Nirjhor Anjum

Phone: +1 (571) 633-5588 | **Email:** anjum@nirjhor.net
LinkedIn: linkedin.com/in/AnjumNirjhor | **Website:** nirjhor.net

CAREER SUMMARY

- Held **senior leadership roles** (Lead, Head, and Chief positions) in the software industry for 12+ years, serving multinational and local companies across Bangladesh, India, and the USA.
- **Entrepreneurship experience** as Founder of technology ventures, driving innovation in Cloud Services platforms alongside corporate leadership roles.
- Served as a **Tech Startup Consultant**, advising and guiding early-stage companies in Enterprise Software, SaaS, and eCommerce.
- Product, Project, and Operations Management Specialist with around **20 years** of experience in the Software and ITES industry.
- Successfully developed and led **50+ software projects** and **200+ web projects** delivering enterprise solutions across multiple domains.
- Received **229 citations** and holds an **h-Index of 6** on Google Scholar.
- Published more than **13 research papers** in international journals; currently working on more papers.
- Ranked **#6,898 out of 9,194** in Bangladesh for Citations by AD Scientific Index 2023 and Ranked among **Top 12** researchers from University of the Cumberlands at AD Scientific Index 2025.
- Achieved **42+ international vendor certifications** in project management, programming, and cybersecurity.
- Mentored **2,300+ professionals** in software development and project management.
- Worked as a **Career Coach**, supporting and placing **hundreds of professionals** into IT roles in the global job markets.
- Contributed as a **columnist** in 1 English and 3 Bengali daily newspapers, sharing expertise on technology and digital transformation.

PROFESSIONAL EXPERIENCE (FULL TIME)

Chief Technology Officer (CTO)

Ollyo, Dhaka, Bangladesh • www.ollyo.com, www.joomshaper.com, www.themeum.com
(One of the World's Top 100 CMS-sector Software Product Development Companies)
Mar 2021 – Dec 2022

- Spearheaded the development of **AI-enabled, secure software products** including Tutor LMS (100,000+ users), Qubely (10,000+ users), and WP Crowdfunding (3000+ users), embedding scalable and protected architectures.
- Introduced **AI-based analytics and adaptive learning** into Tutor LMS, strengthening personalization and global adoption.
- Designed and enforced **secure coding standards, quality assurance protocols, and security audits** across all product lines, mitigating vulnerabilities.
- Implemented **Agile Product Engineering Framework** with JIRA and Confluence, ensuring resilient, compliant, and secure product delivery.
- Directed and mentored **75+ engineers** across R&D, UI/UX, QA, and TechOps to deliver world-class software solutions with a focus on **security and AI integration**.

[NOTE: Had to leave this responsibility due to leaving the country]

Chief Business Officer (CBO), Digital Business

ADN Telecom Limited, Dhaka, Bangladesh • www.adntel.com.bd**,** www.adndiginet.com.bd
(ISO 27001 & ISO 9001 certified, Public Limited Company with 500+ employees)
Jan 2020 – Oct 2020

- Led the company's **AI-enabled and Automation focused ITES business lines**, introducing **cloud infrastructure platforms, secure digital services, and enterprise-grade software solutions** for government and private sectors.
- Directed **secure software innovation** in VAS and cloud-based applications, ensuring compliance with **ISO 27001 information security standards**.
- Built and trained technical, pre-sales, and digital marketing teams, ensuring adoption of **AI-powered tools for fraud detection, risk management, and customer engagement**.
- Managed 55+ professionals, driving international technology partnerships and launching enterprise-grade platforms for secure service delivery.

[NOTE: Had to leave this responsibility due to emergency family visit in Belgium]

Chief Analyst Officer (CAO)

REVE Systems Limited, Dhaka, Bangladesh • www.revesoft.com
(CMMI Dev 3, ISO 27001 certified, operations in 5+ countries with 900+ employees)
May 2019 – Dec 2019

- Directed **eGovernment software programs** for the Government of Bangladesh (A2i, Bangladesh Computer Council, Bangladesh Cabinet Division), embedding **AI-driven automation** and **secure citizen data management** in critical national platforms.
- Led projects including: (i) Nationwide **Billing & Ticketing Software** for 4,600+ government offices; (ii) **Citizen Service Platform** centralizing services under secure digital identity; (iii) **Grievance Redress System (QIS)** ensuring encrypted citizen complaint handling; etc.
- Built **secure software development life cycles (SSDLC)**, integrating threat modeling and penetration testing into project workflows.
- Mentored 100+ engineers in **Secure Coding, DevOps practices, and AI-based process optimization**, raising institutional resilience against cyber threats.

[NOTE: Left due to receiving an invitation to return back to the previous company, where I innovated major product lines]

Head of Engineering, Digital Business

ADN Telecom Limited, Dhaka, Bangladesh • www.adntel.com.bd | www.adndigital.com.bd
(ISO 27001 and ISO 9001 certified; Public Limited Company with 500+ employees)
Nov 2017 – Mar 2019

- **Innovated, designed and launched mission-critical platforms**, including an **SMS Gateway System, Email Gateway System, and Cloud Server Selling Platform**, which collectively generated **17+ million BDT revenue in the first 11 months** and surpassed **50+ million BDT revenue within three years**.
- **Built and scaled a multidisciplinary engineering team** of 25+ professionals, overseeing **R&D, software development, project management, UI/UX design, and technical operations**.
- **Directed talent acquisition and training**, recruiting and mentoring engineers and managers to ensure alignment with corporate growth objectives.
- **Implemented Agile Scrum practices and standardized operating procedures**, driving organizational efficiency and operational excellence.
- **Introduced project management frameworks**, improving collaboration, delivery timelines, and cross-functional team accountability.

