

# GAZI GOLAM MORSHED SAGOR

HRM & Banking Specialist | Business Strategist | Certified in Marketing, FinTech & Project Management | Strategic Thinker & Digital Innovator

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## SUMMARY

Results-oriented banking professional with 7+ years of experience managing projects for international clients. Skilled in leveraging analytical and communication abilities to deliver high-impact management solutions. Proven expertise in driving digital transformation, enhancing operational efficiency, and developing strategic growth initiatives. Successfully led cross-departmental teams in modernizing core banking systems, significantly boosting efficiency and customer satisfaction.

## EDUCATION

**Postgraduate Diploma (PGD) – Business IT | Ongoing | EQF Level: 7**

**Bangladesh University of Engineering and Technology (BUET), Dhaka, Bangladesh**

May 2025 – Present

- 24 Credits (8 Courses)

**Master of Business Administration (MBA) | CGPA: 3.77 (out of 4.00) | EQF Level: 7**

**University of the People – Pasadena, California, USA (Distance Learning)**

November 2021 – June 2024

- Fully Funded Scholarship Recipient
- Completed over 325 assignments across 13 courses (39 Credits)
- Specialization in Strategic Management, Global Economy, Financial Management, and Organizational Leadership
- Final Capstone Project: “Ergonomic Deficiencies and Employee Well-being at Rupali Bank” - Developed and presented a strategic analysis and improvement plan linking workplace ergonomics to employee performance and well-being

**Master of Business Administration (MBA) – Marketing | CGPA: 3.47 (out of 4.00) | EQF Level: 7**

**University of Dhaka, Dhaka, Bangladesh**

January 2017 – April 2019

- Total Credit Hours: 66
- Research-Based MBA with Thesis
- Covered modules include Strategic Marketing, Consumer Behaviour, Business Communication, Supply Chain Management, Services Marketing, Business Mathematics, Business Statistics, Global Marketing, and CRM
- Acquired expertise in market analytics, brand strategy, and integrated marketing communication
- Thesis Title: “Relation and Impact on The Factors While Buying a Mobile Phone (In Bangladesh)” - presented with a board meeting viva

**Postgraduate Diploma (PGD) – Human Resource Management | Passed with Distinction Result | EQF Level: 7**

**Bangladesh Institute of Management Studies (BiMS) - Dhaka, Bangladesh**

August 2016 – March 2017

- Awarded by: Innovate Awarding Body, United Kingdom
- Covered HRM Practices, Labour Laws, Performance & Reward Management
- Developed proficiency in talent acquisition, employee relations, and L&D strategies

**Bachelor of Business Administration (BBA) – Finance & Human Resource Management | CGPA: 2.80 (out of 4.00) | EQF Level: 6**

**Institute of Business Administration, Jahangirnagar University - Dhaka, Bangladesh**

December 2011 – June 2016

- Total Credit Hours: 129
- Completed comprehensive coursework in Financial Management, HR Planning, and Strategic Management
- Gained foundational and applied knowledge in corporate finance, performance management, and organizational behavior
- Dissertation Title: “Recruitment and Selection Process of Sales Executive (SE) in PRAN of PRAN-RFL Group” - presented in a defence program

**Higher Secondary Certificate (HSC) – Science Stream | GPA: 4.90 (out of 5.00) | EQF Level: 5**

**Dhaka Education Board – Dhaka, Bangladesh**

July 2008 – June 2010

- Time management, discipline, and self-directed learning skills
- Development of logical reasoning, scientific analysis, and quantitative problem-solving

**Secondary School Certificate (SSC) – Science Stream | GPA: 5.00 (out of 5.00) | EQF Level: 2**

**Dhaka Education Board – Dhaka, Bangladesh**

January 1998 – June 2008

- Held leadership roles in student clubs and volunteering events
- Organizer of Book Fair, Science Fair, Sports Day, and Cultural Celebrations
- Strong academic discipline, teamwork in group projects, and co-curricular engagement
- Awarded Scholarship by Agrani Bank PLC for outstanding performance in SSC

## EXPERIENCE

### Officer

**Rupali Bank PLC**

📅 May 2022 – January 2025

📍 Dhaka, Bangladesh

- Delivered frontline banking services including account opening, cash transactions, and cheque processing
- Processed local and foreign remittances with accuracy and speed, ensuring proper verification, documentation, and timely disbursement

