

APPLICATION FOR

GLOBAL TECHNICAL LEAD DIGITAL FUTURES

Leading inclusive digital transformation and labour market change to create dignified work and equal opportunities for young people with disabilities across Africa and the Global South.



Digital Skills. Decent Work.
Disability Inclusion.



Private Sector Engagement
& Systems Change



Labour Market Intelligence
& Evidence-Based Solutions



Innovation. AI. Future of Work.



Africa Focus. Global Impact.

Yeshua I Russel



YESHUA RUSSEL

**INCLUSIVE DIGITAL ECONOMY &
EMPLOYMENT SYSTEMS SPECIALIST**

15+ years of experience driving digital skills, labour market systems, and inclusion for young people with disabilities across Africa and the Global South.



INCLUSIVE
EMPLOYMENT



DIGITAL
TRANSFORMATION



SYSTEMS
CHANGE



MEASURABLE
IMPACT



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Available to work
across Africa



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Committed to Equal Eyes.
Equal Rights. **Equal Futures.**

Yeshua Russel

Technical Lead | Digital Skills & Economy | Inclusive
Employment & Labour Market Systems

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Executive Summary

Seasoned Technical Lead and applied researcher with 15+ years of **multi-country experience** at the precise fulcrum of **digital economy development, inclusive labour market systems, and disability-inclusive workforce programming across Nigeria and Sub-Saharan Africa**. Currently serving as **Lead Consultant on an active Sightsavers-funded national study on IT skills demand and employment barriers for young people with disabilities in Nigeria** - delivering employer-validated labour market intelligence, disability inclusion diagnostics, TVET ecosystem assessments, and programme design options that directly mirror this role's mandate across seven countries.

Brings a rare and deeply integrated combination of technical authority in digital skills and employment systems, multi-country programme leadership, and applied disability inclusion expertise - spanning assignments with the World Bank, IFAD (\$81M programme), Global Affairs Canada, GIZ/EU, IFC-WEConnect, Moody's Foundation, PTDF, Federal Ministry of Education, Presidential Committee on Economic and Financial Inclusion, and DFID-supported programmes. Has engaged CTOs, HR directors, tech recruiters, OPDs, TVET providers, national policymakers, and private sector leaders across Nigeria, Kenya, Tanzania, Rwanda, Ghana, and wider West Africa. **Managed a regional DEI Council of C Suite Executives from top corporations including IFC, AfDB, ExxonMobil, SCB, Moodys, Olam, Microsoft, Meta, P&G and Cisco**. Designed and led **IT value chain analyses, skills demand diagnostics, gig economy and digital employment mapping, digital inclusion assessments, and employer engagement strategies** - producing decision-ready evidence that has informed national policies, donor investments, and programme architecture.

Possesses a strong and practical understanding of AI and digital transformation trends and their implications for employment, decent work, skills obsolescence, and future labour market structures in African and Global South contexts. Experienced in **systems change approaches, tripartite stakeholder engagement** (government, private sector, civil society/OPDs), TVET curriculum alignment, and advancing workplace inclusion for people with disabilities. **A trusted thought leader, programme architect, and strategic communicator** who consistently translates complex market intelligence into policy-relevant recommendations for **governments, donors, and implementing partners** - under tight timelines and with high methodological rigour.

Core Competencies

TVET, Training Ecosystem Assessment & Digital Skills Programme Design

Experience assessing TVET institutions, digital training providers, and bootcamps — reviewing curriculum relevance to employer demand, certification pathways, delivery modalities (in-person, hybrid, virtual), lab intensity, placement evidence, employer co-design presence, and accessibility of learning environments for people with disabilities. Able to identify misalignment between training supply and labour market demand and develop recommendations for curriculum reform, training provider partnerships, and market-aligned skills pathway design. Has designed TVET curricula, Training Needs Assessment (TNA) frameworks, Learning Management Systems (LMS), and modular training programmes aligned to recognised certifications.

Labour Market Diagnostics, Skills Intelligence & Future of Work Analysis

Strong capability in conducting demand-side skills assessments for the digital sector - mapping entry- and mid-level IT roles, required technical and behavioural competencies, experience thresholds, and industry-recognised certification requirements. Experienced in identifying skills mismatches, hiring

bottlenecks, employer pain points, and systemic barriers to workforce participation - to inform workforce development investments, training programme design, and policy recommendations. Informed understanding of AI, automation, and digital transformation trends and their implications for skills evolution, job displacement, and decent work in the Global South.

Private Sector & Employer Engagement

Demonstrated experience engaging private sector employers and HR ecosystems across Nigeria's digital, ICT, financial services, and agribusiness sectors - to understand hiring practices, workforce needs, skills gaps, certification preferences, and inclusive hiring practices. Able to facilitate high-quality key informant interviews with senior leaders (CTOs, CIOs, Heads of Engineering, HR Directors) and translate employer input into actionable recommendations for employer engagement strategies, workplace inclusion programming, and internship/apprenticeship design.

Youth Employment & Disability-Inclusive Labour Market Systems

Strong grounding in youth employment challenges and inclusive labour market systems, with applied experience analysing barriers and catalysts to employment and retention for young people with disabilities - including gendered barriers, physical and digital accessibility constraints, employer biases, assistive technology gaps, and workplace accommodation challenges within digital and technology-enabled roles. Has led participatory disability diagnostics with OPDs and employers across Nigeria, informing inclusive programme design, employer sensitisation frameworks, and accommodation playbooks.

Digital Economy & IT Sector Value Chain Analysis

Deep expertise in mapping IT and digital economy sub-sectors, identifying job-generating nodes across software services, platforms, data services, cybersecurity, cloud services, gig platforms, and tech-enabled service providers. Proven ability to analyse how value is created across the IT value chain - including in-house versus outsourced functions, formal employment versus gig-based and freelance roles, remote digital work, and growth trends shaping future job creation. Currently applying this expertise directly as Lead Advisor on a Sightsavers/World Bank-funded national IT value chain study in Nigeria.

Mixed-Methods Research Design & Labour Market Intelligence

Advanced practitioner in mixed-method research design combining employer Key Informant Interviews (HR leaders, CTOs, tech leads, recruiters), vacancy analytics (job board scraping, LinkedIn analysis, deduplication and recency weighting), desk-based sector analysis, ethnographic field study, and multi-stakeholder consultations. Skilled in designing research frameworks that produce decision-ready labour market intelligence under compressed donor timelines - with high methodological rigour and strong quality assurance.

