

# MALIK SAAFIR

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Visionary, influential, and results-driven educational consultant with extensive experience driving transformation in private, public, and global organizations to establish lifelong learning environments. Skilled Business Strategist and Community Organizer, proficient in designing academic and career development programs for youth and adults. Infused with an unwavering work ethic, unyielding passion, and sustained positivity, adept at effectively translating initiatives and cultivating strategic partnerships, all while employing tact and diplomacy to achieve mutually beneficial outcomes.

## Key Areas of Expertise

Expert Training & Development Skills | Instructional Design & Delivery | Student Development | Career Development | Strategic Planning | Volunteer Recruitment | Volunteer Development Strategy | Program Planning | Program Management | Public Policy Analysis | Public Policy Development | Financial Planning | Sourcing & Funding | Community Philanthropy | Corporate Philanthropy | Intercultural Communication Skills | Interfaith Communication Skills | Talent Acquisition | Talent Development | Personnel Management | Performance Management | Data Collection & Analysis | Impact Evaluation & Assessment Skills | Excellent Verbal and Written Communication Skills | Strong Analytical and Problem-Solving Skills | Flexibility | Strong Digital Communication Skills | Exceptional Organizational Skills | High Attention to Detail

**Technical Skills:** Blackboard Learning Management System, Zoom, Wix Website Design, Microsoft Office Suite (Word, Excel, PowerPoint), Google Suite (Docs, Slides, Spreadsheets, Teams, Workspace), Social Media Platforms (Facebook, Twitter, Instagram)

## PROFESSIONAL EXPERIENCE

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### School Empowerment Zone Site Manager | Global Game Changers • Louisville, KY 2022 – 2023

- Worked cohesively with partners and teams of in-school and after-school educators at assigned sites to enrich and support the community within the school towards providing the best experience for students, boosting engagement and skill-building opportunities.
- Redesigned, implemented, and evaluated over 15 site after-school programs to revitalize students' academic, social, and emotional potential, resulting in 45 students showcasing their talents quarterly.
- Promoted learner-centric solutions through in-school and after-school service initiatives, creating at least 260 service-learning projects alongside K-5 students annually that resonate with the organizational vision of heightening students' learning and confidence.
- Collaborated with 40+ staff, parents, and community representatives to identify and systemize program needs, activities, and performance; This paved the way in serving 150+ families through school-wide family engagement events.

### Strategist & Career Coach | Arkansas Division of Workforce Services | Adult Education • Little Rock, AR 2021

- Served as a subject matter expert in expediting strategic planning and program management, creating career services and professional development opportunities through partnerships with businesses, educational institutions, and non-profit and governmental agencies.
- Collaborated with the administration, staff, and teachers to efficiently diagnose, interpret, and develop at least 7 strategic roadmaps toward organizational change and effectiveness, promoting continuing education and growth to accelerate and sustain academic success.
- Facilitated career readiness training by utilizing National Career Development Association guidelines, introducing Career Assessment, Career Preparation, Resume Writing, and Interview Skills courses, which led to an 80% increase in the number of accepted candidates or applicants within 30 days of implementation.

### Education & Training Associate | GreenFaith • Highland Park, NJ 2018 – 2021

- Worked alongside the executive director, board of directors, and education and training team to reinforce coaching and guidance of 34+ staff and volunteers on how to best serve clients, partners, and affiliates responding to climate and environmental issues.
- Established a diversity, equity, and inclusion committee along with Human Resources, which laid the foundation of a comprehensive training program for over 12 staff members on cultural awareness, improving team diversity and communication by 90%.
- Strategically created and led 14+ monthly webinars for the program that catalyzed the recruitment of over 60 global participants.

## PROFESSIONAL EXPERIENCE – *continued*

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### **Philosophy Instructor, Department of Philosophy & Religion | Philander Smith College • Little Rock, AR** 2018 – 2020

- Planned, organized, and delivered strategic course instructions in a diverse and inclusive educational program and learning environment, utilizing the best resources and pedagogy as an academic coach to ensure student completion of the plan of study.
- Vetted and enhanced 100+ students' mastery of ethical case studies, improving 48+ students' grasp of course materials each semester.
- Addressed and solved students' queries about course syllabus, resulting in 100% retention of returning philosophy and religion majors, maintaining a cohesive, collaborative learning environment that improved student outcomes by 90% year-over-year.

