

Dr. NADIR HUSSAIN BHAYO

Head of Department/Incharge Chairman

- Approved Research Supervisor for M.Phil./Ph.D. by **Higher Education Commission of Pakistan**

- **Ph.D.-Education**, P.R China
- **Office:** Department of Teacher Education,
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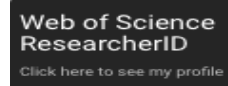
<https://www.researchgate.net/profile/Nadir-Bhayo>



[linkedin.com/in/nadirbhayo](https://www.linkedin.com/in/nadirbhayo)



<https://scholar.google.com/citations?user=i9bVACSW6DwC&hl=en&oi=ao>



[GNP-1505-2022](#)

Coursera: <https://www.coursera.org/user/948235066c3ae5fa5c87b9058d599437>

PROFILE SUMMARY

- Committed, Energetic, and honest educationist and researcher having 18 years of experience in teaching, research and educational management.
- I have managed UNDP, European Union, World Bank and USAID funded research, and projects
- Organized different conferences, research events, and collaborations
- Reviewer of Journals, Thesis and Viva Voce M.Phil and Ph.D examinations in Pakistan
- Member of Different Boards of Studies at universities in Pakistan, and European Distance Learning Network.
- I have worked on responsible positions with reputable organizations on different administrative and teaching positions.

Research Roles Performed

- Thesis External Reviewer for Sukkur IBA University, Pakistan
- Shaheed Benazir Bhutto University, Nawabshah/SBA, Pakistan
- Expert for Final Oral Defense of Ph.D. at Sindh University, and of M.Phil at Sukkur IBA University, Pakistan.
- Expert reviewer for AiS Scholar/Academic Exchange Information Centre (AEIC), and reviewed manuscripts for Asia Pacific Education Review Journal (SSCI Journal) of Seoul National University, South Korea

RESEARCH INTERESTS

- | | |
|---|---|
| ▪ Educational Leadership and Management | Comparative Education |
| ▪ Educational Research | ECEC, Basic, Higher, and Rural Education, |
| ▪ Teacher Education | Quality in Education |
| ▪ Pedagogy | Curriculum and Assessment |

PROJECTS MANAGED

1. Sindh Teachers' and Educational Managers' Training Program (A project of World Bank, European Union and Government of Sindh);
2. Girls' stipend project of Education & Literacy Department Government of Sindh, Pakistan;
3. Third Party Validation of Free Text Books Distribution; a Project of World Bank and Education & Literacy Department Government of Sindh, Pakistan;
4. Student Achievement Test (SAT) Project (A project of World Bank and Government of Sindh) Pakistan;
5. Worked on IMPACT ANALYSIS OF SEF Proposal on behalf of Sukkur IBA University, Pakistan.

WORK EXPERTISE

Teaching and Research	Educational Management	Project Management	Research Methods	Qualitative and Quantitative Data Analysis
Training and Development	Monitoring & Evaluation	Quality improvement	Planning and Development Strategic Management/Managerial Policy	

KEY SKILLS

Soft Skills

- Educational Management and Research
- Teaching and Counseling
- Project Management and Implementation
- Communication and Interpersonal Skills
- Problem Solving and decision making in pressure
- Conferences, Events Organizations
- Research Reviewing
- Research Write-up and Publications

Technical Skills

- Teaching Research Methods in Social Sciences
- SPSS
- SPSS-AMOS
- SEM Modeling
- Factor Analysis
- Regression, ANOVA
- EndNote
- Medley
- Qualitative Data Analysis
- EoI, Technical and Financial Proposal, Baseline, TNA, Report writing

Memberships

▪ **Board of Studies**

@ Department of Education, Sukkur IBA University, Sindh, Pakistan October 23, 2024

@ Department of Teacher Education The Shaikh Ayaz University Shikarpur, Sindh, Pakistan