AI, Emerging Technologies & Digital Transformation — Workforce Implications

Practical and informed understanding of AI, automation, cybersecurity, digital platforms, cloud computing, and data science - and their implications for job roles, skills evolution, decent work, and future skills demand within Nigeria's and Africa's digital economy. Able to translate technology trends and digital transformation dynamics into training and workforce development implications for programme design, policy advocacy, and employer engagement - drawing on direct experience in the cybersecurity, data governance, and digital services sectors.

Multi-Country Programme Leadership & Donor Programme Management

Proven ability to design, lead, and manage complex multi-country programmes funded by major bilateral and multilateral donors - including World Bank, IFAD, GIZ/EU, Global Affairs Canada, Moody's Foundation, and DFID-linked programmes. Experienced in full programme cycle management: design, TNA, implementation, employer engagement, MEL, reporting, and scale-up. Has managed cross-functional teams across West and East Africa, built governance frameworks,

established performance tracking systems, and produced board- and donor-ready decision outputs under tight timelines.

Policy Engagement, Advocacy & Thought Leadership

Proven ability to translate complex labour market and digital economy research into actionable policy recommendations for national governments, development finance institutions, and donor agencies. Has engaged at senior levels with national ministries, regulatory bodies, the World Bank, GAC, EU, GIZ, USAID, and African Development Bank counterparts. Produced investment strategies, 5-year programme pipelines, and national policy briefs informing digital financial inclusion strategy, labour market reform, and disability-inclusive workforce investment decisions. Recognised as a subject matter expert in digital economy and inclusive employment systems across West Africa.

Actionable Reporting, Presentations & Knowledge Translation

Proven ability to produce clear, concise, and actionable consultancy reports, executive briefs, and donor presentations that translate complex labour market, digital economy, and skills demand intelligence into practical recommendations for governments, donors, NGOs, and private sector partners. Trusted to manage end-to-end research delivery - from design and fieldwork through analysis, validation, and final reporting - with methodological rigour and disciplined project management under donor deadlines.

Technical and Professional Skills

IT Sector Mapping & Value Chain Analysis

- Proven capability to map Nigeria's IT and digital economy sub-sectors, identifying primary and secondary activities across software services, platforms, data services, cybersecurity, cloud services, and tech-enabled business services - including remote and gig-based digital roles.
- Ability to analyse value chain structures including in-house versus outsourced functions, formal employment versus gig work, freelance contracting, and entrepreneurship pathways across the IT sector.
- Skilled in identifying job-generating nodes within IT value chains with growth potential aligned to market trends, AI adoption, and digital transformation trajectories.
- Currently applying this expertise on a live Sightsavers/World Bank IT value chain study covering software development, cybersecurity, cloud support, data/analytics, IT support, and digital services/BPO across Nigeria.

Labour Market Diagnostics, Skills Demand Assessment & Future of Work Intelligence

- Strong experience conducting demand-side skills assessments for entry- and mid-level IT roles - mapping technical competencies (software development, data, cybersecurity, cloud, AI) and employability and business development skills required by employers.
- Expertise in analysing job postings and vacancy data to extract trends on in-demand roles, experience thresholds, certifications, and competency requirements - with deduplication, recency weighting, and regional normalisation.
- Ability to identify skills gaps and mismatches between employer demand and training supply - informing programme design, TVET curriculum reform, and workforce investment decisions.
- Informed understanding of how AI, automation, and digital transformation are reshaping entry- and mid-level IT roles, skills requirements, and decent work conditions in African labour markets.

Mixed-Methods Research Design & Field Delivery

- Advanced skills in designing and implementing mixed-method research frameworks combining desk-based sector analysis, employer interviews, vacancy analytics, ethnographic field research, focus groups, and multi-stakeholder consultations.
- Proven ability to conduct key informant interviews with HR Directors, CIOs/CTOs, tech leads, recruiters, TVET instructors, OPDs, and digital economy ecosystem actors.
- Strong field management skills to coordinate interview scheduling, data collection, consent management, quality assurance, and analytical synthesis within compressed donor timelines.

- Experience standardising research protocols across multiple countries to ensure data comparability, reliability, and cross-country lesson transfer.

TVET, Digital Training Ecosystem Assessment & Curriculum Design

- Experience reviewing TVET and digital skills training curricula for relevance to employer demand - assessing certification pathways, delivery modalities (in-person and virtual), lab intensity, placement evidence, employer co-design presence, and accessibility for learners with disabilities.
- Ability to assess course duration, accreditation and recertification cycles, and alignment of training outputs to labour market needs - including gap identification and reform recommendations.
- Experience designing Training Needs Assessments (TNAs), Learning Management Systems (LMS), Individual Training Plans (ITPs), and market-aligned modular curricula linked to recognised certifications (EC-Council, sector standards).
- Has engaged TVET institutions across Nigeria and West Africa - ensuring training supply is aligned with digital employer demand and inclusive of persons with disabilities.

Disability-Inclusive Labour Market Analysis & Programme Design

- Applied expertise in analysing barriers and catalysts to employment and retention for young people with disabilities in digital and IT-enabled roles - including physical and digital accessibility, assistive technology needs, employer recruitment biases, workplace accommodation gaps, and intersecting gender barriers.
- Experience designing inclusive programme features: assistive technology integration, accessible LMS platforms, employer accommodation playbooks, OPD engagement strategies, and inclusive recruitment toolkits.
- Currently leading disability inclusion diagnostics with OPDs and employers for the Sightsavers/World Bank Cyber 30-30 study - mapping structural barriers, assistive technology availability, certification accessibility, and employer openness to inclusive hiring.
- Experience integrating gendered and intersectional analysis into labour market and disability inclusion research.

AI, Emerging Technologies & Digital Transformation - Workforce Implications

- Practical understanding of AI, automation, cloud computing, cybersecurity, digital platforms, and data governance - and their implications for job roles, skills evolution, and future employment structures in Africa's digital economy.
- Ability to translate technology trends into training and workforce development implications - informing curriculum design, skills prioritisation, and employer engagement strategy.
- Experience designing curricula and training pathways incorporating cybersecurity (EC-Council), data governance (NDPC compliance), digital financial services, and cloud fundamentals — aligned to current and emerging employer demand.

