

MUBUSO ZAMCHIYA

Mubuso is a multidimensional professional with experience in the global education, U.S. K-12 education, international development, banking, and power sectors. He serves as a leadership coach and mentoring program trainer and developer. He is also an advisor to several civil society and social change organizations. Mubuso is a Pahara-Aspen Education Fellow, a member of the Aspen Global Leadership Network, an Echoing Green Fellow, and a Rhodes Scholar.

EXPERIENCE:

❖ July 2021 to Present **AGE OF LEARNING FOUNDATION** **Glendale, CA**

MANAGING DIRECTOR

- Inaugural Managing Director of new corporate foundation with a mission to fundamentally improve the education of children in low- and lower-middle income countries, particularly in Sub-Saharan Africa, Central America, and South Asia.

❖ February 2017 to July 2021 **THE LUMINOS FUND** **Boston, MA**

MANAGING DIRECTOR

- Worked closely with the CEO to set organizational vision and strategy. Lead the architecture and implementation of the organization's advocacy work. Managed fundraising planning, prospecting, cultivation, and analysis. Co-led external relations and engagement with other civil society organizations, international education funders, and government partners. Represented Luminos as keynote speaker, panelist, interviewer, and participant at global education conferences and events.

❖ September 2015 to January 2017 **ASHOKA** **Arlington, VA**

DIRECTOR OF GLOBAL PARTNERSHIPS

Led Ashoka's global engagement of institutional, corporate, family, and individual funders. Member of the Ashoka global leadership team.

- Oversaw Ashoka's \$25 million annual fundraising operation. Provided fundraising advice and guidance and fundraising support to Ashoka global and national fundraising teams across the 92 country reach of the organization. Served as a key partnerships representative and interface with existing and prospective funders.
- Provided regional (Diamond) leaders with strategic planning support to ensure country-level programs were adequately funded.
- Led organization-wide fundraising reporting and decision-making meetings. Kept CEO, Managing Director, and Diamond leaders updated on organization fundraising performance. Liaised with the accounting department in support of monthly and annual revenue reconciliation.

❖ July 2013 to April 2015 **ALBANY CHARTER SCHOOL NETWORK** **Albany, NY**

CHIEF EXECUTIVE OFFICER

Hired to reverse engineer eight largely disconnected charter schools into a coordinated and collaborative network, and to implement shared best practices, while championing the unique value proposition of each individual school.

- Oversaw a \$3 million Network budget and raised cash balances from under \$100,000 to over \$2.5 million. Managed a portfolio of eight charter schools with consolidated revenues of \$37 million, which served approximately 2,700 students (K-12) across nine campuses, with over 500 staff members. After one academic year under my tenure, Network elementary and middle schools routinely outperformed the district and made improvements on state tests, with highest school-specific year-on-year gains in English Language Arts and Math ranging between 7 percentage points and 44 percentage points.
- *Academics:* With Chief Academic Officer, established a Common Core-aligned Integrated Academic Model, which facilitated curriculum alignments, instructional PLCs, individualized teacher coaching and feedback, and effective data analysis and response to instruction and intervention. *Operations:* With Chief Operating Officer (COO), standardized operating and human resources (HR) procedures and implemented related audit processes. *Finance:* With COO, realigned school charts of accounts, restructured budgeting process, and redesigned financial reporting to charter school board members. *Advocacy:* Mobilized parents to participate in a variety of advocacy events ranging from 40 to 1,200 people.

❖ October 2010 to July 2013:

IMAGINE SCHOOLS

Lanham, MD

REGIONAL DIRECTOR

Served as Regional Director for a network of six charter schools in both Maryland and Pennsylvania. Responsible for leading regional team, six principals and their staff in the delivery of our unique education value proposition to over 2,500 children. Managed the portfolio's annual consolidated revenues of \$24 million.

- Developed an academic decision-making framework (the “4Es” – Establish, Equip, Engage, Evaluate) that is still being used today across all Imagine Schools. Championed the execution of the Imagine Shared Values of Integrity, Justice and Fun.
- Organized and coordinated annual compliance and performance-related authorizer visits, reviews and charter renewal applications and appeals.
- Encouraged school-wide focus on economic sustainability, effective financial accounting practices, and regional oversight over school budgeting, working capital cycle, and annual financial auditing.
- Served initially as a School Developer and successfully developed Imagine Schools' first charter schools in both Columbia, South Carolina (10-year charter), and in Penn Hills, Pennsylvania (5-year charter).

❖ August 2006 to September 2010:

SCHOOL VENTURES, LLC

Alexandria, VA

FOUNDER & CHIEF EXECUTIVE OFFICER

School Ventures provided improved access to capital and information for education developers and investors in Africa.

- Launched the 36-country Africa Private Schools Investment Index (“APSI”) in December 2007 in cooperation with the Economist Intelligence Unit, which used 46 economic and social indicators to compare education investment prospects.
- Created a unique rating system (“LEARN Rating”) to evaluate the performance of urban schools for the poor in Nairobi, Kenya,
- Developed a capacity-building program that leveraged consultants, accountants, and university students to help improve operations and access to capital for 15 schools that served 8,000 students from low-income communities in Kenya.