### **Executive Director of Education & Training | Janus Institute for Justice • Little Rock, AR** 2009 – 2018

- Leveraged professional and first-rate consultation with over 30 educational institutions, government agencies, and civic organizations, revitalizing initiatives toward strategic planning and analysis, training and leadership development, and civic and community engagement.
- Led the first statewide environmental justice workshop sponsored by EPA, which trained and empowered 126 conservation leaders.
- Provided strategic, expert advice and support to the Racial Disparities in the Arkansas Criminal Justice System Research Project Steering Committee and Director of the Research Project, strategically spearheading, and organizing 2 statewide conferences aimed at expanding and involving the academic research to the adverse impacts of mass incarceration on African Americans in Arkansas.
- Introduced and organized the first community partnership between a religious organization, environmental organization, and state university, resulting in the formulation of 2 highly engaging and informative city-wide courses on environmental health and public policy.
- Planned and conducted statewide community forums, which led to training 16+ community groups to advocate for racial justice.
- Reinforced and facilitated a city-wide conference on Embracing and Affirming LGBTQ Inclusivity in the workplace and community.

### **Dean of Chapel & Religious Life | Arkansas Baptist College • Little Rock, AR** 2017

- Rebuilt 12+ department projects and programs while acting as a consultant for state conventions and affiliated organizations, achieving a \$100,000+ reduction in overspending by establishing ROI metrics and cost controls and prioritizing a \$12.4 million college budget as a member of the President's Executive Cabinet.
- Co-hosted a 3-day training for government, higher education administration, employers, and community members, detailing the critical responses to economic, racial and environmental justice issues, bolstering fair treatment and promoting sustainability.
- Founded and introduced a project to promote entrepreneurship and advocacy for racial, economic and health disparities in Arkansas.
- Secured and led the program management of 400 acres of land in partnership with Audubon Arkansas to develop an environmental justice leadership academy for students at 3 historical Black Colleges and Universities (HBCUs).

### **Visiting Lecturer, African & African American Studies | University of Central Arkansas • Conway, AR** 2014 – 2015

- Optimized positive learning outcomes, including increased student engagement by incorporating best practices, facilitating rigorous academic instruction, distinctive teaching methods, group discussions, and level-appropriate assessment strategies.
- Employed a variety of creative, differentiated, and research-based instructional strategies, including formative and summative assessments that improved and ensured 129 students' mastery of courses discussing African and African American cultures.
- Proficiently answered students' concerns and questions, resulting in 90% retention of students enrolled in the course each semester.

#### *\*Earlier Work Experience*

**Boatswains Mate/Religious Program Specialist** | USS Mississippi CGN-40 • Norfolk, VA  
**Company Commander** | Army 100<sup>th</sup> Division Institutional Training • Nashville, TN

## EDUCATION & PROFESSIONAL DEVELOPMENT

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**Career Service Provider** | National Career Development Association • 2021

**Master of Adult Education** | University of Arkansas at Little Rock, Little Rock, AR • 2012

**Master of Divinity** | Vanderbilt University, Nashville, TN • 2008

**Bachelor of Arts in Philosophy** | University of Arkansas at Little Rock, Little Rock, AR • 2004

#### *\*Training & Fellowships*

**Organizing for Social Change** | Midwest Academy, Chicago, IL • 2019

**Toyota TogetherGreen Fellowship Program** | Fellow • 2013

**GreenFaith Fellowship Program** | Fellow • 2011

**Art of Leadership for Southern Leaders** | Rockwood Institute, Rockwood, TN • 2009

#### *\*Professional Affiliations*

**Little Rock Sustainability Commission** | Commissioner • 2020 - 2021

**Racial Disparities in the Arkansas Criminal Justice System Research Project** | Executive Committee • 2012 – 2021

#### *\*Military Awards*

Armed Forces Reserve Medal | National Defense Service Medal | NATO Service Medal | Armed Forces Service Medal