

Mohammed Shamsul Arifin

International TVET & Workforce Development Consultant

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PROFILE

International TVET and skills systems consultant with over 26 years of progressive leadership experience in technical and vocational education and training, skills development, teacher education and institutional capacity development across Bangladesh, Germany, Saudi Arabia, Sudan, Afghanistan and Zambia. Proven track record leading complex national and international programmes for GIZ, the European Union, KfW, the Islamic Development Bank, Oxfam and government institutions. Lead author of Bangladesh's National TVET Master Plan, a 15 year roadmap for modernising the national skills ecosystem.

KEY QUALIFICATIONS

- **Programme Leadership:** Managed large scale, multi component education and skills programmes, providing strategic leadership to multidisciplinary teams while overseeing quality assurance, fiduciary management and donor compliance.
- **Training Systems & Competency Based Education:** Recognised expert in Training of Trainers, CBET, curriculum development and Master Trainer development across diverse international contexts.
- **Strategic Planning:** Lead author of Bangladesh's National TVET Master Plan for the Ministry of Finance, a 15 year roadmap covering governance, financing and implementation.
- **Labour Market Intelligence & Green Skills:** Extensive experience in TNA, ELMA, institutional assessments and renewable energy / off grid PV training for refugees, IDPs and host communities.
- **Stakeholder Engagement:** Builds sustained partnerships with ministries, TVET authorities, industry and international agencies; experienced in MRA negotiation and academia-industry collaboration.
- **Digital Transformation:** Strong expertise in blended learning, AI supported pedagogy and Industry 4.0 integration into education and training systems.
- **Inclusive Skills Development:** Designed gender responsive and disability inclusive programming expanding access for youth, women, persons with disabilities and refugees.

PROFESSIONAL EXPERIENCE

01/2026 – Currently | Germany

Senior TVET & Green Skills Specialist INDESON GmbH

Green TVET and Competency Based Training & Assessment System Development (GIZ)

Directed Green TVET and CBT&A system design integrating AI supported pedagogy; principal liaison between GIZ, government and industry partners.

11/2024 – 12/2025 | Germany & Bangladesh

Senior TVET Specialist & International Consultant ERD, Ministry of Finance, Bangladesh (via IIFC)

A Comprehensive Study on TVET Skills Mapping in Bangladesh

Lead author of Bangladesh's first National TVET Master Plan (15 year roadmap); led demand-supply gap analysis, industry-academia collaboration model and ToT plan.

12/2023 – 10/2024 | Germany & Bangladesh

Labour Market & Skills Development Specialist

Renewables Academy (RENAC) AG, Berlin

Skills Development for Sustainable Energy Solutions (Skills4SE), GIZ

Led labour market demand assessment and 10 year roadmap for renewable energy and energy efficiency workforce planning.

11/2023 – 03/2024 | Germany & Bangladesh

Lead Evaluator & TVET Policy Specialist

Oxfam Bangladesh

Market Trend Assessment for Oxfam's Digital Vocational Education and Training (DiVET)

Led strategic evaluation of digital TVET programme; assessed accessibility, employment outcomes and inclusive delivery.

11/2022 – 10/2023 | Germany & Bangladesh

Consultant

Centre for Occupational Research and Education (CORE), Bangladesh

Technical Teachers Training Curriculum Development (Islamic Development Bank)

Modernised the national Technical Teacher Training curriculum for DTTTI, embedding competency based instructional design.

01/2018 – 10/2022 | Sudan & Germany

Technical Advisor (TVET)

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

Employment Promotion Darfur for Refugees, IDPs and Host Communities (YES) — BMZ / EU

Directed multi-year TVET and employment programme; established MRA and RPL frameworks; led ToT and Master Trainer programmes at national scale.

06/2017 – 12/2017 | Afghanistan

Component Leader (TVET Teacher Training & System Strengthening)

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

Promotion of Technical Vocational Education & Training in Afghanistan — BMZ

Led national TVET reform programme with Ministry of Education; maintained programme continuity under high risk conditions.

09/2013 – 08/2016 | Saudi Arabia

Faculty Member (Teacher Training & Subject Specific Pedagogy)

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

Pre-Service and In-Service Training for Vocational Education Teachers — Colleges of Excellence

Strengthened Saudi Skills Standards regulatory framework; aligned qualification systems with German TVET models.

10/2010 – 08/2013 | Germany

Research Fellow (Vocational Education, Work and Technology)

Berufsbildungsinstitut Arbeit und Technik (biat), Europa-Universität Flensburg

Master of Vocational Education: Bridging Industry Expertise with Pedagogical Excellence

Researched E-Mobility skills demand; contributed to peer reviewed publications and international policy dialogue.