Multi-Country Programme Leadership & Donor Programme Management

- Strong programme leadership capability across full programme cycle: design, TNA, training delivery, employer engagement, MEL system development, reporting, and scale-up across multi-country donor-funded programmes.
- Experienced managing cross-functional research and delivery teams across Nigeria, Kenya, Tanzania, Rwanda, Ghana, and West Africa — ensuring delivery discipline, quality control, and donor compliance.
- Track record managing programmes funded by World Bank, IFAD, GIZ/EU, Global Affairs Canada, Moody's Foundation, and DFID-linked programmes — producing investment strategies, 5-year pipelines, and executive-level decision outputs.

Actionable Reporting & Presentation for Programme Design and Policy

- Strong ability to produce clear, concise consultancy reports and executive presentations translating complex digital economy, value chain, and skills demand findings into actionable recommendations for programme design, employer engagement strategies, and skills certification pathways.

- Experience delivering decision-ready outputs to donors, national governments, NGOs, and private sector stakeholders — adapting communication register for technical and non-technical audiences.
- Produces outputs structured to directly inform go/no-go decisions, scale-up strategies, and policy reform — with clear evidence base, risk identification, and implementation roadmaps.

Stakeholder Facilitation, Employer Engagement & Multi-Actor Consultation

- Skilled facilitator of multi-stakeholder consultations, validation workshops, and employer roundtables — engaging private sector employers, training providers, OPDs, youth organisations, government agencies, and development partners.
- Ability to manage sensitive stakeholder dynamics, extract practical implementation-focused insights, and build buy-in across diverse actors for programme design and evidence uptake.
- Strong experience building and sustaining private sector partnerships: ExxonMobil, Procter & Gamble, Standard Chartered, JobberMan, EC-Council, NDPC, and 30+ employer organisations engaged in current study.

Project Management, Delivery Governance & Quality Assurance

- Strong project management capability including work planning, field coordination, data analysis scheduling, quality assurance, and reporting delivery within donor timelines and compressed consultancy windows.
- Proven ability to deliver multi-component research and programme assignments within two-month consultancy timeframes — managing overlapping phases of data collection, analysis, validation, and reporting.
- Experience establishing delivery governance frameworks, performance tracking dashboards, and board-ready reporting systems to support investor confidence and organisational accountability.

Educational Background

Institution	Date From – Date To	Degree(s) or Diploma(s) Obtained
Advanced Learning Academy	2016	Diploma in Change Management
World Bank Academy	2016	Innovative Business Models for Better Impact
Kaduna Business School	2016	Business Development Service Provider Certificate
Association of Project Management	2015	PRINCE2 Practitioner Proficiency Training
School for Startups / Enterprise Development Centre	2011 – 2012	Certificate in Enterprise Development
Ambrose Alli University	2010	Master of Business Administration (MBA)
Ambrose Alli University	1998 – 2000	Masters in Architecture (Environmental Design)
Ambrose Alli University	1992 – 1997	BSc Architecture (Environmental Design)

Professional Affiliations:

- Fellow, Institute of Management Consultants Nigeria (IMC)
- Certified Management Consultant (IMC)
- Certified Management Specialist, London Graduate School

Selected IT Digital Skills Workforce Projects

PROJECT	CLIENT	ROLE	RELEVANCE TO SIGHTSAVERS ROLE	EVIDENCE OF DELIVERY
Sightsavers / IT Skills Demand, Disability Diagnostics & Digital Employment Study (Nigeria) [ACTIVE]	Sightsavers	Lead Consultant – IT Skills Demand, Labour Market & Disability-Inclusive Employment Design	Direct, active precedent — currently delivering on the precise technical mandate of this Global Technical Lead role: IT value chain mapping, skills demand analysis, disability diagnostics, TVET ecosystem review, employer engagement, and programme design for PWD employment in the digital economy	- IT Value Chain Mapping: Completed sub-sector mapping across 6 priority digital economy domains (software dev, cybersecurity, cloud, data/analytics, IT support, digital services/BPO) - Employer Interviews: Conducted KIs with CTOs, Heads of Engineering, HR/TA leads, and delivery managers across product firms, systems integrators, MSSPs, BPO, and high-growth SMEs - Disability Diagnostics: Engaged OPDs and inclusive employers — mapping assistive tech gaps, accessibility barriers, recruitment biases, and accommodation practices - Training Ecosystem Review: Scored bootcamps, TVETs, and private academies on curriculum-to-role alignment, lab intensity, placement evidence, employer co-design, and accessibility readiness - Vacancy Analytics: Multi-platform job board scraping with deduplication, skills tagging, and recency weighting across Lagos, Abuja, Port Harcourt - Programme Design Options: Generating costed implementation pathways, employer partnership models (internship/apprenticeship MOU structures), and inclusion feature specifications (assistive tech, accessible LMS, employer playbooks) - At 50% completion milestone — on track for final validation roundtable and synthesis report
Inclusive Digital Finance & Skills Mapping in Agricultural Value Chains (Nigeria, Kenya, Tanzania, Rwanda)	International Food Policy Research Institute (IFPRI)	Lead Research Consultant	Multi-country digital economy and inclusive skills research — directly demonstrating cross-country research leadership across East and West	- Designed 4-country mixed-methods research initiative mapping DFS access, digital skills gaps, and inclusion barriers for women, youth, and vulnerable groups - Directed and mentored 10+ cross-country researchers — standardising protocols and enhancing data quality/comparability by 30% - Led multi-stakeholder consultations with DFIs, regulators, ministries, and private sector actors — producing policy briefs informing national digital economy strategies