- Ensured compliance with Bangladesh Bank regulations, AML/CFT policies, and KYC documentation standards
- Supported administrative HR functions such as employee data handling, attendance reporting, and staff record management
- Assisted in internal audit preparation, documentation control, and branch-level risk mitigation
- Responded to customer inquiries and resolved service-related issues with professionalism and efficiency
- Maintained accurate transaction logs, registers, and bank reconciliation statements
- Participated in cross-functional coordination to streamline daily banking processes
- Applied knowledge from Foundation Training to improve service delivery and ensure operational integrity
- Achieved 3rd Position in Rupali Bank's Banking Foundation Training, demonstrating high performance, adaptability, and sectoral knowledge

**HR Intern**

**PRAN-RFL Group**

📅 January 2016 – April 2016      📍 Dhaka, Bangladesh

- Assisted the Human Resources team in recruitment activities including CV screening, interview coordination, and database management
- Maintained and updated employee records, personnel files, and attendance reports in compliance with organizational policies
- Supported onboarding and induction processes for newly hired employees
- Helped organize training sessions, workshops, and employee engagement programs
- Participated in drafting and reviewing HR policies, memos, and circulars
- Observed and reported on HR practices related to labor law compliance, disciplinary actions, and grievance handling
- Coordinated with different departments to support internal communication and documentation
- Gained practical insights into HR operations within one of Bangladesh's largest conglomerates
- Developed skills in communication, multitasking, confidentiality, and teamwork in a fast-paced corporate environment

**Freelance Consultant**

**Upwork Inc.**

📅 August 2014 – Present      📍 Remote (International clients)

- Completed 300+ international projects across HRM, Marketing, Research, Project Management, Business Planning, and Digital Strategy
- Consistently maintained Top-Rated status with 100% client satisfaction across Europe, North America, and Asia
- Successfully managed the projects ensuring timely delivery, client satisfaction, and clear communication throughout the project lifecycle
- Delivered exceptional service & fostered continuous learning across diverse fields
- Applied tools such as MS Office Suite, Google Workspace, Adobe InDesign, and Canva to ensure professional output

**PUBLICATION(S)**

Sagor, G. G. M. (2024). Thriving Together: Wellbeing & Sustainability in the Modern Workplace. SSRN. [DOI: 10.2139/ssrn.5198223]

**SKILLS**

**Technical Skills**

MS Word • MS PowerPoint • MS Excel • MS Publisher • MS Outlook • MS OS • Adobe InDesign • Adobe Acrobat • Google Sheets • Google Docs • Google Slide • Power BI • Document Management • Information Searching • Email Management • Data Visualization

**Analytical & Management Skills**

Analytical Ability • Management • Critical Thinking • Strategy Maintaining • Quick Learning • Problem Solving Ability • Decision-Making

**Communication & Interpersonal Skills**

Written Communication • Teamwork • Leadership • Active Listening • Collaboration

**SPECIALIZED CERTIFICATION (Distance Learning)**

**Business and Marketing Strategies – University of London, UK**

Focuses on strategic marketing planning, competitive positioning, and market analysis, by completing 4 courses.

**International Business Essentials – University of London, UK**

Covers global business environments, cross-cultural management, and international trade fundamentals, by completing 6 courses.

**Data-Driven Leadership Skills – University of Glasgow, UK**

Develops skills in evidence-based decision-making, data analytics, and leadership effectiveness, by completing 4 courses.

**Excel Skills for Business – Macquarie University, Australia**

Provides practical Excel techniques for business data analysis, reporting, and visualization, by completing 4 courses.

**Project Management Principles and Practices – University of California, Irvine, USA**

Covers project lifecycle, risk management, and stakeholder engagement best practices, by completing 4 courses.

**Business Technology Management – Indian School of Business, India**

Focuses on integrating technology solutions to improve business processes and innovation, by completing 6 courses.

**Sustainable Cities and Communities – Lund University, Sweden**

Explores sustainable development goals, urban planning, and environmental management, by completing 3 courses.