[NOTE: Had to leave due to sickness]

Technical Lead, Web Development Team
Software Shop Limited (SSL Wireless), Dhaka, Bangladesh • www.sslwireless.com
(Country's biggest FinTech, VAS and ITES company; CMMI Dev 3, PCI DSS, and ISO 27001 certified)
Sep 2013 – Oct 2017
- Led teams of 25+ engineers delivering 67+ secure web, ecommerce, and enterprise applications for banks, telcos, and government agencies, embedding **advanced analytics, reporting automation, and security compliance**.
- Developed Bangladesh's first digital music store (eTunes) with Digital Rights Management (DRM) protection, which won the BRAC-Manthan Digital Innovation Award 2016 and Manthan Award South Asia 2016-17.
- Designed and deployed the Changing Diabetes Barometer (CDB) healthcare analytics system, integrating **statistical modeling and trend-based predictive analysis** for chronic disease tracking.
- Built the first automated Retirement Benefit Facilitation System for nationwide non-government teachers, ensuring secure pension management.
- Pioneered Bangladesh's Laravel and AngularJS secure software frameworks, setting national benchmarks for **scalable, analytics-driven, enterprise-grade development**.

[NOTE: Left to pursue better research and software product innovation opportunities]

Technical Lead, Software
Banglalion Communications Limited, Dhaka, Bangladesh • www.banglalion4g.com
(Largest WiMAX broadband internet provider in Bangladesh, doesn't exist now)
Jan 2013 – Sep 2013
- Led development of **CDRizer**, a network performance and analytics tool that successfully monitored usage, congestion, downtime, and BTS data for 8+ years without failure.
- Delivered an **Event & Inventory Management System** for enterprise-scale tracking, strengthening operational resilience.
- Mentored junior developers and collaborated with vendors to ensure secure deployment and continuity of nationwide services.

[NOTE: Moved for a leadership opportunity at the country's largest ITES/software company]

Chief Technical Officer (CTO)
SuperbNexus Limited, Dhaka, Bangladesh • www.superbnexus.com
Jan 2011 – Dec 2012
- Directed delivery of **22+ enterprise software and eCommerce solutions**, including MIS, portals, and automation systems for corporate clients.
- Supervised and mentored 18+ technical and operational staff, building expertise in **project management, software quality, and secure delivery standards**.
- Established organizational practices for **scalable web application architecture** and enterprise-class delivery.

[NOTE: Left for a better leadership opportunity at a leading ITES company of the country]

Head of Development
GreenHeaven Pvt. Ltd. (later became SuperbNexus), Dhaka, Bangladesh • www.greenheaven.com.bd
Oct 2008 – Dec 2010

- Built and led a **15+ member in-house and client project team**, delivering web and application development projects.
- Launched a **web hosting and SaaS platform** that scaled to **800+ clients in 18 months**, establishing the company as a regional service provider.

[NOTE: Did not leave the company; GreenHeaven was rebranded as SuperbNexus, the next company]

Manager, Server and Web Solutions
SBS Private Limited, Dhaka, Bangladesh • www.scanbangla.com
Jan 2007 – Apr 2008
- Delivered 10+ secure web and enterprise software projects, ensuring long-term stability and scalability.
- Configured and maintained **corporate server infrastructure**, managing 300+ domains and implementing cPanel/WHM for reliability.

[NOTE: Left for a better opportunity with increased leadership and ownership responsibilities]

Manager, IT Solutions
CSS India, West Bengal, India • www.cssindia.com
(Empowering 32,000 associates, through 51,400 financial supports across 1,250 areas in India)
Jan 2004 – Oct 2005
- Enhanced and extended a **Micro-Finance Loan Collection System**, later integrating **accounting and orphanage management modules**.
- Designed, developed, and deployed the NGO's **first corporate web portal**, enabling secure information access and organizational outreach.

[NOTE: Wanted to leave the hybrid role to join an on-premises industry position]

ADVISORY & CONSULTANCY EXPERIENCE (PART TIME)

Chief Consultant
WebX Global Limited, Dhaka, Bangladesh • www.webxglobal.xyz
(Dubai-funded startup eCommerce SaaS company)
Nov 2021 – Sep 2022
- Directed the **architecture and secure development** of a cloud-based eCommerce SaaS platform.
- Provided strategic guidance that enabled the successful **launch and market entry** of the SaaS product.
- Established an Agile-based **product development and management process**.

[NOTE: Consultancy contract responsibilities were completed successfully]

Chief Technology Advisor (CTA)
RMDG Global Limited, Dhaka, Bangladesh • www.rmdg.com.au
(Sister-concern startup venture of an Australian EdTech and Education Consultancy Brand)
Jan 2020 – Dec 2020
- Advised on the **design and deployment of an educational software solution**, ensuring scalability and data security.
- Guided the smooth operation of the company's **SaaS platform**, aligning with international standards.

[NOTE: Consultancy contract responsibilities were completed successfully]

Chief Advisor, SaaS Development
ArahanTek Limited, Dhaka, Bangladesh • www.arahantek.com
(Sister-concern startup venture of an Australian company)
Jan 2017 – Dec 2017
- Led the company's **research, planning, and SaaS development strategy**.
- Directed R&D and product design for a **School Management System**.
- Led end-to-end R&D for an **Enterprise Invoicing Platform**.
- Led R&D and system architecture for a **Legal Automation Platform**.

[NOTE: Consultancy contract responsibilities were completed successfully]

Consultant, IT
Community Legal Service, Dhaka, Bangladesh • www.communitylegalservice.org
(ISO 9001, ISO 14001, OHSAS 18001, LEED, BBB accredited international organization)
Feb 2016 – Jun 2016
- Reviewed **tender proposals and vendor selections**, ensuring compliance and secure implementation.
- Advised on **technology assessments** to strengthen IT-enabled access to justice initiatives.