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			Africa, aligned with the 7-country programme scope	- Built MEL frameworks embedding gender, youth, and disability inclusion metrics - Produced regional synthesis reports informing government investment in digital skills, workforce participation, and economic inclusion
Cyber 30-30 / IDEAS – IT Skills Demand & Inclusive Employment Design (Nigeria) [Phase 1]	World Bank / Federal Ministry of Education, Nigeria	Lead Advisor – IT Skills Demand, Labour Market & Inclusive Workforce Design	Direct precedent for Nigeria IT value chain mapping, skills demand analysis, employer engagement, and disability-inclusive employment pathways — the foundational phase of the active Sightsavers assignment	- Labour Market Analysis: Nigeria-wide IT labour market assessment using job board vacancy analytics and employer/recruiter engagement (Jobberman, HotNigerianJobs, LinkedIn) - IT Skills Mapping: Identified entry- and mid-level IT roles, in-demand technical and soft skills, and globally recognised certification requirements - Employer Engagement: Interviewed HR leaders, CTOs, tech leads, and recruiters — validating hiring demand, absorptive capacity, and recruitment bottlenecks - Training Needs Assessment: Designed and implemented TNA targeting recruiters and beneficiaries — fusing outcomes to develop balanced, market-relevant training curriculum - Training Design: Developed hybrid (online + offline) IT training modules aligned to EC-Council certifications - Inclusive Workforce Design: Analysed barriers and catalysts for employment of PWDs — creating engagement strategies increasing participation of disabled, women/girls, and vulnerable youth - Internship & Placement: Secured internships and job placements for 500 youth including disabled and vulnerable participants - Safeguarding: Developed grievance mechanisms, safe spaces protocols, and vibrant 2-way feedback system
Growth Employment Project (GEM) – Skills Assessment &	World Bank / Federal Ministry of Investment, Trade &	Team Leader – Inclusive Skills Assessment	Direct precedent for inclusive skills demand assessment, training curriculum development, and	- Team Leadership: Managed multidisciplinary team — identified business owners across Nigeria and assessed market-relevant skills using TNA frameworks - Inclusive Participation & Safeguarding: Ensured gender balance, PWD inclusion, and adherence to safeguarding, ESG, and grievance redress mechanisms

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Training Design (Nigeria)	Industry, Nigeria	t & Training Delivery	labour market alignment — including persons with disabilities and vulnerable groups	- Curriculum Development: Designed comprehensive LMS with modular training content — regularly reviewed against monthly performance and market feedback - Accessibility: Adapted training for beneficiaries with visual impairments and other accessibility challenges - Market Linkage: Engaged market leaders to align training with practical business needs — improving employment and enterprise absorption - Impact: 50% participation by women and PWDs; 90% of beneficiaries secured additional World Bank financing
SMEDAN Northern States TVET Skills Development – Market-Driven Training & Inclusive Workforce Design	SMEDAN / Bank of Industry / Bank of Agriculture	Team Leader – Market Analysis & Inclusive TVET Implementation	Applied precedent for inclusive, market-aligned TVET and skills development targeting vulnerable populations across 6 Northern Nigerian states	- Market-Driven Skills Identification: Led comprehensive market analysis across 6 Northern Nigerian states — identifying high-demand, commercially viable skills - TNA Design & Execution: Designed and executed state-specific TNA frameworks aligning training with market realities and employer requirements - Inclusive Programming: Developed strategic inclusivity framework ensuring high participation of women, youth, disabled, and vulnerable groups — with safeguarding and grievance mechanisms - Multi-Stakeholder Coordination: Engaged state SMEDAN offices, Bank of Industry, Bank of Agriculture, and local partners - Outcome: Secured additional financing for 608% of beneficiaries; linked participants with practitioners for internships; sustained engagement of vulnerable and disabled participants
Click-Up Project – Private Sector IT & Digital Skills Training (Nigeria)	Private Sector / JobberMan / EC-Council / NDPC	Team Leader – IT Skills Mapping, Curriculum Development & Inclusive	Demonstrated precedent for IT skills demand analysis, inclusive training curriculum development, and workforce absorption for	- Labour Market Research: Conducted extensive research on high-demand IT and digital skills — leveraging partnerships with JobberMan and recruitment agencies; validated through employer surveys - TNA & Curriculum Design: TNA with 250 respondents; developed IT training curriculum with EC-Council certifications — addressing skills gaps arising from Nigeria Data Protection Bill - Regulatory Collaboration: Coordinated with NDPC — implementing sessions on compliance, digital governance, and policy-aligned skills

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		Workforce Design	youth, women, and persons with disabilities in Nigeria's digital sector	- Inclusive Engagement: Designed programme targeting women, youth, and PWDs — providing adaptive equipment including for visually impaired participants - Impact: 785 beneficiaries trained; 23% achieved further employment; local and international internship placements facilitated - Safeguarding: Embedded grievance mechanisms, monitoring, and feedback loops ensuring ethical and safe delivery
Moody's Creditworthiness Bootcamp – Women & Youth Financial Skills (Nigeria Pilot & Global Expansion)	Moody's Foundation – Global Programme	Team Leader – TNA, Curriculum Design & Inclusive Skills Training	Precedent for inclusive, data-driven skills assessment, curriculum design, and training delivery — with demonstrable global scalability and programme fidelity across 9 countries	- Participatory Research: Designed and implemented Focus Group Discussions across Nigeria to identify financial knowledge gaps, barriers, and systemic constraints for women and youth - TNA: Synthesised qualitative insights into country-wide TNA administered to 180 women and youth - Curriculum Development: Developed first-of-its-kind tailored creditworthiness and financial literacy training curriculum — aligned to identified gaps and practical employability outcomes - Global Scale: Programme success in Nigeria directly informed expansion to 8 additional countries — demonstrating replicability and high programme fidelity - Monitoring: Applied continuous feedback loops and performance tracking to refine content and maximise measurable skills uptake

Professional Work Experience

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April 2026 – Present Nigeria	Sightsavers — IT Skills Demand, Disability	Sightsavers	Lead Consultant — IT Skills Demand, Labour Market &	Technical Leadership & Labour Market Systems Serving as Lead Consultant on an active Sightsavers-funded national study on IT skills demand and employment barriers for young people

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	Diagnostics & Digital Employment Study [ACTIVE]		Disability-Inclusive Employment Design	with disabilities in Nigeria's digital economy — the direct technical precursor to this Global Technical Lead programme - Completed full IT value chain and sub-sector mapping across 6 priority digital economy domains: software development, cybersecurity, cloud support, data/analytics, IT support, and digital services/BPO - Conducted employer KILs with CTOs, Heads of Engineering, HR/TA leads, and delivery managers across product firms, systems integrators, MSSPs, BPO, and high-growth SMEs — validating skills demand, hiring behaviour, entry pathways, and work-readiness expectations - Performing vacancy analytics across multiple job boards and professional networks with deduplication, skills tagging, recency weighting, and regional normalisation (Lagos, Abuja, Port Harcourt; remote/outsourced pipelines analysed separately) Disability Inclusion & TVET Assessment - Leading disability inclusion diagnostics with OPDs and inclusive employers — mapping assistive technology availability, certification accessibility barriers, accommodation practices, and structural exclusion factors for young people with disabilities - Completed training ecosystem review scoring bootcamps, TVETs, and private academies on: curriculum-to-role alignment, lab intensity, placement evidence, employer co-design presence, and accessibility readiness - Identifying TVET curriculum refresh needs — particularly for cloud fundamentals, modern QA tooling, and ticketing systems — and mapping employer feedback loop quality Programme Design & Deliverables - Generating programme design options with costed implementation pathways, employer partnership models (internship/apprenticeship MOU structures), and inclusion features: assistive tech kits, accessible LMS standards, employer sensitisation playbooks, accommodation protocols

