

CURRICULUM VITAE

DAVID MASUA

Windle Trust International
37a, Cowley Road, OX4 2EN, Oxford, UK

E: david@windle.org.uk
E: masuadavid@yahoo.com

M: +256 (0) 772 666 745
Alt: +44 (0) 7471234027

PROFILE

I am a values-driven and highly experienced educational professional with track record in programme development, management and fundraising with major donors and a strong budgeting and finance management skills. I have worked effectively in a fragile context both at country, regional and community levels. As an experienced leader, I have proven team and stakeholder management skills, experience in developing and delivering organisation strategy and a reputation for effective advocacy and influencing.

Headline achievements

- Doubled Windle Trust International (WTI) turnover by 100% in four years as Chief Executive.
- Developed WTI 2021-2025 strategy and have led its successful implementation in the last four years.
- Successfully negotiated and secured funding and constructed Windle Trust International's purpose-built office premises in Juba, South Sudan.
- Successfully line managed Country Directors in Sudan, South Sudan and Oxford, UK based head quarter teams.
- Expanded the WTI Sudan programme outside the capital Khartoum by establishing an office in Blue Nile State.
- Grown the WTI scholarship programme in the Sudan by establishing new ones to include host communities.
- Signed an MoU with the University of Juba to establish an undergraduate distance learning programme for refugees in South Sudan
- Launched first distance/online learning postgraduate programme with three UK Universities for students based in Uganda and Kenya.
- Successfully led the management of FCDO funded Girls Education South Sudan programme for ten years with a turnover of over £10.5M between 2013-2024 with over 90 staff.
- Led the development of a ground-breaking Accelerated Secondary Education policy and subsequent curriculum condensation and delivery of accelerated secondary education across the ten States of South Sudan.
- Successfully established and grew the work of WTI in South Sudan from a budget of \$150,000 in 2005 to \$3 million by 2020 and led as WTI Country Director for 8 years in charge of day-to-day management, building programmes and reputation as a leading educational NGO in the country.
- Successfully worked with the Ministry of Education in leading gender and alternative education systems thematic working groups to ensure coordination between partners leading to my election as the first Chair of National Education Coalition (NEC) an education civil society organisation in South Sudan.

AWARDS: DOCTOR OF LETTERS: In recognition of my leadership in the delivery of education in the Eastern & Horn of Africa region and contribution to the work of Wind Trust International, I have been awarded an **Honorary Doctorate** by the **University of Reading**, the award ceremony is on 18th July 2024.

WORK EXPERIENCE.

July 2020 to date

Windle Trust International
Position: **Chief Executive Officer**

- I have led, promoted and developed the work of WTI and monitor its effectiveness in line with policies and strategies set by the WTI Board.
- I developed new strategic partnerships with other INGOs such as Save the Children, Finance Church Aid and other national NGOs in Sudan, South Sudan and Somaliland.
- Develop and strengthen the organisational and financial capacity of WTI to enable the safeguarding and growth of its resources.
- Establish WTI as a leading educational development organisation, operating at the level of both policy and practice.

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- Work with Country Directors currently in South Sudan, Sudan and just launched Somaliland to expand and develop existing programmes, in line with agreed strategic directions.
- I have ensured the highest standards of programme design and delivery, improving the effectiveness and impact of monitoring, narrative and financial reporting and evaluation.
- I have identified and accessed new, high value international funding opportunities, in line with agreed programme strategies to diversify and increase both restricted and unrestricted funding.
- I have worked collaboratively with Country Directors, Finance Director and Director of International Development Engagement in development of project proposals.
- Visited regularly Country and field offices to provide support to staff in hard to reach and sometimes insecure places.
- I have effectively organised Board meetings working with the Board Chair
- Successfully represented WTI in international conferences including UNHCR Education Campus in Geneva and London School of Economics (LSE) Africa Summit.

January 2012 to June 2020:

Windle Trust International

Position: **Country Director**

Achievements

- Built the reputation of WTI as specialist education organisation in South Sudan and ensured wider understanding of WTI's programmes and capacity to respond to educational needs across the country.
- Represented WTI in high level meetings with government, donors, UN Agencies and (NGOs).
- Critically analysed the growing education and training needs of marginalised communities with particular attention to primary education sector and strategically got WTI involved in project delivery.
- Ensured high standards of programme delivery, monitoring and reporting.
- Line managed a senior management team in Juba and remote management of state-based offices.
- Promoted effective staff management and a good, motivated, supportive team ethos.
- Ensured sound personnel policies are in place and implemented, including the policy for staff safety, safeguarding and security and ensured compliance with relevant national employment legislation.
- Oversaw and managed contracted international consultants as required.