[NOTE: Consultancy contract responsibilities were completed successfully]

INNOVATION AND ENTREPRENEURSHIP

Founder
XoomServer • www.xoomserver.com
(One of the oldest hosting companies in Bangladesh, with its initiation in London, UK)
Jan 2011 – Present
- Founded and capitalized a cloud server and related solutions, setting strategic direction and vision.
- Conducted competitive analysis to position offerings uniquely in the market.
- Developed branding and digital marketing strategies to build market presence.
- Guided operations automation strategy for scalability and efficiency.
- Advised on high-level decisions and provided oversight to executive leadership.
- Established key partnerships to enhance service capabilities and market reach.

*[**NOTE:** After December 2022, I remained only as a Founder and Stakeholder, with no execution-level responsibilities due to leaving the country.]*

EDITORIAL BOARD & PEER-REVIEW APPOINTMENTS (PART TIME)

Associate Editor
International Journal of Innovative Research in Computer and Communication Engineering (IJIRCCE), India • www.ijircce.com
(Popular journal with more than 7,380 listing on Google Scholars, and a popular Journal since 2013)
Mar 2025 – Present
- Appointed to **manage peer review and editorial decisions** for research submissions in computer and communication engineering.
- Ensure **publication quality, academic rigor, and research integrity** by evaluating manuscripts for originality, technical soundness, and contribution to the field.

- Contribute to the advancement of global research by **guiding authors and maintaining international editorial standards**.

Peer Reviewer
International Journal of Software Engineering and Knowledge Engineering (IJSEKE), Singapore •
www.worldscientific.com/worldscinet/ijseke
(Scopus-indexed, and a Q3 ranked Journal)
Jul 2025 – Sep 2025
- Served as a **peer reviewer** for manuscripts in software engineering and knowledge engineering domains.
- Evaluated submissions for **originality, research contribution, and methodological rigor**, ensuring compliance with **Scopus-indexed, Q3-ranked journal standards**.
- Contributed to the **advancement of scholarly publishing in computer science** by upholding international review practices.

Peer Reviewer
International Journal of Computer Networks & Communications (IJCNC), AIRCC Publishing Corporation, India • http://airccse.org/journal/ijcnc.html
(Popular journal with more than 5,570 listing on Google Scholars, and a Q4 ranked Journal)
April 2025 – Present
- Served as a **peer reviewer** for a **Q4-ranked**, bi-monthly international journal in computer networks and communication engineering.
- Evaluated and judged the quality of manuscripts for **technical soundness, originality, and contribution to the field**.
- Contributed to maintaining the **academic standards and quality** of an internationally recognized publication.

Editorial Board Member
ESP International Journal of Advancements in Science & Technology (ESP-IJAST), India •
www.espjournals.org/IJAST
(An international peer-reviewed, multidisciplinary research journal covering science, engineering, and technology)
Oct 2025 – Present
- Appointed as an **Editorial Board Member** to contribute to the review and evaluation of scientific manuscripts in science, technology, and engineering domains.
- Assess research submissions for **originality, technical soundness, and scientific coherence**, ensuring compliance with the journal's peer-review guidelines.
- Support the editorial leadership in maintaining **high publication standards and global academic integrity** through constructive and confidential review practices.

Peer Reviewer
International Journal of Innovative Research in Science, Engineering and Technology (IJIRSET), India •
www.ijirset.com
(Popular journal with more than 18,600 listing on Google Scholars, and a popular Journal since 2012)
Aug 2024 – Present
- Served as a **peer reviewer** for manuscripts in computer science and engineering domains.
- Evaluated submissions for **originality, technical contribution, and scholarly quality**, ensuring compliance with international publication standards.
- Contributed to the **academic integrity and global research dissemination** of the journal by upholding rigorous review standards.

TEACHING EXPERIENCE (PART TIME)

Assistant Professor, CIS Department
Daffodil International University, Dhaka, Bangladesh • www.diu.edu.bd
(QS World Ranking: #1001–1200; Times Higher Education World Ranking: #801–1000)
Sep 2021 – Dec 2022
- Mentored **150+ students** through structured classes, workshops, and academic events.
- Taught courses on **Web Engineering with Database Systems**.
- Supervised **final-year thesis projects**, ensuring academic rigor and practical industry alignment.

[NOTE: Had to leave this responsibility due to leaving the country]

Faculty Head & Chief Consultant
PeopleNTech Institute of IT, Dhaka, Bangladesh • www.peoplentech.com.bd
(19-year-old multinational IT institute; placed 16,000+ students in stable jobs globally)
Oct 2014 – Dec 2022
- Mentored 1,700+ students in different technology training programs, workshops, and seminars.
- Delivered lectures, workshops, and training programs across IT disciplines.
- **Advised on curriculum design and job placement programs**, bridging academic knowledge with industry demand.

[NOTE: Had to leave this responsibility due to leaving the country]

Senior Faculty, Web Technology
CSL Training Institute, Dhaka, Bangladesh • www.csltraining.com
(A renowned and one of the country's oldest IT training institutes)
Jan 2013 – Sep 2014
- Taught **200+ students** across Web Technology courses, workshops, and seminars.
- Designed **course curriculum** to align with industry technologies and standards.
- Conducted training events to promote **new student batches** in IT programs.

[NOTE: Left due to increased involvement in weekend teaching at another foreign institute]

Course Coordinator
VAV Training Institute, Dhaka, Bangladesh • www.vavtraining.com.bd
(One of the oldest IT training institutes in Bangladesh)
Apr 2011 – Oct 2012
- Instructed **250+ students** in Graphics Design, Web Design, CMS Development, and related courses.
- Developed **curriculum and training modules**, ensuring updated course content.
- Organized workshops and seminars to strengthen student learning outcomes.