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				• At 50% completion milestone — all primary fieldwork complete; analytical synthesis and final validation roundtable pending • Producing decision-ready synthesis report linking demand signals to executable programme design options and risk-controlled implementation pathways for the Cyber 30-30 / IDEAS rollout
Dec 2025 – September 2025. Nigeria, Kenya, Tanzania, Rwanda	Inclusive Digital Finance & Skills Mapping in Agricultural Value Chains	International Food Policy Research Institute (IFPRI)	Lead Research Consultant	Regional Research Design & Strategic Methodology • Designed and launched a multi-country research initiative mapping digital financial services (DFS) access, uptake, and inclusion of women, youth, and vulnerable groups in agricultural value chains — producing actionable insights for national ministries, DFIs, and private sector partners • Developed integrated mixed-methods methodologies: quantitative surveys, qualitative KIIs, ethnographic field studies, and market system assessments — uncovering structural barriers to digital participation including skills and capacity gaps • Standardised research protocols and frameworks across four countries — enhancing data quality, comparability, and reliability by 30%; enabling cross-country lessons, policy transfer, and programme design relevance Cross-Country Team Leadership & Capacity Building • Directed and coordinated a multi-country research team — ensuring rigorous methodology adoption, quality control, and timely delivery aligned with donor and policy requirements • Mentored 10+ researchers in gender-smart, inclusive, and decision-oriented research methodologies — enhancing team throughput by 25% and building in-country capacity for inclusive digital economy assessments • Implemented quality assurance protocols, peer review processes, and board-ready reporting templates Stakeholder Engagement, Policy Translation & Knowledge Dissemination

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				• Led multi-stakeholder consultations and roundtables with DFIs, regulators, ministries, and private sector actors — translating research findings into inclusive, capital-enabled national strategies for digital financial inclusion • Produced regional synthesis reports and actionable policy briefs informing government decisions and investment strategies to expand digital financial access, skills development, and workforce participation for women and youth • Strengthened IFPRI's regional visibility through peer-reviewed outputs, conference presentations, and policy briefs targeting governments, DFIs, and private sector partners • Built MEL templates tracking research delivery, learning uptake, and actionable outputs — embedding gender, youth, and disability inclusion metrics across multi-country teams
January 2024 – May 2024 Nigeria, Germany	Inclusive Business Strategy & Skills Assessment for Women and Youth	ICR (European Union, GIZ, British Council, Expertise France)	Senior Expert Consultant (Short Term)	Inclusive Business Strategy & Digital Skills Development • Led design of a Gender- and Disability-Responsive Business Strategy for Kaduna State — integrating women and youth economic empowerment, digital and IT-enabled value chains, and market-driven interventions in renewable energy, agriculture, and entrepreneurship • Developed actionable, capital-enabled roadmaps to strengthen inclusive participation, household- and community-level economic outcomes, and enterprise-level adoption of market-aligned digital skills • Applied skills demand assessment and value chain analysis — ensuring strategies could leverage grants, blended finance, and technical assistance for scalable impact Stakeholder Engagement & Inclusive Programming • Facilitated multi-stakeholder workshops with women's groups, government agencies, private sector actors, KADIPA, and EU Delegation stakeholders — identifying digital skills barriers and opportunities for IT-enabled workforce development • Championed gender mainstreaming, disability inclusion, and youth participation across all project activities, workshops, and deliverables

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				- Led kick-off sessions aligning objectives, defining deliverables, and securing strategic commitment from GIZ, GFA, and government counterparts Green Growth Strategy, Scaling & Reporting - Co-created a gender-responsive green growth strategy — embedding climate-smart agriculture, renewable energy, and digital-enabled entrepreneurship - Drafted comprehensive upscaling report with actionable recommendations for national-level adoption of Kaduna pilot initiatives - Produced high-quality decision-oriented reports and briefs synthesising field data, stakeholder feedback, and market insights for senior leadership, boards, and donors
January 2020 – Dec 2023 Nigeria, West Africa, USA	Inclusive Market Access & Digital Skills Development for Women-Owned Enterprises	WEConnect International	Cluster Lead West Africa and Country Director Nigeria	Gender-Inclusive Market Access & Digital Skills Programming - Designed and implemented gender- and disability-inclusive market access initiatives for Women-Owned Businesses (WBEs) across West Africa — enhancing participation in traditionally male-dominated sectors including renewable energy, sustainable agriculture, and digital services - Scaled the Moody's Creditworthiness Bootcamp — designed Nigeria pilot (TNA with 180 participants; bespoke curriculum), achieving programme success that directly informed expansion to 8 additional countries globally - Managed Learning Management Systems (LMS) for digital training delivery, performance tracking, and inclusive market outcome measurement Strategic Leadership, Partnership Development & Private Sector Engagement - Spearheaded high-value partnerships with global institutions: Moody's Foundation, Global Alliance for Trade Facilitation, ExxonMobil, Procter & Gamble, Standard Chartered Bank — facilitating market linkages, procurement opportunities, and digital skills capacity development for WBEs