❖ April 2004 to August 2006:

INTERNATIONAL FINANCE CORPORATION

Washington, DC

INVESTMENT OFFICER

Global Transaction Team

- Worked specifically with Director of Partnership Development, leading a strategic development process for IFC to identify innovative partnership opportunities with global philanthropic organizations.
- Successfully developed, negotiated, committed, and disbursed a US\$5.5 million Rio do Fogo equity investment in IFC's first wind energy generation project in Brazil and second wind energy project in history.
- Authored the Special Operations department “Notes on Workout Cases”, which was launched by the Office of the Vice President on April 4, 2006.
- Participated in recovery of US\$4M from Government of Uganda for payment to consortium of Senior Lenders regarding Uganda Sugar project. IFC's pro rata share was US\$1.2M. Also participated in other recovery projects in South Africa and Mexico.

❖ September 2000 to October 2003:

AES CORPORATION

Arlington, VA

DIRECTOR OF SPECIAL OPERATIONS

AES Treasury and Corporate Finance Team

(March 2002 to October 2003)

- Developed and led a team of six analysts to provide improved strategic and financial analysis of the AES portfolio of generation and distribution assets across the world to support corporate vision and strategy building.
- Assisted in preparation of private bankbooks for \$2.1Bn bank and bond refinancing in December 2002 and \$950M senior secured credit facilities amendment in July 2003.
- Authored “AES Investor Factbook 2003”, a comprehensive guide and explanation of AES Corporation and its significant businesses for the September 2003 Investor Conference attended by 200 analysts and investors.
- Served as a Project Developer initially and participated in power purchase and tolling agreement negotiations, and project financing initiatives for three development projects in the USA (AES Greystone, River Mountain and Pecan Grove). Built and

managed complex financial models for each project and assisted in overall project risk assessments (technical risk, counterparty risk, competitive risk, contract foundation risk, project financial performance risk).

❖ September 1998 to June 2000: **BARCLAYS BANK PLC** **London, UK**
SENIOR STRATEGIC ANALYST Barclays Corporate Strategy and Planning Team (Sept. 1999 to June 2000)

Worked with a team of internal strategic and financial consultants, which reported directly to the Chief Executive Officer.

- Produced strategies for competitive advantage and M&A opportunities in retail, corporate, mortgage banking and Africa segments. Provided research for £5.4Bn Barclays' acquisition of Woolwich mortgage bank agreed in August 2000.
- Engaged in a two-year management program for fast track graduates, designed to prepare individuals for future leadership opportunities in the bank. Program included a Business Leadership mini-MBA (economics, finance, law, marketing and strategy).

❖ 2000 to Present: **THE BOOST FELLOWSHIP** **Harare, Zimbabwe**

FOUNDER

The BOOST Fellowship is a Zimbabwean nonprofit organization that helps university students prepare for life after school through the principles of possibility-oriented living, entrepreneur intelligence, and servant leadership.

- Secured \$500,000 in initial grants from the Rockefeller, Kellogg, and Summit foundations, to launch the program.
- Partnered with Templeton College at Oxford University and Amos Tuck School of Business to send BOOST Fellows to the Global Business Bridge Program in 2000 and 2001.
- Participated annually in the ENACTUS social entrepreneur World Cup with 44 other countries. Zimbabwe BOOST students won the competition in 2005, in Toronto, Canada, and placed fourth in Washington, DC in 2012.

EDUCATION

❖ 1996 - 1998: **WADHAM COLLEGE, OXFORD UNIVERSITY, UK** **Oxford, UK**

Awarded the **RHODES SCHOLARSHIP**.

MPhil. in Development Studies

- Wrote thesis: "The Attractiveness of Emerging Markets as Locations for Foreign Portfolio Diversification: Case Study of Malaysia and Zimbabwe". Courses Studied: Development Economics, Politics, International Relations and Anthropology with a focus on developing economies in Africa, Asia and Latin America.

❖ 1995 - 1996: **UNIVERSITY OF BRISTOL, UK** **Bristol, UK**

LL.M in Commercial and International Law

- Wrote thesis: "The Regulation of Multinational Corporations in Developing Countries". Courses Studied: Banking Law, Commercial Sales, International Human Rights, Use of Force in International Law.

❖ 1992 - 1995: **UNIVERSITY OF BRISTOL, UK** **Bristol, UK**

LL.B (Honors) Graduated Upper Second

- Courses Studied: Company Law, Contract Law, Criminal Law, English Legal System, European Community Law, European Competition Law, Family Law, Jurisprudence, Roman Law, Law of Tort, Trusts.

ADDITIONAL HIGHLIGHTS & RECOGNITION

- **Basketball:** Awarded the “Bristol Red” in 1994/1995; Bristol University Player of the Year in 1995; Zimbabwe All Africa Games Team member in 1995; West of England Universities Team in 1996; Awarded the “Oxford Blue” in 1997 & 1998.
- **Leadership Coaching:** Qualified in 2000 as Professional Coach with the Industrial Society School of Coaching, in the UK.
- **2008 Archbishop Tutu Fellow:** This African Leadership Institute fellowship builds capacity for visionary leadership in Africa.
- **2008 Echoing Green Fellow:** Echoing Green supports promising social entrepreneurs working in over forty countries.
- **2014 Pahara-Aspen Education Fellow:** Pahara sustains diverse, high potential leaders who are reimagining public education.
- **2014 Aspen Global Leadership Network:** This community engages highly successful entrepreneurial leaders with a focus on values and sights on creating a better society.