@ Education Department, G C University Hyderabad Sindh, Pakistan

▪ **Organizing Committees of International Conferences**

@ University of Sufism and Modern Sciences, Bhitshah, Sindh, Pakistan

@ G C University Hyderabad, Sindh Pakistan

@ The Shaikh Ayaz University

- **Member of European Centre for Research, Training and Development; United Kingdom**
- **Member European Distance and E-learning Network (EDEN)**
- **Amnesty International**
- **World Wide Fund (WWF), Pakistan**

CERTIFICATIONS

20.6.2025 Future for Education by University of London - (UCL)

6.7.2025 TESOL by Arizona State University, USA

30.6.2025 AI For Everyone by DeeepLearning.AI

2016 STATA Data Analysis

- 2014 HR and Administration by Lahore University of Management Sciences (LUMS Lahore) at IBA Karachi.
- 2013 Monitoring and Evaluation by Lahore University of Management Sciences (LUMS Lahore) at IBA Sukkur.
- 2011 Program Management of Sindh Education Sector Managers' (SESM) Leadership Training Program by IBA Sukkur 2011.
- 2011 Project Management

PUBLICATIONS

- 2026 in Unpacking Teacher Leadership Practices in Pakistan **Journal Name:**
 Publication | HEC Recognized "W" Category Journal
 Process Author Status: First Author
- 2026 in Investigating Promotion of Teacher Leadership in Pakistan: An Example of Public Schools in Sindh
 Publication **Journal Name** | HEC Recognized "X" Category Journal
 Process Author Status: First Author
- 2026 in Exploring Teacher Leadership challenges in Pakistan: A Case of Public Schools in Sindh Province
 Publication **Journal Name: | HEC Recognized "X" Category Journal**
 Process Author Status: First Author
- 2026 in Impact of Socio-Cultural, Economic, and Political Factors on School Leadership in Pakistan: An
 Publication example of Teacher Leadership in Public Schools of Sindh **Journal Name: Journal of Research**
 Process **on Leadership Education | HEC Recognized "X" Category Journal**
 Author Status: First Author
- 2019 Understanding Students' Psychological Stress: A Case of Sukkur IBA University
Journal Name: British Journal of Education, ISSN No: 2054-6351, Impact Factor:
7.150 | Volume: 7 | Issue: 6 | Pages: 38-52
 Author Status: Second and Corresponding Author
- 2019 Smartphone Addiction and Subjective Well- being: A Case of International Students at Northeast
 Normal University, China
Journal Name: American Journal of Creative Education, ISSN No: 2706-6088, Impact Factor:
3.000 | Volume: 2 | Issue: 2 | Pages: 70-80
 Author Status: Third Author
- 2018 Quality of Teaching English and Factors Influencing Chinese Students to prefer English as their
 Major in University Education: An Example of School of Foreign Languages at Northeast Normal
 University **Journal Name: International Journal of English Language Teaching, ISSN No:**
2055-0820, Impact Factor: 6.750 | Volume: 6 | Issue: 6 | Pages: 74-87
 Author Status: Principal Author
- 2018 Role of Head Teachers in Selected Dimensions of School Improvement As Perceived by
 Government Secondary School Teachers in Sindh Pakistan
Journal Name: International Journal of Social Science and Humanities Research, ISSN No:
2348-3156, Impact Factor: 5.000 | Volume: 6 | Issue: 2 | Pages: 319-325
 Author Status: Principal Author

2018 Teachers' Perception Of Job Satisfaction Among Different Faculties In Northeast Normal University, China
Journal Name: British Journal of Education, ISSN No: 2054-6351, Impact Factor: 7.900 | Volume: 6 | Issue: 8 | Pages: 15-25
Author Status: Principal Author

2018 Role of District Education Officials in Quality Education in Nanguan and Shikarpur Districts: A Comparative Study Between China and Pakistan
Journal Name: Journal of Education and Practice, ISSN No: 2222-1735, Impact Factor: 7.150 | Volume: 9 | Issue: 26 | Pages: 8-21
Author Status: Principal Author

WORKING PAPERS

1. Teachers' leadership practices, challenges and opportunities in Secondary schools of Sindh.
2. Exploring dimensions of Professional Working relationship of Primary, Junior and High Schools teachers in Northern China.
3. Student Achievements across Sindh through 2013-2018.