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				• Cultivated corporate partnerships to embed equity and inclusion principles into procurement and workforce development practices of major multinationals • Organised Value Chain Events and Meet-the-Buyer sessions across Nigeria, Ghana, and Kenya — facilitating direct engagement between WBEs and global buyers while promoting inclusive workforce and digital literacy integration Capacity Building, Programme Management & Data-Driven Decision Making • Recruited and led a diverse, cross-functional team across West Africa — overseeing delivery of gender-smart, digital-enabled training programmes with measurable skills uptake and inclusive market outcomes • Conducted Training Needs Assessments (TNAs) and designed tailored curricula to strengthen WBEs' operational, financial, and IT/digital capacities for market competitiveness • Collected, analysed, and synthesised quantitative and qualitative data to inform programme design, scale-up, and investment prioritisation • Produced decision-ready reports and dashboards — aligning programme interventions with measurable outcomes for women, youth, and vulnerable populations
March 2019 – Jan 2020 West Africa, Nigeria, Canada	Inclusive Economic Empowerment & Skills Mapping for Women and Youth; Development of 5-Year Strategy for	Global Affairs Canada (Canadian Government)	Technical Specialist/Advisor, Entrepreneurship and Economic Empowerment	Regional Economic Empowerment Strategy & Digital Labour Market Analysis • Conducted comprehensive assessments of economic empowerment opportunities for women and youth — identifying structural barriers, high-priority digital sectors, and actionable intervention points across Nigeria and West Africa • Developed GAC's Investment Strategy and 5-Year Pipeline Plan — providing a decision-oriented roadmap to scale inclusive economic empowerment initiatives integrating digital skills, market linkages, and capital-enabled interventions

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	Canadian Government			- Reviewed GAC's project portfolio in Nigeria and West Africa — extracting replicable success patterns and lessons learned to inform inclusive, scalable strategies Stakeholder Engagement & Cross-Sector Collaboration - Engaged USAID, EU, World Bank, GIZ, and bilateral counterparts — aligning project pipelines and leveraging collective resources for women's economic empowerment and digital workforce development - Facilitated multi-stakeholder consultations to co-create strategies maximising inclusion, resilience, and economic opportunity for vulnerable groups Risk Analysis, Programme Design & Implementation Support - Conducted comprehensive risk assessments for proposed interventions — identifying operational, financial, and systemic risks while designing robust mitigation strategies - Provided advisory support integrating inclusive labour market insights, skills demand diagnostics, and value chain analysis — positioning initiatives for effective workforce engagement and enterprise growth - Delivered decision-ready outputs: actionable briefs, strategic memos, and programme implementation roadmaps supporting inclusive, market-driven development strategies
Sep 2018 – Feb 2019 Nigeria	Inclusive Technical & Vocational Capacity Development for Energy Sector	Petroleum Technology Development Fund (PTDF)	Independent Training Consultant	Training & TVET Capacity Building Leadership - Conducted comprehensive Training Needs Assessments (TNAs) for DPR and PPPRA personnel — identifying skills gaps in technical, operational, and organisational management competencies - Designed TVET curriculum covering woodwork, welding, fabrication, refrigeration, and mechanical works — ensuring scalability, market alignment, and transferable skills - Built and managed a Subject Matter Expert (SME) team — overseeing delivery, logistics, and quality assurance for high-impact capacity-building initiatives

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				- Delivered sector-specific, results-driven training programmes — including Effective Leadership, Asset Management, and vocational technical skills Evaluation & Continuous Improvement - Developed and implemented pre- and post-training evaluation frameworks — generating actionable insights to refine programmes and improve participant outcomes - Produced comprehensive reports summarising training effectiveness, measurable skill improvements, and recommendations for continuous workforce development
Sep 2017 – Sep 2018 West Africa, Nigeria	Climate Change Adaptation and Agribusiness Support Programme (CASP) — \$81M IFAD Project; Gender-Inclusive Agribusiness Skills Mapping & Capacity Building	International Fund for Agricultural Development (IFAD)	Technical Advisor — Business Development	Market Analysis & Gender-Inclusive Research - Led design and implementation of a gender-inclusive Rapid Market Appraisal (RMA) system across nine Nigerian states and ten value chain crops — assessing market dynamics, skill gaps, and opportunities for youth and women - Integrated social inclusion metrics into market analysis — producing actionable insights for programme design and inclusive economic interventions - Designed decision-oriented dashboards and analytical tools enabling fundable, scalable interventions aligned with IFAD's climate-smart agricultural objectives Training, Capacity Building & Systems Development - Developed and executed Training-of-Trainers (ToT) programmes reaching 208 Local Government Areas (LGAs) — empowering local actors to implement gender- and youth-inclusive, climate-smart initiatives - Delivered high-impact market systems training to 1,450 agribusiness personnel across seven states - Guided launch of the Commodity Alliance Forum (CAF) — a demand-driven platform connecting value chain stakeholders for inclusive market linkages Strategic Investment & Innovation

DATE - LOCATION	PROJECT	ORGANIZATION	POSITION	DESCRIPTION
				• Unlocked \$5 million in community funding; implemented digital TNAs with 96% compliance • Introduced innovative approaches including agribusiness clustering and solar energy integration — supported by partnerships with Microsoft, Rotary International, and the EU • Supported development of Annual Work Plans and Budgets (AWPB) aligned with IFAD regulations
Jul 2017 – Jan 2018 EMEA — Europe, Middle East and Africa	Regional Workforce, Digital Skills & Inclusive Market Growth Programmes	Next Level Purchasing Association	West and Central Africa Enterprise Manager	Strategic TNA & Regional Programme Leadership • Executed four multi-country TNAs for public and private sector clients — identifying skills gaps, capacity-building priorities, and inclusive workforce opportunities for women, youth, and underrepresented groups • Designed and implemented organisation-specific training programmes — embedding gender, diversity, and inclusion principles while linking skill-building to economic participation and market access • Developed 5-year regional growth strategies aligning organisational expansion with diversity, inclusion, and workforce development goals Partnership Development & International Training • Secured and nurtured key partnerships with local and international stakeholders — enhancing the organisation's influence in promoting inclusive economic practices across West and Central Africa • Organised international exchanges for African delegates — providing exposure to global best practices in inclusive workforce and enterprise development • Provided data-driven insights to prioritise interventions and scale high-impact inclusive programmes
Jul 2016 – Jun 2017 Nigeria (Multi-State)	Growth and Employment (GEM) Project — Labour Market Skills Mapping &	World Bank – FMITI, GEM Project	Team Leader, SW Nigeria	Inclusive Labour Market Diagnostics & Value Chain Mapping • Led multi-state labour market and skills demand assessment across agribusiness, light manufacturing, processing, and services value chains — identifying entry- and mid-level job roles, employer skill requirements, and enterprise absorptive capacity