[NOTE: Left to take a break from part-time teaching and mentoring activities]

SOCIAL IMPACT & INDUSTRY LEADERSHIP

Co-Chairman, Digital Infrastructure & Security
E-Commerce Association of Bangladesh (e-CAB), Dhaka, Bangladesh • www.e-cab.net
(Government-authorized national body for the eCommerce sector)
Jan 2022 – Dec 2023

- Advise entrepreneurs and policymakers on **secure digital infrastructure and cybersecurity best practices** for the eCommerce industry.
- Organize and lead **workshops, training sessions, and seminars** on digital security, governance, and innovation.

Authorized Training Partner & Certified Trainer
VMEdu Inc., USA • www.vmedu.com
(Global certification body for Agile, Scrum, Kanban, Six Sigma, Business Analysis, etc.)
Jan 2017 – Present
- Provide **professional training and certification** on Agile, Scrum, Six Sigma, Sales, and Marketing methodologies.
- Contribute to building global standards of **project management and process excellence**.

Lifetime Member
Bangladesh Computer Society (BCS), Dhaka, Bangladesh • www.bcsbd.org.bd
(Largest IT professional organization in Bangladesh, established 1972)
Jun 2021 – Present
- Contribute to national ICT development by **supporting professional programs, conferences, and policy dialogues**.
- Mentor young ICT professionals on **career development, secure software practices, and digital transformation**.

Fellow Member
CTO Forum Bangladesh, Dhaka, Bangladesh • www.ctoforumdb.org
(One of the most influential senior IT professional organizations in Bangladesh)
Nov 2017 – Dec 2022
- Engage in **strategic discussions and professional events** shaping the future of ICT leadership in Bangladesh.
- Support initiatives to promote **secure and innovative software ecosystems**.

Advisor
Digital Economy Development Forum (DEDF), Dhaka, Bangladesh • www.dedf.org
(Rapidly growing professional body of senior IT leaders)
Nov 2021 – Sep 2025
- Advise on initiatives supporting **digital economy growth and cybersecurity capacity-building**.
- Mentor ICT professionals in areas of **secure software development and technology leadership**.

Vice Chairman, Digital Services
E-Commerce Association of Bangladesh (e-CAB), Dhaka, Bangladesh • www.e-cab.net
(Government-authorized national body for the eCommerce sector)
Jan 2020 – Dec 2021
- Provided strategic guidance on **emerging digital services and secure eCommerce platforms**.
- Organized training programs and seminars that focused on how **intelligent systems and enterprise automation can improve business processes and enhance service delivery** in the eCommerce sector.

PROFESSIONAL AFFILIATION & ATTACHMENTS

Member
Project Management Institute (PMI), USA • www.pmi.org

(World's leading association for project management professionals)
Dec 2020 – Present
- Participate in international forums, events, and activities shaping **global project management standards**.
- Engage with professionals worldwide to strengthen **best practices in project leadership**.

Member
Computer Science Teachers Association (CSTA), USA • www.csteachers.org
(Prominent U.S.-based association advancing computer science education)
Jan 2015 – Present
- Support initiatives promoting **computer science education and training**.
- Participate in community events advancing **STEM learning and teacher development**.

Member
EC-Council, USA • www.eccouncil.org
(Global leader in cybersecurity certification and professional development)
Dec 2018 – Nov 2021
- Participated in events and programs advancing **cybersecurity, ethical hacking, and information security training**.
- Engaged in knowledge exchange with global cybersecurity professionals.

Member
Interaction Design Foundation (IDF), Denmark • www.interaction-design.org
(Renowned international organization promoting UX and design research)
Jan 2019 – Dec 2019
- Supported activities advancing **user experience, design research, and usability standards**.
- Participated in programs connecting global professionals in interaction design and HCI.

RESEARCH PAPER & PUBLICATIONS (PEER REVIEWED)

Published **13 peer-reviewed papers** in international journals and conferences. Cited **229 times (227 since 2020)** with an **h-index of 6** and **i10-index of 5** (Google Scholar, 2025).

2025 Publications:
- **Anjum, N.**, Islam, L., Chowdhury, M. R., & Alam, A. (2025). *Blockchain applications in healthcare: Enhancing data security, interoperability, and fraud prevention.* International Journal of Advanced Research in Computer and Communication Engineering, 14(2). https://doi.org/10.17148/ijarcce.2025.14266 — **8 citations**.
- **Anjum, N.**, Kabir, M. A., & Islam, K. J. (2025). *A comprehensive review of AI-driven project management techniques in software development.* International Advanced Research Journal in Science, Engineering and Technology, 12(6), 269–275. https://doi.org/10.17148/IARJSET.2025.12635 — **0 citations**.
- **Anjum, N.**, Islam, L., Chowdhury, M. R., & Alam, A. (2025). *A framework for securing personal data shared by users on the digital platforms.* International Journal of Computer Networks & Communications (IJCNC), 17(3), 1–22. https://doi.org/10.5121/ijcnc.2025.17301 — **0 citations**.

2024 Publications:
- **Anjum, N.**, Islam, L., & Alam, A. (2024). *The role of blockchain, big data, and government policies in shaping the global economy: A technological perspective.* International Journal of Advanced

Research in Electrical, Electronics and Instrumentation Engineering, 13(8). http://doi.org/10.15662/IJAREEIE.2024.1308002 — **0 citations**.