November 2010 to December 2011:

Windle Trust International

Position: *Programme Director – South Sudan*

Achievements:

- Spearheaded country programme development at all stages in collaboration with Sudan Country Director
- Maintained good operational links with relevant agencies, government departments, donors and educational institutions in South Sudan.
- Developed in collaboration with the programme team leaders monitoring plans to track progress, learning and reporting systems with regular reviews.
- Managed staff remotely across 10 states of South Sudan ensuring staff appraisals, coaching and mentoring.
- Mentored and assisted the project team leaders with planning, execution and delivery of projects, ensuring that approaches and best practices are incorporated into project implementation.
- Controlled and monitored project expenditures against budget and ensured clear and up-to-date records.
- Responsible for project design with communities, Ministry of Education and other Education partners
- Ensure that the selection of students for the UK postgraduate scholarships are sensitive, transparent and provide support to students.

November 2008 – October 2010

Windle Trust International

Position: *Operations Manager –South Sudan*

Achievements

- Oversaw the operations and support systems including security, logistics, administration, HR and IT all over South Sudan.
- Oversaw timely and accurate monthly reporting and effective financial management of all resources allocated to South Sudan projects.
- Line managed administrative staff and team leaders in the states and Juba support staff.
- Managed procurement of goods and services for all donor funded project budgets

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- Managed and controlled floats issued to staff and other funds in line with agreed procedures
- Maintained up-to-date staff records and carried out annual staff appraisal.
- Managed WTI's assets (premises, equipment, computers and vehicles) in the country office and in the field
- Acted as security focal point for WTI and participated in reviewing security policies and procedures.
- Successfully tracked periodic planning and project expenditure and burn rates and report accordingly.

March 2006- August 2007:

Windle Trust International

Position: Programme Officer-South Sudan

Achievements:

- Managed English language and teacher training projects in Western Bahr El Ghazal
- Officer in charge of field office including staff management and monitoring and providing programmatic oversight for the Western Bahr El Ghazal region.
- Set up of training programmes in collaboration with government departments, supervision of project teaching staff and appraising their performance.

EDUCATIONAL BACKGROUND

Oct 2018 – Sept 2019	University of Nottingham (Full time) Masters in Business Administration (MBA) (Distinction)
July 2012 - Dec 2014	University of Durham (Part time) Masters in Educational Research (Merit)
Oct 2007 – Sept 2008	University of Reading (Full time) Masters in Education and Training for Development (With Merit)
Aug 2002 – June 2005	Makerere University Kampala (Full time) Bachelor of Arts Degree with Education (2:1)

VOLUNTARY RESPONSIBILITIES

- February 2022 to February 2025, **International Board of Trustee**, Medair <https://www.medair.org/>

PUBLICATIONS

1. [David Masua](#), [Chris Mowles](#) and [Nicholas Sarra](#) (2019) What we talk about when we talk about leadership in South Sudan. <https://www.tandfonline.com/doi/full/10.1080/09614524.2019.1662770?scroll=top&needAccess=true>
2. Ian Leggett and David Masua (2017) Secondary Education in South Sudan: A Neglected Priority. <https://windle.org.uk/sites/default/files/downloads/Secondary%20Schools%20in%20South%20Sudan..pdf>
3. David Masua (2010) The Challenges of Change in Language of Instruction on teaching and learning in a primary school in Southern Sudan. <https://www.mightyape.co.nz/product/the-challenges-of-change-in-language-of-instruction-paperback/26983912>

REFEREES

1. Mr. Sam Bickersteth

Chair, Board of Trustees

Windle Trust International
37a Oxford Road, Cowley, OX4 2EN, Oxford, UK
Email: sambickersteth@gmail.com
Mobile: +44 7718 339 119

3. Dr. Rodrick Hicks

Kapchorwa, City Farm
Eynsham, OXON OX29 4EG, Oxford
Email: hicksrod10@gmail.com
Mobile : +44 7511 638 030

2. Ms. Drania Peace

Education Adviser,

Foreign Commonwealth and Development Office
(FDCO) British Embassy, European Union Compound,
Tong-ping Juba, South Sudan
E-mail: peace.abulu@fcdo.gov.uk
Phone: +211 921 041 180 or +211912327320