DATE - LOCATION	PROJECT	ORGANIZATION	POSITION	DESCRIPTION
	Inclusive Employment Pathways for SMEs			• Mapped enterprise functions and value chain activities — distinguishing waged employment, self-employment, and gig-based roles, identifying pathways for youth, women, and persons with disabilities into productive work • Conducted employer consultations and skills validation sessions with SME owners and sector associations TNA, Skills Pathways & Inclusive Workforce Design • Designed and executed comprehensive TNAs across seven states — developing Individual Training Plans (ITPs) and Business Intervention Modules (BIMs) linked to value chain roles and employer requirements • Embedded disability inclusion, gender equity, and vulnerability targeting into beneficiary selection, training design, and employer engagement protocols • Led barrier and catalyst analysis for participation of women, youth, and persons with disabilities — translating findings into accessible delivery modalities and employer sensitisation strategies Employer Engagement, Market Linkages & Reporting • Built partnerships with SMEs, processors, aggregators, and service providers to create structured pathways for internships, apprenticeships, and job placements • Produced decision-ready reports and strategy briefs for the World Bank and FMITI — informing scale-up, replication, and policy refinement • Established safeguarding, grievance redress, feedback, and protection mechanisms ensuring safe participation and ethical delivery
Nov 2015 – Jun 2017 UK, Nigeria, Dubai	Inclusive Skills-to-Employment & TVET Pathways for Youth,	Aquarian Consult	CEO	Inclusive Skills Pathways, TVET Systems & Labour Market Linkages • Designed and delivered skills-to-employment pathways linking TNAs, TVET delivery, and labour market absorption for youth, women, and persons with disabilities across fragile and post-conflict contexts • Translated labour market and value chain diagnostics into market-relevant training pathways aligned to employer demand in digital

DATE - LOCATION	PROJECT	ORGANIZATION	POSITION	DESCRIPTION
	Women & Persons with Disabilities			services, dressmaking, hair barbing, fish farming, and service micro-enterprises - Developed accessible delivery modalities and inclusion frameworks for vulnerable groups including persons with visual impairments — reducing entry barriers into skills programmes TNA, Curriculum Design & Employer Engagement - Led comprehensive TNAs for DFID-supported women-led enterprise programmes — designing modular, market-facing curricula combining TVET, enterprise development, financial literacy, and digital productivity tools - Built partnerships with local enterprises, cooperatives, and service providers — creating internship, apprenticeship, and enterprise incubation pathways Delivery Governance & Recognition - Led end-to-end project delivery with strong delivery governance, financial discipline, and performance tracking - Led Aquarian Consult to recognition by World Bank/GEM/Kaduna Business School as one of Nigeria's top-performing inclusive enterprise delivery firms
Sep 2014 – Oct 2015 Nigeria	Household Skills, Employability & Inclusive Livelihood Systems Design	EFMC Project / Business Development Manager	Business Development Manager	- Designed skills-to-employment pathways integrating TVET, enterprise skills, and labour market linkages for vulnerable youth and women - Developed market-facing livelihood models linking training to viable income pathways and household economic resilience - Conducted TNAs for health and development institutions — translating diagnostics into job-relevant curricula covering vocational, enterprise, and soft skills aligned to market demand - Mainstreamed inclusion of vulnerable groups including persons living with health challenges and marginalised youth — designing delivery approaches protecting dignity and retention - Managed end-to-end delivery — engaging donors, government counterparts, and community stakeholders to align delivery with market realities

DATE - LOCATION	PROJECT	ORGANIZATION	POSITION	DESCRIPTION
Feb 2008 – Jul 2014 Nigeria, UK, USA	Digital Infrastructure Value Chain Mapping & Workforce Development Pathways	Questcom Limited	CEO	Digital Ecosystem & ICT Value Chain Analysis - Led origination and structuring of digital infrastructure and service delivery projects — mapping ICT value chains across connectivity, service provision, content delivery, and last-mile access, with focus on employment generation - Conducted market and value chain diagnostics to identify enterprise roles, operational functions, and entry- and mid-level job roles across ICT service delivery ecosystems - Analysed regulatory, policy, and market systems shaping digital sector growth — translating constraints into practical recommendations for enterprise development and workforce inclusion Employer Engagement, Skills Demand & Market Strategy - Engaged telecom operators, ICT service providers, vendors, and systems integrators — validating skills demand profiles, role definitions, and workforce competency requirements - Led regulatory approvals and licensing processes — strengthening institutional understanding of policy, compliance, and enabling systems for digital sector growth - Developed investment-ready business cases, financial models, and delivery roadmaps linking market feasibility to workforce capacity and employment creation
Jul 2007 – Jan 2010 Nigeria (Multi-State)	Digital Skills Demand Analysis & Inclusive Workforce Pathways (Multi-State Nigeria)	Afrikare Support Programme	Programme Director	IT & Digital Sector Skills Demand Diagnostics - Led multi-state labour market and digital skills demand assessments — mapping in-demand IT and digital job roles across software services, digital marketing, IT support, data operations, and platform-enabled work - Conducted employer interviews and vacancy analytics with tech-enabled SMEs, outsourcing firms, and platform businesses — validating entry- and mid-level skills requirements and certification preferences Digital Value Chain Mapping & Inclusive Employment

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				• Mapped digital service value chains identifying employment-generating nodes — analysing formal and informal job modalities (waged, gig, freelance, micro-entrepreneurship) • Assessed enabling systems (regulation, infrastructure, finance, digital access) shaping market absorption of digitally skilled youth and persons with disabilities • Led participatory research on barriers and catalysts to digital employment for PWDs — integrating findings into inclusive training design, accessible delivery, and employer sensitisation frameworks • Brokered partnerships for apprenticeships, internships, and first-job placements — reducing employer risk and improving absorption outcomes for trained youth and PWDs
Aug 2001 – Jun 2007 Nigeria	IT Labour Market Intelligence & Employer-Validated Skills Pathways (Nigeria)	Jezza Limited	Project Director	IT Labour Market Intelligence & Vacancy Analytics • Led continuous IT labour market intelligence gathering — integrating job board scraping, recruiter interviews, and employer surveys to track in-demand IT roles, skills requirements, and certification expectations • Built employer-facing skills demand dashboards to monitor shifts in technical skill requirements, behavioural competencies, and certification expectations IT Value Chain Mapping & Employer Engagement • Mapped IT sector sub-sectors and value chains — identifying employment-generating nodes and outsourcing patterns across software development, managed services, cybersecurity, etc • Conducted structured interviews with CIOs, CTOs, HR leads, and tech recruiters — validating competency frameworks and employer-recognised certifications • Led research on barriers to IT employment for women, youth, and PWDs — designing employer sensitisation frameworks and inclusive recruitment toolkits • Integrated accessibility considerations into training design, delivery platforms, and placement pathways