- **Anjum, N.**, Chowdhury, M. R., & Kabir, M. A. (2024). *Revolutionizing cybersecurity audit through artificial intelligence automation: A comprehensive exploration.* International Journal of Advanced Research in Computer and Communication Engineering, 13(5). https://doi.org/10.17148/ijarcce.2024.13575 — **6 citations**.

2023 Publications:
- **Anjum, N.**, Alam, A., Islam, K. J., & Saifuzzaman, M. (2023). *Analyzing the influence of stakeholder misalignment on software project failures.* International Journal of Innovative Research in Science, Engineering and Technology, 12(12), Article 1212003. https://doi.org/10.15680/IJIRSET.2023.1212003 — **6 citations**.

2021 Publications:
- **Anjum, N.**, Chowdhury, M. R., & Kabir, M. A. (2021). *Mitigating security threats arising from server sprawl in virtualized IT environments.* International Advanced Research Journal in Science, Engineering and Technology, 8(9), 459–467. http://doi.org/10.17148/IARJSET.2021.8980 — **0 citations**.

2020 Publications:
- **Anjum, N.**, Alam, A., Islam, K. J., & Saifuzzaman, M. (2020). *Limitations of Kanban in large-scale project management: A case for hybrid approaches.* International Journal of Innovative Research in Computer and Communication Engineering, 8(10), 4215–4221. https://doi.org/10.15680/IJIRCCE.2020.0810056 — **47 citations**.

2019 Publications:
- **Anjum, N.**, Sarker, M., & Ahmed, S. I. (2019). *Evaluation of web usability requirement model and web application interface components.* International Journal of Advanced Research in Computer Science and Software Engineering, 9(6). https://ssrn.com/abstract=3665742 — **25 citations**.
- **Anjum, N.**, Alam, S. (2019). *A comparative analysis on widely used web frameworks to choose the requirement-based development technology.* International Advanced Research Journal in Science, Engineering and Technology, 6(9). https://doi.org/10.17148/IARJSET.2019.6902 — **10 citations**.
- **Anjum, N.**, Kabir, A. (2019). *Introducing refined Agile model (RAM) in the context of Bangladesh's software development environment concentrating on the improvement of requirement engineering process.* International Journal of Software Engineering & Applications, 10(4). https://doi.org/10.5121/ijsea.2019.10402 — **55 citations**.

2018 Publications:
- **Anjum, N.**, Kabir, M. A., Islam, K. J., & Alam, A. (2018). *Proposing a framework for collecting software project requirements from non-technical customers in an effective way.* International Journal of Innovative Research in Science, Engineering and Technology, 7(11). http://doi.org/10.15680/IJIRSET.2018.0711082 — **0 citations**.

2013 Publications:
- **Anjum, N.**, Islam, R. (2013). *A security application for smart phone and mobile device.* Proceedings of the International Conference on Informatics, Electronics & Vision (ICIEV). http://cennser.org/ICIEV13/ — **72 citations**.

ACADEMIC PEER REVIEW CONTRIBUTIONS

- *Chinese Entity Relation Extraction for Enhancing Public Event Analysis in Weibo* — Reviewed for **International Journal of Software Engineering and Knowledge Engineering (IJSEKE)**, Scopus-indexed, Q3 Ranked.
- *Advancing Healthcare Monitoring: Anomaly Detection through Hybrid Deep Learning for Enhanced Connectivity in Software Defined Networking* — Reviewed for **International Journal of Computer Networks & Communications (IJCNC)**, Scopus-indexed, Q4 Ranked.
- *An Efficient Federated Forcart Algorithm for Predict and Allocate Resources in Network Function Virtualization* — Reviewed for **International Journal of Computer Networks & Communications (IJCNC)**, Scopus-indexed, Q4 Ranked.
- *Comparative analysis of black-box targeted adversarial attacks on DL-based NIDS: a study of C&W and JSMA using CICDDoS2019* — Reviewed for **International Journal of Computer Networks & Communications (IJCNC)**, Scopus-indexed, Q4 Ranked.
- *Enhancing IoT Cyberattack Detection via Hyperparameter Optimization Techniques in Ensemble Models* — Reviewed for **International Journal of Computer Networks & Communications (IJCNC)**, Scopus-indexed, Q4 Ranked.
- *QoS Based Reliable Route in MANET for Military Applications* — Reviewed for **International Journal of Computer Networks & Communications (IJCNC)**, Scopus-indexed, Q4 Ranked.
- *Integrated Approach for Detecting Cyber-Attacks in Photovoltaic Farms using CNN* — Reviewed for **International Journal of Innovative Research in Science, Engineering and Technology (IJIRSET)**, Peer-reviewed.
- *Automating the Generation of NVD CVE Fixes using Generative AI and RAG* — Reviewed for **International Journal of Innovative Research in Science, Engineering and Technology (IJIRSET)**, Peer-reviewed.

NEWSPAPER ARTICLES (REMARKABLE ONLY)

- Anjum, N. (2016, February 11). *e-Commerce: A Successful Medium for Online Business.* Daily Banglanews24. Banglanews24.com.
- Anjum, N. (2016, February 15). *8 Ways to Ace e-Commerce.* Daily Dhaka Tribune. DhakaTribune.com.
- Anjum, N. (2017, November 11). *To Be Successful in e-Commerce.* Daily Bangla Tribune. BanglaTribune.com.
- Anjum, N. (2019, September 17). *Strategies for Success in the IT Business* [Bengali article]. *Daily ICT News.* DailyICTNews.com.
- Anjum, N. (2019, June 14). *An IT Entrepreneur's Guide to Success.* Daily Dhaka Tribune. DhakaTribune.com.

