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# Dr . Chamba Lucy Tambudzai

## Profile

Open Researcher and Contributor ID (ORCID: <https://orcid.org/0000-0003-0464-0817>)

Research Gate: Lucy. Tambudzai. Chamba

Google Scholar: Lucy. Tambudzai. Chamba

Date of Birth : 21 June 1980

Place of birth : Bulawayo, Zimbabwe

Sex : Female

Nationality : Zimbabwean

Languages : English, Shona , Ndebele and Zulu

Religion : Christianity

## Executive Summary

Accomplished academic and industry professional with a robust educational background an MSc in Development Economics, and a DPhil in Business Administration. I extensive experience in research management, business development, strategic management and university-level lecturing across institutions in Zimbabwe, blending practical industry insight with academic rigor. I have served as Examinations Administration Manager for Economics for the Zimbabwe School Examinations Council, the country's main examinations board, gaining experience in designing national assessment instruments and grading students in the Economics and Business Studies subject areas.

Currently serving as a Part-time Lecturer in Business Ethics, Business Management, Micro and Macro Economics, Entrepreneurship and Governance. My academic contributions include supervising and examining theses at both master's and doctoral levels, as well as reviewing for peer-reviewed journals. Passionate about advancing innovation and quality in higher education, I am committed to leveraging my multidisciplinary expertise to drive impactful research, teaching excellence, and institutional growth.

- African Women Leadership Program (AWLP) Egypt (2021), graduate National Institute for Governance and Sustainable Development Egypt.
- Durban University of Technology PHD Research Fellow 2022 to 2023
- Member of the South African Association of Public Administration and Management (SAAPAM)

- Member of Fin-Publica ESG Africa Work Group
  - Member of Global Intrapreneurs Institute (GII)
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### Selected Achievements

- **Keynote Speaker: Botswana Tech Summit (August 2025)**  
**Presentation:** Intrapreneurship: A drive for Organisational Innovation through raising change agents
  - **Keynote Speaker:** - Global Intrapreneurs Summit and Awards Ceremony 7 November 2024 (Brisbane)  
**Theme: Embracing Intrapreneurialism: Redesigning the Future of Work**
  - **COMESA Award (Zimbabwe) October 2024,** for Excellence in the Education Sector
  - Participated in the research for the Updated Curriculum development program in Zimbabwe with the Ministry of Primary and Secondary Education (MoPSE) in 2015 as a Researcher and Educational Assessment Specialist for Economics and Business Studies.
  - Participated as a researcher in the Zimbabwe Early Learning Assessment Project (ZELA) project with the Australian Government on behalf of the Zimbabwe School Examinations Council (ZIMSEC) – 2016-2022
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**Work  
Experience**

**Title: Business Development Manager: Lupane State University**

**Entrepreneurship**

**Date: 1 September 2024- 31 May 2025**

**Duties**

- Commercialization of Innovations produced by the University
- Commercialization of Intellectual Property and creating competitive, sustainable and profitable start-ups
- Identification of business opportunities for the University
- Sourcing and nurturing high-value affiliate partnerships
- Analyzing market opportunities and competitive landscapes to identify potential leads
- Designing and executing expansion strategies that resonate with market needs in Zimbabwe.
- Building and maintaining strong relationships with key stakeholders and partners
- Community engagement
- Represent the university at industry events and partner meetings

**Title: Examinations Administration Manager - Economics**

Employer: Zimbabwe Schools Examinations Council (Zimsec)

Dates: 2015 to August 2024

**Responsibilities**

- Designing assessment instruments
- Training of teachers in educational measurement and evaluation
- Supervision of marking of national examinations (Ordinary and Advanced Level)
- Quality Assurance of examination processes
- Grading of examination candidates and final certification
- Research and Development for the Examinations Council
- Performance management of Commercial Subjects Teams
- Monitoring and Evaluation
- Community engagement

**Title : Senior Lecturer**

**Employer:** Ministry of Higher Education, Bulawayo Polytechnic,

**Courses Taught:** Accounting, Business Ethics, Business Management, Economics, Entrepreneurship, Governance, Human Resources Management and Research Methods

**Period :** 2008 to July 2015

**Responsibilities**

- Planning and facilitation of lessons
- Setting benchmarks for students' performance and evaluation
- Research and Development
- Supporting the Business Development function of the organisation
- Reporting on students' performance
- Supervision of Dissertations
- Development of training modules
- Implementation of educational research

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**THE DA VINCI INSTITUTE FOR TECHNOLOGY MANAGEMENT**

**DaVinci Business School - 2025**

Doctoral Thesis Supervisor

**OTHER**

**WORK**

**MANAGEMENT COLLEGE OF SOUTHERN AFRICA (MANCOSA)**

**EXPERIENCE School of Business -2025**

Post- Graduate Thesis Supervisor

**HARARE INSTITUTE OF TECHNOLOGY**

Part- Time Lecturer: **M. TECH in Strategy and Innovation –**

**Courses:** Global Technopreneurship (2023- 2025)

Masters' Thesis Supervisor 2019-2024

External Examiner Masters' Level (2019- 2025)