Strategic Skills Matrix – Digital Economy, Labour Market Systems & Inclusive Employment

Skill Domain	What I Deliver	Evidence from Assignments	Direct Relevance to Sightsavers Role
IT Skills Demand & Labour Market Analysis	Design and lead demand-side skills diagnostics for IT/digital sectors using employer interviews, vacancy analytics, and labour market intelligence	Active Sightsavers/World Bank study — employer KIs with CTOs/HR leads, job board analytics, vacancy deduplication; Jobberman/HotNigerianJobs analysis in prior phases; mapped entry- and mid-level IT roles across 6 sub-sectors	Directly maps in-demand IT jobs, skills levels (entry/mid), and validates labour market relevance across Nigeria's digital economy — the precise mandate of this GTL role
IT Value Chain & Digital Economy Sub-Sector Mapping	Map IT/digital sub-sectors and value chains — identifying employment-generating nodes, outsourcing linkages, gig economy roles, and digital employment pathways	Mapped software services, cybersecurity, cloud, IT support, data operations, platform/BPO services in current study; prior Afrikare and Jezza roles (15+ years of IT value chain analysis)	Directly addresses IT value chain mapping requirement — including formal employment, gig-based roles, and future of work analysis in the digital economy
Private Sector & Employer Engagement	Conduct structured interviews with HR leaders, CIOs/CTOs, tech leads, and recruiters — validating skills frameworks, hiring behaviour, and employer engagement models	30+ employer KIs in active Sightsavers/World Bank study; WEConnect partnerships (ExxonMobil, P&G, Standard Chartered); Click-Up employer validation; GEM employer workshops	Matches essential requirement for tripartite labour market stakeholder engagement — especially private sector in digital sectors — to improve employment and decent work outcomes
Disability Inclusion — Technical & Operational	Conduct disability diagnostics with OPDs; design inclusive programme features; develop employer accommodation playbooks; map assistive technology and accessibility barriers	Leading active disability diagnostics component for Sightsavers/World Bank study — OPD engagement, employer accommodation audits, assistive tech mapping, recruitment barrier analysis; prior inclusive design across all major programmes	Core requirement — disability inclusion is technical, operational, and grounded in active Sightsavers engagement; not rhetorical
TVET Systems Assessment	Engage TVET providers — assess curricula relevance, delivery modalities,	Active training ecosystem review in Sightsavers/World Bank study; PTDF TVET curriculum design; SMEDAN	Matches essential requirement for TVET systems experience — demonstrated across

Skill Domain	What I Deliver	Evidence from Assignments	Direct Relevance to Sightsavers Role
& Curriculum Design	certification pathways, lab intensity, placement evidence, and accessibility for PWDs	TVET across 6 states; GEM TVET alignment; Aquarian DFID-linked TVET delivery	design, delivery, and ecosystem assessment dimensions
AI & Emerging Technologies — Workforce Implications	Analyse implications of AI, cybersecurity, data governance, and digital transformation on skills demand, skills obsolescence, and future employment in Africa	AI/emerging tech workforce implications addressed in current study; EC-Council cybersecurity curriculum design (Click-Up/Cyber 30-30); NDPC data governance compliance sessions; digital transformation trend analysis	Matches essential requirement for demonstrable understanding of AI/digital tech implications for skills, employment, and labour markets in African/Global South contexts
Multi-Country Programme Leadership	Lead and coordinate multi-country research and programme delivery — ensuring cross-country coherence, quality control, and strategic alignment	IFPRI 4-country study (Nigeria, Kenya, Tanzania, Rwanda); WEConnect West Africa cluster (Nigeria, Ghana, Kenya); GAC Nigeria/West Africa strategy; Moody's expansion to 9 countries	Directly demonstrates ability to lead and coordinate across diverse geographies — essential for 7-country programme mandate
Donor-Funded Programme Management	Manage full programme cycle under major bilateral and multilateral donors — design, TNA, delivery, MEL, reporting, and scale-up	World Bank (GEM, Cyber 30-30, IDEAS), IFAD (\$81M CASP), GIZ/EU, Global Affairs Canada, Moody's Foundation, DFID-linked programmes	Essential requirement — demonstrated across multiple major donors with full programme cycle management and executive-level reporting
Mixed-Methods Research Design	Design and implement mixed-method research frameworks: KIIs, FGDs, surveys, vacancy analytics, ethnographic study, desk review	Led national and multi-country mixed-method research including KIIs, FGDs, job board analytics, ethnographic field studies, and market system assessments across multiple assignments	Direct match — mixed-methods research design and delivery is a core technical capability demonstrated across 15+ years
Policy Engagement & Advocacy	Engage national governments, regulators, and development partners; produce policy briefs and investment strategies; advocate	GAC 5-Year Investment Strategy; IFPRI policy briefs informing national DFS strategy; WEConnect advocacy through corporate procurement inclusion; employer sensitisation as advocacy for PWDs	Matches desirable requirement for advocacy for marginalised groups — grounded in concrete policy and programme engagement

Skill Domain	What I Deliver	Evidence from Assignments	Direct Relevance to Sightsavers Role
	for marginalised groups through programme design		
Decision-Ready Reporting & Executive Presentations	Produce country-level reports, executive briefs, and board-ready presentations translating complex findings into actionable recommendations	Delivered country and sector reports, strategy decks, investment briefs, and policy-facing outputs across all major assignments — for World Bank, IFAD, GAC, GIZ, Moody's, and Sightsavers	Matches output requirements of the GTL role — high-quality technical reporting, stakeholder presentations, and policy-relevant recommendations
Gender, Safeguarding & Inclusion Integration	Integrate gender equity, disability inclusion, safeguarding, grievance redress, and ESG principles into programme design and delivery	Safeguarding protocols, grievance mechanisms, and gender-inclusive participation frameworks designed and embedded across World Bank, IFAD, WEConnect, and Click-Up programmes	Aligns with Sightsavers' safeguarding standards and disability inclusion mandate — operational expertise, not just policy awareness

Languages

- English — Excellent (spoken and written)
- Yoruba — Good
- Edo — Good
- French — Basic (actively developing) on duolingo