INTERNATIONAL VENDOR CERTIFICATIONS (LICENSED)

Project & Program Management
- Project Management Professional (PMP) — *Project Management Institute (PMI)*, License No: 2929550
- PRINCE2® Practitioner — *AXELOS*, License No: 9980037561767780
- PRINCE2® Foundation — *AXELOS*, License No: 6156046
- ITIL® IT Service Management — *AXELOS*, License No: 9980037561767780

Cybersecurity & Information Security
- Certified Ethical Hacker (CEH) — *EC-Council*, License No: ECC2435178096

- Certified Network Security Specialist (CNSS) — *ICSI*, License No: 18594802
- ISO/IEC 27001 Information Security Lead Auditor (ISLA) — *SkillFront*, License No: 01023504717028

Cloud, Infrastructure & DevOps
- AWS Certified Solutions Architect – Associate (ACSAA) — *Amazon*, License No: C63KX7L1XN4QQHC2
- Cisco Certified Network Associate (CCNA) — *Cisco*, License No: 437094169696JLAF
- Certified DevOps Project Manager (DevOps-PM) — *International DevOps Certification Academy*, License No: 38804127773270
- IBM Cloud Essentials (IBMCE) — *IBM*, License No: sv4BL6SG
- IBM Blockchain Essentials (IBMBE) — *IBM*, License No: GujQudOd

Software & Development
- Zend Certified Engineer (ZCE) — *Rogue Wave Software Inc.*, License No: 345244465
- Microsoft Certified Solutions Developer (MCSD) — *Microsoft*, License No: H028-4934
- Microsoft Certified Solutions Associate (MCSA) — *Microsoft*, License No: G976-7775
- Microsoft Certified Professional (MCP) — *Microsoft*, License No: G976-0340
- Certified Entry Level Python Programmer (PCEP) — *Python Institute*, License No: HQZI.LQdk.m3W0

Agile, Scrum & Lean Practices
- Scrum Master Accredited Certification (SMAC) — *International Scrum Institute*, License No: 05427832840476
- Scrum Product Owner Certified (SPOC) — *SCRUMstudy*, License No: 596174
- Agile Master Certified (SAMC) — *SCRUMstudy*, License No: 600175
- Scaled Scrum Master Certified (SSMC) — *SCRUMstudy*, License No: 773704
- Scrum Developer Certified (SDC) — *SCRUMstudy*, License No: 594185
- Scrum Fundamental Certified (SFC) — *SCRUMstudy*, License No: 589527
- Scrum Trainer Accredited Certification (STAC) — *International Scrum Institute*, License No: 56696148066781
- SCRUMstudy Certified Trainer (SCT) — *SCRUMstudy*, License No: 20150290
- Software Test Manager (ASTMC) — *International Software Test Institute*, License No: 41887242262251

Six Sigma & Process Improvement
- Lean Six Sigma Black Belt Professional (LSSBB) — *6SigmaStudy*, License No: 700078
- Lean Six Sigma Green Belt Professional (LSSGB) — *6SigmaStudy*, License No: 700007
- Six Sigma Black Belt Professional (SSBB) — *6SigmaStudy*, License No: 665215
- Six Sigma Green Belt Professional (SSGB) — *6SigmaStudy*, License No: 636434
- Six Sigma Yellow Belt Professional (SSYB) — *6SigmaStudy*, License No: 583981
- Certified Six Sigma Green Belt (CSSGB) — *International Six Sigma Institute*, License No: 73189362743403

Business, Sales & Digital Marketing
- Certified Digital Marketing Associate (SCDM-A) — *SMstudy*, License No: 583338
- Certified Marketing Strategy Professional (SCMR-P) — *SMstudy*, License No: 598039
- Certified Marketing Research Associate (SCMR-A) — *SMstudy*, License No: 583183
- Certified Corporate Sales Professional (SCCS-P) — *SMstudy*, License No: 598918
- Certified Corporate Sales Associate (SCCS-A) — *SMstudy*, License No: 583182
- Certified Negotiation Associate (NCN-A) — *NGstudy*, License No: 582401
- Mobile Sales Certification — *Google*, License No: 10171710
- Digital Sales Certification — *Google*, License No: 10171707

PROFESSIONAL TRAINING AND COURSES

Project & Program Management
- Project Management Professional (PMP) — *IBCS PRiMAX*, Duration: 1 Month
- Certified Scrum Master (CSM) — *PMAspire*, Duration: 1 Week
- Diploma in Financial Management — *International Business Management Institute (IBMI)*, Duration: 2 Months

Software Development & Programming
- Java Spring Framework — *New Horizons*, Duration: 3 Months
- Development in Java EE — *IBCS PRiMAX*, Duration: 3 Months
- ASP.NET C# and SQL Server — *IBCS PRiMAX*, Duration: 3 Months
- Zend Certified Engineer — *IBCS PRiMAX*, Duration: 6 Months

Microsoft Technologies
- Microsoft Certified Technology Specialist (Exam 70-562) — *New Horizons CLC*, Duration: 3 Months
- Microsoft Certified Technology Specialist (Exam 70-515) — *Continuing Education Center, AIUB*, Duration: 3 Months

Cybersecurity & Networking
- Certified Ethical Hacker (CEH) — *Cloud Systems Limited*, Duration: 1 Month
- Cisco Certified Network Associate (CCNA, R&S) — *Continuing Education Center, AIUB*, Duration: 4 Months
- Certified Information Systems Auditor (CISA) — *Global Skills Development Agency*, Duration: 12.5 Hours
- Payment Card Industry (PCI) Professional Certification — *Udemy Inc.*, Duration: 3.5 Hours

Foundational IT & Systems
- CompTIA A+ — *American International University Bangladesh (AIUB)*, Duration: 4 Months

