the Board would allow me to help shape standards that are both rigorous and realistically implementable across diverse humanitarian contexts.