

## DR. WUSU DUMBUYA JR.

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### EMPLOYER CONTEXT (IMPORTANT)

Since 2008, I have been continuously employed by **Legum & Norman Consultants & Talent Management Group**, a global talent management and executive placement firm providing temporary, interim, project-based, and long-term staffing to universities, NGOs, development agencies, governments, and private organizations.

All roles listed below represent **client deployments under this single employer**, not separate employment engagements.

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### PROFESSIONAL PROFILE

Senior academic administrator and institutional development leader with **17+ years of experience** in higher education, governance reform, and digital transformation across Africa and the United States. Proven expertise in **accreditation, quality assurance, regulatory compliance, and strategic institutional management**. Demonstrated success leading multidisciplinary teams, managing donor-funded initiatives, and modernizing academic operations. **Executive-level leader positioned for future Deputy Vice-Chancellor or Vice-Chancellor roles**, with strong capacity in governance, strategy, and institutional development.

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### EDUCATION

**PhD, Education- Language, Literacy & Sociocultural Studies** | Norfolk State University | 2019  
*Dissertation:* Establishing Inquiry-Based Professional Learning Communities in an International School

**MBA, Organizational Psychology** | University of the District of Columbia | 2013  
*Focus:* Organizational Behavior

**BSc, Marketing** | University of the District of Columbia | 2009 *Specialization:*  
Institutional Strategy

**Diploma, Higher Education Policy & Evaluation** | American International University at Jerubbaal College | 2019

**Diploma, Child Psychology** | Allison | 2026

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## PROFESSIONAL CERTIFICATIONS

- Project Management Professional (PMP)
- Certified Data Scientist
- Diversity Management Certification
- Certificate in Higher Education Leadership
- Certificate in School Counselling
- Certificate in Child Counselling and Psychotherapy

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## PROFESSIONAL EXPERIENCE

**(Client Deployments via Legum & Norman Consultants & Talent Management Group)**

*Senior Academic & Institutional Development Consultant*

**Legum & Norman Consultants & Talent Management Group** | 2008 – Present

- Led executive and senior-management deployments across universities, NGOs, and development institutions in Africa and the U.S.
- Oversaw academic registry operations, accreditation processes, governance frameworks, and quality assurance systems.
- Managed donor-funded projects in education, workforce development, and digital literacy.
- Supervised multidisciplinary teams and advised university councils and executive leadership.

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*Current Deployment: Registrar*

**Hensard University, Bayelsa State, Nigeria** | 2025 – Present

- Manage the full Registry Division, including admissions, examinations, certification, and Senate coordination.
- Ensure institutional compliance with **NUC, JAMB, and Council of Legal Education** regulations.

- Secured **full accreditation for the Law Program** and led **World Bank IDEAS Project Evaluation (~N60M contract)**.
- Modernized registry operations through digital transformation, significantly enhancing audit readiness.

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*Recent Deployment: Faculty Coordinator & Quality Assurance Officer*

**BlueCrest University College, Liberia** | 2024 – 2025

- Led faculty coordination, academic delivery, and quality assurance processes.
- Served as **Lead Trainer** for the World Bank & NEC nationwide **Digital Literacy Program**.

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*Recent Deployment: Director of Institutional Research & Development*

**Bushrod College of Science & Technology, Liberia** | 2024 – 2025

- Strengthened institutional research capacity, accreditation readiness, and strategic planning.

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*Deployment: Vice Principal*

**College of Creative Arts, Sciences, Technology & Innovation, Sierra Leone** | 2023

- Oversaw academic operations, curriculum reform, and staff performance management.

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*Deployment: Chief Operating Officer (COO)*

**Atlas Media, Sierra Leone** | 2020

- Managed digital media operations supporting national COVID-19 response initiatives.

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*Deployment: Interim President & Lecturer*

**American International University at Jerubbaal College, Liberia** | 2019

- Led institutional reform, executive decision-making, and academic governance.

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*Deployment: Project Manager*

**Child & Youths Foundation, Sierra Leone | 2018 – 2019**

- Managed donor-funded youth literacy and skills programs, stakeholder coordination, and reporting.

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*Deployment: Communications Director*

**Sensi Technology Hub, Sierra Leone | 2017 – 2018**

- Led communications strategy and branding for Sierra Leone's first technology hub.

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**FOUNDER & CEO (PARALLEL VENTURE)**

**Creative-Division | USA & Global | 2004 – Present**

- Led web development, digital marketing, and multi-country digital transformation projects.

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**LEADERSHIP & ADMINISTRATIVE SKILLS**

- Academic Governance & Policy Implementation
  - Strategic Planning & Institutional Development
  - Student Records & Data Management
  - Staff Leadership & Team Development
  - Accreditation & Quality Assurance Compliance
  - Digital Transformation of Academic Services
  - Donor & Project Management
  - Executive Leadership & Governance
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## SELECTED ACHIEVEMENTS

- Digitalized Hensard University registry, significantly improving operational efficiency and audit readiness.
  - Secured full accreditation for the Law Program and a **N60M World Bank IDEAS Project** contract.
  - Delivered nationwide digital literacy training impacting workforce development in Liberia.
  - Led comprehensive institutional reforms as Interim President, strengthening governance and academic quality.
  - Improved student retention, data systems, and instructional quality across multiple institutions.
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## PUBLICATIONS

- *Acai Strong: Transform Into a Remarkable Company* – 2013
  - *A Beautiful Life: Meditation and a Wise Heart* – 2014
  - *Free Gift Inside: The Entrepreneur's Guide to Marketing* – 2015
  - *Our Time to Lead: Managing People in the Business World* – 2016
  - *Establishing Inquiry-Based Professional Learning Communities in an International School* – 2024
  - *Korea Travel Book* – 2024
  - *Classroom Management* – 2024
  - *The African Giant: Becoming Indispensable in the New Africa* – 2025
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## LANGUAGES

- English (Fluent)
  - French (Fluent)
  - Krio (Conversational)
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## PROFESSIONAL MEMBERSHIPS

- Society for Research in Higher Education (SRHE)
  - International Association of University Registrars (IAUR)
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## REFERENCES

Available upon request

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