PAPERS REVIEWED FOR ASIA PACIFIC REVIEW (SSCI JOURNAL), PUBLISHED BY SEOUL NATIONAL UNIVERSITY, SOUTH KOREA

1. Principal Transformational Leadership and Student Modernity: The multiple mediating effects of school climates, (5.2018).
2. Spending Privately for education despite having free public education policy: Evidence from Sri Lankan House hold Surveys, (5.2018).

INTERNATIONAL CONFERENCE PAPER PRESENTED

"Rural Education Development in Pakistan" in International Conference titled "EDUCATION PROMOTES RURAL TRANSFORMATION" on November 18-19. 2017. Organized by China Institute of Rural Education, CCED, INRULED, KRIIU. China.

CONFERENCES ATTENDED

1. "From Helsinki to Beijing Model of Education" By: Professor Fredrick Dervin, Faculty of Educational Administration, University of Helsinki. (June 6, 2018)
2. Remodeling the Culture: Paradigm Shifts in the Instructions of Higher Education Institutions. By: Professor Shi Xiaoguang, FOE, PEKING University. (June 4, 2018)
3. International Conference on Teacher Education and Education Reforms and Education Research organized by University of Windsor, Canada and Northeast Normal University, China
4. Isolation to Globalization: By Professor Dr. Ruth Hayhoe, University of Toronto. (May 23, 2018)
5. Curriculum Studies in USA: Anglo-American Curriculum Field, Conceptualizing the Curriculum By: Prof. Ian Westbury University of Illinois at Urbana-Champaign, USA and By Prof. Zongyi Deng, Nanyang Technology University Singapore. (May 23, 2018)
6. Teacher Education and Globalization: What does it mean to prepare global educators By: Professor Lynn Paine Michigan State University, USA, and Professor Congman RAO, Northeast Normal University, China. (May 22, 2018)

7. Teacher Education Development in Mathematics By: Professor Douglas and Cynthia, University of Toronto, Canada. (May 22, 2018)
8. Story of Education University Hong Kong and History of Normal Institutions in world especially the Echonoma Normal School (ENS) France, Lexington School USA, Japan Education University Kyoiku Daikaku, Japan. (May 22, 2018)
9. Residential Schools in Canada and Reconciling the Teacher Education Programs and K-12 Schools. By: De. Kean, Dean Faculty of Education, University of Windsor, Canada. (May 20, 2018)
10. Metaphors in Narrative Inquiry Based Research. By: Professor Craig, Huston, USA (May 18, 2018)

SEMINARS and WORKSHOPS ATTENDED

1. Educating 21st Century Teachers: A Finish Approach to Teacher Education and Continuous Improvement of it. By: Jari Lavonen; Professor and Vice Dean Faculty of Education, University of Helsinki, Finland. 15.09.2018
2. Core Curriculum Reform in Finland and Differences and Similarities Between Finnish and Chinese Primary Science Curriculum. By: Jari Lavonen; Professor and Vice Dean Faculty of Education, University of Helsinki, Finland. 16.09.2018
3. How to Support Collaborative and Creative Process in Classroom. By: Jari Lavonen; Professor and Vice Dean Faculty of Education, University of Helsinki, Finland. 19.09.2018
4. “Ethnographic Study and the ways to conduct” Seminar by Professor Dr. LAM; From Hong Kong, June 2016.
5. “In Sight of Teacher Education System and Research in FINNISH Education System” By Ms. Auli, University of Helsinki; Finland. (NENU, CHINA, Nov. 27, 2015)
6. One-day Workshop on “Essentials of Project Management” conducted by Kamran Rizvi; Organized by Career Development Centre; IBA Sukkur 2011.