08/2007 – 09/2010 | Zambia

Training Advisor (Vocational Education in Water and Energy Sectors)

Deutscher Entwicklungsdienst (DED) & GIZ

THRIVE — Thriving through Innovative Vocational Education in the Water and Energy Sectors — KfW

Institutionalised PME system; directed competency based curricula integrating renewable energy and OHS.

12/2002 – 03/2004 | Bangladesh

Instructor, Electrical & Electronics

Technical Teachers' Training College (TTTC), Dhaka

TVET Teacher Training, Curriculum and Public Sector Capacity Building

Delivered teacher training programmes; contributed to competency based curriculum development.

09/1998 – 12/2000 | Saudi Arabia

Installation and Service Technician

Riyadh House Establishment (RHE)

Technical Specialist, Security & Telecommunications Systems

Installed and maintained electronic security and PABX communication systems.

08/1996 – 08/1998 | Bangladesh

Junior Instructor, Electronics

Polytechnic Institute, Tejgaon, Dhaka

TVET Programme Management, Research and Employment Support

Delivered vocational short courses and developed instructional materials for young learners.

EDUCATION

10/2004 – 01/2007 Technische Universität Dresden, Germany
Master of Science, Vocational Education

01/2000 – 10/2002 Islamic University of Technology (IUT), Gazipur, Bangladesh
BSc, Technical Education in Electrical & Electronic Engineering

06/1995 – 05/1996 Technical Teachers Training College (TTTC), Dhaka, Bangladesh
Diploma in Technical Education, Electrical & Electronic Engineering

01/1991 – 04/1994 Dhaka Polytechnic Institute, Dhaka, Bangladesh
Diploma in Engineering, Electronics

Professional bodies: Didactics Research Group, University of Flensburg, Germany • Institution of Diploma Engineers, Bangladesh

CERTIFICATIONS

- Project Management (PRINCE2) — Simplilearn, 2026
- UN Disability Inclusion Strategy — Putting Words into Action — United Nations, 2026
- Gender Equality — United Nations, 2026
- Introduction to AI — Google via Coursera, 2025
- Basic Course on Renewable Energy — bbw GmbH, 2025
- Basic Course on Hydrogen Energy — bbw GmbH, 2025
- Conflict Resolution — Learning Pool / Kaya, 2021

LANGUAGES

Language	Reading	Speaking	Writing
Bangla	Mother tongue	Mother tongue	Mother tongue
English	C1	C1	C1
German	B1	B1	B1
Arabic	A2	A1	A1

Other skills: Microsoft Office, Prezi, Keynote, Adobe Illustrator, Canva

AWARDS

DAAD Scholarship — German Academic Exchange Service (DAAD). Awarded a highly competitive international scholarship supporting postgraduate study and research in Germany, funding postgraduate study at Technische Universität Dresden.

PUBLICATIONS

- Arifin, M. S. (2026). Lead Author, Chapters 7–9: Demand Supply Gap Analysis; Industry Academia Collaboration Model; ToT Plan. In A Comprehensive Study on TVET Skills Mapping. ERD, Ministry of Finance, Bangladesh (with IFC support).
- Digital Literacy and Freelancing Modules for Young Sudanese. GIZ Sudan, 2022.
- Training Handbook: Bloom's Taxonomy — Writing Effective Learning Objectives and Designing Student Assessment. GIZ Sudan, 2022.
- Training Handbook: Project Proposal and Report Writing Training for StCVTA Staff. GIZ Sudan, 2021.
- Training Handbook: Onboarding Pedagogy Training for TVET Teachers in Darfur, Sudan. GIZ Sudan, 2018.
- Action Oriented Methods as a Tool to Develop Skills as Entrepreneur. In Entrepreneurship Development through TVET for OIC Countries, pp. 43–50. IUT, Dhaka, 2014.
- Study Book: Effective Teaching and Learning Arrangements in Vocational Pedagogy. TTC Riyadh, 2016.
- Analysis of the Structure and Curriculum of Technical Teachers' Education and Training in Bangladesh and Consequences for Modernisation. TU Dresden, 2007.

LEADERSHIP EXPERIENCE

Founding Member — **Deutsche Arbeitsgemeinschaft für Bangladesch (DAfB e.V.)**, present. A registered nonprofit association in Germany promoting cooperation between Germany and Bangladesh through education, cultural exchange, professional networking and community engagement. Contributes to organisational development, strategic planning and partnerships strengthening bilateral collaboration.

References available on request.