**Business Foundations – University of Pennsylvania, Wharton, USA**

Provides comprehensive introduction to finance, marketing, operations, and management, by completing 6 courses.

**Digital Transformation in Financial Services – Copenhagen Business School, Denmark**

Covers fintech innovations, digital banking, and regulatory challenges in finance, by completing 4 courses.

**Regulatory Compliance – University of Pennsylvania, USA**

Focuses on legal frameworks, ethical compliance, and risk mitigation strategies, by completing 4 courses.

**Financial Analysis: Skills for Success – University of Illinois, Gies College, USA**

Develops analytical skills in financial reporting, valuation, and investment decision-making, by completing 3 courses.

**HRCI Human Resource Associate – HRCI, USA**

Certified knowledge in HR principles, talent acquisition, and employee relations, by completing 5 courses.

**Key Technologies for Business – IBM**

Covers emerging technologies, cloud computing, and their business applications, by completing 3 courses.

**Microsoft 365 Fundamentals – Microsoft**

Provides foundational skills in Microsoft Office 365 tools for productivity and collaboration, by completing 3 courses.

Focuses on online marketing strategies, e-commerce platforms, and digital advertising, by completing 7 courses.

Covers project planning, agile methodologies, and team collaboration tools, by completing 6 courses.

Develops skills in data visualization, dashboards, and business analytics, by completing 3 courses.

Explores AI fundamentals, career opportunities, and ethical considerations in AI, by completing 10 modules.

Comprehensive digital marketing strategies including SEO, SEM, and social media marketing.

Covers technical and creative skills in photography and visual storytelling.

Focuses on international treaties, biodiversity conservation, and environmental law, by completing 10 courses.

1. English (IELTS Band: 7.0)
2. Bengali (Native)

## MEMBERSHIPS

## United Kingdom

Royal Statistical Society (RSS), UK  
Research Data Alliance (RDA), UK  
London HR Connection, UK  
National Literacy Centre, UK  
Institute of Government & Public Policy (IGPP), UK  
Chartered Institution of Wastes Management (CIWM), UK  
The Chartered Institute of Linguists (CIOL), UK  
Association for Project Management (APM), UK  
The Institute of Risk Management (IRM), UK

## Bangladesh

South Asian Youth Society (SAYS), Bangladesh  
Social Business Youth Alliance (SBYA), Bangladesh

## China

The Hong Kong Management Association (HKMA), China

## USA

Institute of Mathematical Statistics (IMS), USA  
American Society of Administrative Professionals, USA

## ACHIEVEMENTS

### Third Place, Banking Foundation Training

Rupali Bank Training Academy, Bangladesh  
Recognized as one of the top performers during foundational training for banking professionals.

**Scholarship Recipient for SSC Examination Excellence (2008)**

Agrani Bank PLC, Bangladesh  
Awarded merit-based scholarship for outstanding academic performance in the Secondary School Certificate exams.

### Calligraphy Champion (2007)

Ideal School & College, Bangladesh  
Won first place in school-wide calligraphy competition demonstrating artistic skill and attention to detail.

## VOLUNTEERING

**Institute of Business Administration (IBA), Jahangirnagar University, Bangladesh**

Volunteer Contributor | January 2012 – December 2015  
Supported academic events, workshops, and student mentorship programs; facilitated coordination between faculty and students to enhance learning experiences.

**Bangladesh Mathematical Olympiad Committee, Bangladesh**

Volunteer Organizer | November 2013 – December 2014

Assisted in organizing national-level math competitions, coordinated participant registrations, and helped develop promotional materials to raise awareness.

**Ideal School & College, Bangladesh**

Event Leader & Community Volunteer | January 2005 – January 2008  
Led multiple school events including sports days, cultural programs, and academic fairs; organized teams and managed event logistics to ensure successful execution.

## HOBBIES AND INTERESTS

Photography	Cooking (Fusion)	Reading non-fiction books
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## FIND ME ON RESEARCH PLATFORMS

## ResearchGate

<https://www.researchgate.net/profile/Gazi-Golam-Morshed-Sagor>

## ORCID

<https://orcid.org/0009-0004-2758-0751>

## Google Scholar

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

## SSRN

<https://ssrn.com/author=7522799>

## REFERENCES

Available on Request