**BULAWAYO POLYTECHNIC**

Undergraduate and Post -Graduate Supervision of Students 2010-2015

Thesis Examiner

## JOURNAL REVIEWER

**AOSIS:** Africa's Public Service Delivery and Performance Review

**AOSIS:** Advances in Corporate Governance

**Taylor and Francis:** Innovation: The European Journal of Social Science Research

**Frontiers:** Frontiers in Education

**Cogent Education**

### Selected Publications

- Chamba, L.T., Mkhize, M. and Zhou, H. (2025) Impact of policy measures on the sustainability of the informal sector in Southern Africa: A case study of South Africa. **Africagrowth Agenda: Volume 2022 Issue 1**
- Chamba, L.T. and Tarirai, I., (2025). The governance imperative: The influence of effective governance in unlocking intrapreneurial potential for sustainable public value. **Africa's Public Service Delivery & Performance Review, 13(1), p.9.**
- Chamba, L.T. and Chikusvura-Matiza, N., 2025. Tech-Driven High-Stakes Examinations: Will Digital Exams Deliver on Quality Education?. **Current Res. J. Soc. Sci. & Human., 8, p.37.**
- Chamba L.T and Tarirai I, (2024) The efficacy of agricultural financing on agricultural production in Zimbabwe. **African Journal of Commercial Studies.** doi: <https://doi.org/10.59413/ajocs/v5.i.4.9>
- Chamba, L.T. and Chikusvura, N., (2024). Future-proofing quality education using integrated assessment systems. **Quality Education for All, 1(1), pp.240-255.**
- Chamba, L. T., & Chikusvura, N and Zhou, H. (2024). Artificial Intelligence: Powering the Path to Quality Education for All. **Africa Growth Agenda, 21, 20-24.**
- Zhou, H. , Chamba, L.T;, and Zondo D (2024) Application of Explainable Artificial Intelligence technique to model the predictors of South African SMMEs resilient performance during the Covid-19 pandemic. ." **International Journal of Research in Business and Social Science (2147-4478) 13, no. 1 (2024): 64-74.**
- Chamba L. T and Chazireni , B. (2023) Book: Social Inequality - Structure and Social Processes (ISBN 978-1-83768-406-19) .Intech-Open  
Chapter Title: State-Owned Enterprises and Social Inequality.
- Chamba LT, Chari F, and Zhou H, (2023) Exploring the Potential for State-Owned Enterprises in Developing Countries to Leverage the Benefits of the Fourth

Industrial Revolution for Economic Transformation. Journal of Public Administration Volume 58 -Number 2 - June 2023

- Chamba L.T. & Chazireni B., (2023), 'Investing in intrapreneurial capabilities for improved performance in state-owned enterprises', Africa's Public Service Delivery and Performance Review 10(1), a663. <https://doi.org/10.4102/apsdpr.v10i1.663s>
- Chamba LT and Chari F (2023) Are State -Owned Enterprises in developmental states poised to exploit the benefits of the 4IR for the desired economic transformation? Africa Growth Agenda , Volume 20 Issue 4
- Chamba LT and Chinakidzwa M (2023) Resources and Capability needs for learning and assessment in dynamic technological environments: Evidence from Harare School. Journal of Advanced Education and Sciences. SAGE
- Chamba L.T & Chazireni, B ( 2022) Intrapreneurship as a means of achieving efficacy of State-Owned Enterprises. Africa's Public Service Delivery and Performance Review
- Chamba. L.T & Chazireni (2021) Intrapreneurship as a strategic renewal option. The case of parastatals in Zimbabwe Journal of Public Administration
- Chamba LT & Mugova S (2019) Corporate Social Responsibility in Times of Crisis. Chapter Title: Opportunities and Pitfalls of social responsibility; The Marange Diamonds Case. Springer

## **SELECTED CONFERENCE PRESENTATIONS**

**THE GLOBAL DEVELOPMENT FINANCE CONFERENCE : (University of Cape Town 21-23 May 2024)**

**Presentation Title:** The efficacy of agricultural financing on agricultural production in Zimbabwe.

**SOCIAL SCIENCES INTERNATIONAL RESEARCH CONFERENCE (SSIRC)**

**10 – 13 OCTOBER 2023 DURBAN**

**Presentation Title:** Intrapreneurial C-Suite: The solution for high-performance State-Owned Enterprises in developmental states

**INTERNATIONAL CONFERENCE ON BUSINESS RESILIENCE,  
CONTINUITY AND REGENERATION, DURBAN, SOUTH AFRICA 22-24  
MARCH 2023.**

**Presentation Title:** An application of Explainable Artificial Intelligence (XAI) technique to model the predictors of South African SME's resilient performance during the Covid-19 pandemic.

**Referees**

**1. Chazireni Bobo (Dr) ( Doctoral Supervisor)**

Durban University of Technology (DUT)

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**2. Professor Willie Chinyamurindi**

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**3. Dr. Simba Mutsvangwa**

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