ACADEMIC ACHIEVEMENTS

Ph.D. in Information Technology (Major in Artificial Intelligence)
University of the Cumberlands, Kentucky, USA — www.ucumberlands.edu
Ranked #252 Best Colleges in America (Niche 2025)
Expected Convocation: 2029

Master in Digital Marketing and Analytics
Universidad Isabel I, Spain [under Escuela de Negocios Europea de Barcelona] — www.ui1.es
Forbes Listed among the Top 20 Universities in Spain
Duration: 1 Year | **Status:** Completed | **Medium of Study:** English
Result: 9 / 10 as per ECTS; approx. 95% Marks as per Grading Conversion;

M.Sc. in Computer Science (Major in Software Engineering)
American International University, Bangladesh — www.aiub.edu
Ranked #1401 QS World University Rankings and #1201 Times Higher Education Rankings
Duration: 2 Years | **Status:** Completed | **Medium of Study:** English
Result: 3.47 as per WES Assessment; approx. 85% Marks as per University Grading System;

B.Sc. in Computer Information Systems

American International University, Bangladesh — www.aiub.edu
Ranked #1401 QS World University Rankings and #1201 Times Higher Education Rankings
Duration: 4 Years | **Status:** Completed
Result: 80% Marks as per University Grading System;

AWARDS, RECOGNITION, AND MEDIA EXPOSURES

Featured in Daily Scanner (November 20, 2024) — Interview and feature article on startup ecosystem challenges and success strategies.
Reference: Evans, L. (2024, November 20). Why Most Startups Fail: Insights from Nirjhor Anjum, Tech Startup and Business Consultant. Daily Scanner. Retrieved from https://www.dailyscanner.com/why-most-startups-fail-nirjhor-anjum-tech-startup-and-business-consultant/

Featured in Dhaka Tribune (June 3, 2022) — Interview on IT career development and web technologies.
Reference: Shahriar, B. A. (2022, June 3). How a career in web development can change the course of your life [Article in Bengali]. Dhaka Tribune. Retrieved from https://bangla.dhakatribune.com/57676

Interviewed by Channel-i Online (August 6, 2017) — Shared guidance on IT career development in Bangladesh.
Reference: Anjum, N. (2017, August 6). What to learn for better career and job opportunities in the IT sector [Article in Bengali]. Channel-i Online. Retrieved from https://www.channelionline.com/?page_id=222629

Recognized by Banglanews24 (April 26, 2015) — Coverage of contributions to IT education through PeopleNTech Bangladesh, including testimonies from successful trainees.
Reference: Banglanews24 IT Desk. (2015, April 26). PeopleNTech: The dream driver in the IT world [Article in Bengali]. Banglanews24. Retrieved from https://banglanews24.com/information-technology/news/bd/388543.details

Appointed Vice Chairman (2020–2021) — Digital Infrastructure and Security Committee, e-Commerce Association of Bangladesh (e-CAB), supporting entrepreneurs with mentoring and knowledge sharing.
Reference: IT Desk. (2020, February 6). e-CAB formed 14 standing committees. Jugantor. Retrieved from https://www.jugantor.com/todays-paper/it-world/275268

Guest Speaker, WordPress Dhaka Community (March 31, 2018) — Delivered a talk on securing WordPress-based websites during a community workshop.
Reference: Mintu, B. (2018, March 31). WordPress Dhaka Community organized a workshop [Article in Bengali]. Techjano. Retrieved from https://techjano.com/?p=4723

Signing Ceremony Featured in The Financial Express (August 18, 2018) — Recognized as a signatory and innovation lead for ADN Payment Gateway with Eastern Bank Limited.
Reference: The Financial Express Desk. (2018, August 18). ADN Digital chooses EBL SKYPAY. The Financial Express. Retrieved from https://thefinancialexpress.com.bd/trade/adn-digital-chooses-ebl-skypay-1534595833

Signing Ceremony Featured in The Daily Asian Age (March 25, 2018) — Covered as one of the signatories and platform leader for ADN Payment Gateway with City Bank Limited.
Reference: Asian Age Business Desk. (2018, March 25). City Bank, ADN Digital sign payment gateway deal. The Asian Age. Retrieved from https://dailyasianage.com/news/114026/city-bank-adn-digital-sign-payment-gateway-deal

Signing Ceremony Featured in The Daily Asian Age (March 25, 2018) — Recognized as a signatory and platform engineering lead for ADN Digital's Payment Gateway partnership with City Bank Limited, highlighting technological leadership in FinTech innovation.
Reference: Business Desk. (2018, March 25). City Bank, ADN Digital sign payment gateway deal. The Daily Asian Age. Retrieved from https://dailyasianage.com/news/114026/city-bank-adn-digital-sign-payment-gateway-deal

Coverage by BDNews24 (February 18, 2023) — Highlighted success in launching ADN Servers, a cloud and automated server platform for ADN Telecom (Public) Limited.

Hall of Fame Induction by AIUB Alumni Association (ExAIUBian) (November 19, 2021) — Honored for significant contributions to the IT sector in Bangladesh.
Reference: AIUB Alumni Association. (2021, November 19). Hall of Fame presenting Nirjhor Anjum. ExAIUBian. Retrieved from https://bit.ly/hall-of-fame-by-nirjhor-anjum

Developer Recognition (2008–2009) — *"NirjhoR mIRC,"* an IRC-based chatting script developed by Nirjhor Anjum, was downloaded over **43,000 times on Download.com**, ranking among the **Top 13 Chatting Applications** during the 2008–2009 period.

Academic Merit Recognition, University of Dhaka (August 2018) — Ranked in the **Top 3 among 3,000+ candidates** in the Graduate Studies (Evening) program, Faculty of Business Studies (MBA in MIS).
Reference: Faculty of Business Studies, University of Dhaka. (2018, August). List of successful candidates called for subject selection. Retrieved from https://www.fbs-du.com/attachment/711533190783EMBA_final_Result_40_batch.pdf

Chancellor's Scholarship Awardee, Washington University of Science and Technology (Spring 2023) — Received scholarship to pursue MBA in Information Technology.