TRAINING

1. Educational Leadership and Management by Dr. Saeeda Shah (School of Education, University of Leicester, U.K) at Sukkur IBA University, Pakistan 2014
2. Faculty Development Program for Higher Educational Institutes by National Academy of Higher Education (NAHE), Higher Education Commission (HEC) of Pakistan, funded by World Bank. May 13 -June 14, 2025
3. Artificial Intelligence in Higher Education: By Sindh Higher Education Commission of Pakistan May 13-14, 2026 @ Salim Habib University, Karachi

EXPERT for Ph.D. and M.Phil. Final Oral Defenses/Viva-Voices Evaluation

- 10.07.2025 **Expert** for M.Phil. Final Oral Defense/Viva-voice – Student: Mahnoor Naich
Thesis Title: Exploring Prospective Teachers’ Preparation to Teach the 21st Century Skills: A Case Study of Initial Teacher Education Program in Sindh
- 23.12.2025 **Expert** for M.Phil. Final Oral Defense/Viva-voice – Student: Ms. Shabana Katpar
Thesis Title: Exploring the Integration of Entrepreneurship Education in Teacher Education Programs: A SWOT Analysis
- 23.12.2025 **Expert** for M.Phil. Final Oral Defense/Viva-voice – Student: Ms.
Thesis Title: Exploring Teachers’ Perception and Practices of Teacher Leadership: A Comparative Study of Public and Private Schools, Northern Sindh

- 26.06.2024 **Expert** for M.Phil. Final Oral Defense/Viva-voice – Student: Ms. Sidra
Thesis Title: The Role of Accelerated Learning Program in Addressing the Issues of Out- of-School Children and Dropouts in District Khairpur, Sindh –Student Ms. Sidra
- 26.06.2024 **Expert** for M.Phil. Final Oral Defense/Viva-voice –Student: Imran Khan
Thesis Title: Exploring the Factors of Dropout of Students at Secondary School Level in District Jafferabad, Balochistan: A Case of Male Students
- 14.03.2024 **Expert** for M.Phil. Final Oral Defense/Viva-voice –Student: M. Qamar
Thesis Title: Implementing Blended Learning Approach to Improve Instructional Practices in Science
- 21.03.2023 **Expert for Ph.D. Oral Defense** of Mr. Zain (Ph.D Applicant) at Faculty of Education, University of Sindh, Pakistan

FOCAL PERSON of National Accreditation Council of Teacher Education (NACTE) Pakistan

- University of Sufism and Modern Sciences Bhitshah, Pakistan
- The Shaikh Ayaz University, Shikarpur, Pakistan

AWARDS and ACHIEVEMENTS

1. **Academic Leadership Award for Being Co-Chairperson** of Research Seminar Committee, Northeast Normal University. 06.2019
2. **Outstanding Academic Achievements Award** for 2018 by Northeast Normal University, China 21.12.2018
3. **Outstanding Student Award** for 2018 by Northeast Normal University, China 21.12.2018
4. **Best Popularity Award** for 2017 by Northeast Normal University 18.12.2017
5. **Outstanding Student Award (2015-16)** by Northeast Normal University 23.12.2016
6. **Jilin Provincial Government Honorary Award** 29.06.2016
7. **Experiencing Jilin Technology Award** by Jilin provincial Government, China 19.06.2016
8. **Chinese Government Scholarship** for Doctoral Study-2015
9. **Best Performance** certificate by Provincial Institute of Teacher Education Shaheed Benazir Abad, Sindh. 16.06.2012
10. **USAID Scholarship** in MBA-2007
11. **“First Class”** throughout academic career

CAREER OBJECTIVE

To create an environment of great teaching, and research; where all participants can have opportunities to grow and can contribute in their personal, professional and societal development of the respective region.

TEACHING PHILOSOPHY

Higher Order Thinking Skill (HOTS), and student-centered approach.

LANGUAGE SKILLS

1. English (Expert/Fluent/2nd /Official Language)
2. Chinese (Elementary Mandarin)
3. Sindhi (Mother Tongue)
4. Urdu (Country Language)

VOLUNTEER WORK

Position	Brief Job Responsibilities	Organization	Date from – to
Judge for Education Ideas	Evaluate the innovative ideas in education, Mentor the proposals	Sir Syed University, and IdeaGist Organization	September 26, 2021 to Present
Expert Reviewer	Review and comment of the research articles, papers, and book chapters	Academic Exchange and Information Centre(AEIC)/AiS Scholar, China	June 15, 2021 to Present