AI-Enabled Software and Service Platforms

Tutor LMS (2019–2020) – Enterprise Learning Management System used by 70,000+ institutions worldwide.
Purpose: Integrated AI-driven learning analytics and adaptive content personalization for global eLearning delivery.
Organization: Themeum LLC (Ollyo, USA/Bangladesh)

WP Crowdfunding (2019–2020) – Global fundraising and investment management system for startups and NGOs.
Purpose: Enabled data-driven project financing through analytics, service automation, and secure payment integration.
Organization: Themeum LLC

Droip Framework (2019-2020) – No-code website builder platform using PHP and React.
Purpose: Simplified website and web application design and development for non-technical creators to digitize their businesses.
Organization: Ollyo LLC

ADN Servers (2018) – Automated cloud server selling and management system.
Purpose: Created a new revenue stream for ADN Telecom through selling server and related services (Domain, Hosting, VPS, SSL Certificate, Security Addons, Email Service, etc.) to its client base nationwide.
Organization: ADN Telecom Limited

FinTech and Payment Systems

ADN ePay (2018-2019) – National payment gateway and aggregator platform.
Purpose: Unified multiple banks and financial services through secure, PCI DSS-compliant transaction processing.
Organization: ADN Digital

DBLPay 1.0 (2015-2016) – Institutional payment solution for Dhaka Bank Limited.
Purpose: Automated collection and reconciliation of educational and corporate payments.
Organization: SSL Wireless

EduPay 1.0 (2015-2016) – School payment system for Eastern Bank Limited.
Purpose: Streamlined tuition and institutional payment processing via digital banking.
Organization: SSL Wireless

ORMS 1.0 (2013) – Online remittance management system for Jamuna Bank Limited.
Purpose: Digitized inbound remittance tracking with enhanced security and efficiency.
Organization: SSL Wireless

eGovernment and National ICT Platforms

Grievance Redress System - GRS 1.0 (2019) – Citizen service and complaint management platform.
Purpose: Centralized grievance handling and analytics for government institutions under encrypted

data management.
Organization: REVE Systems, for the Government of Bangladesh

BCC Data Billing & CRM 2.0 (2019) – Nationwide billing, data management, and CRM platform.
Purpose: Established secure, centralized digital governance for all government service offices.
Organization: REVE Systems / Bangladesh Computer Council

EkSheba Government and Business (2019) – eGovernance service bus integrating multiple ministries.
Purpose: Created interoperability between citizen and business digital services.
Organization: REVE Systems

TERBB Application (2016-2017) – Retirement benefit management platform for non-government teachers.
Purpose: Automated pension processing with digital verification and secure record management.
Organization: SSL Wireless / Government of Bangladesh

Healthcare and Analytics Systems

Changing Diabetes Barometer - CDB BD 1.0 (2015-2016) – National diabetic patient data platform.
Purpose: Applied predictive analytics to monitor patient outcomes for BIRDEM and Novo Nordisk.
Organization: SSL Wireless

NovoCare CRM 2.0 (2016-2017) – Call-center and patient management CRM.
Purpose: Streamlined nationwide patient support operations with secure data workflows.
Organization: SSL Wireless

Enterprise Resource Planning (ERP) and Supply Chain Systems

ISM 1.0 (2017) – Inventory and Supply Chain Management System.
Purpose: Enhanced real-time tracking and logistics automation for wholesale distribution.
Organization: SSL Wireless / Arefin Traders Limited

MAWARA Apparel ERP 2.0 (2012) – Manufacturing ERP platform.
Purpose: Digitized production, order management, and export control for the garment industry.
Organization: SuperbNexus Limited / Mawara Garments

BabarShoe ERP 1.0 (2012-2016) – Footwear manufacturing ERP.
Purpose: Streamlined manufacturing, accounting, and retail distribution workflows.
Organization: SuperbNexus Limited

Communications, Messaging, and VAS Platforms

ADNsms (2018) – National TELCO-aggregated SMS gateway.
Purpose: Provided enterprise SMS routing, OTP verification, and campaign management.
Organization: ADN Digital

ADNemail (2018) – SMTP email gateway service.
Purpose: Delivered secure, large-scale email infrastructure for enterprises.
Organization: ADN Digital

Nova Bulk SMS 2.0 (2009-2010) – Reseller-based SMS distribution system.
Purpose: Commercialized messaging services for small and medium enterprises.
Organization: Green Heaven Pvt. Ltd.

Educational and Institutional Management Systems

IMSys 1.0 (2014-2016) – Education management SaaS platform.
Purpose: Provided cloud-based learning and result management for academic institutions.
Organization: SSL Wireless

UMS 1.0 (2010-2012) – University management system for Jahangirnagar University (IBA).
Purpose: Automated student data, examination, and result processes.
Organization: SuperbNexus Limited

Sudokkho TMS 2.0 (2016-2017) – Training management platform for UK Aid's Sudokkho Project.
Purpose: Digitized vocational training administration and performance tracking.
Organization: SSL Wireless / UK Aid

Telecommunication Industry Software

CDRizer 2.0 (2013) – Telecom performance and analytics system.
Purpose: Provided data visualization and churn analysis for network optimization.
Organization: Banglalion Communications Limited

APPENDIX B: NOTABLE WEB PROJECTS (EITHER DEVELOPED OR LED)

Government and NGO Web Platforms

bdlaws.minlaw.gov.bd – Official portal for the Ministry of Law, Justice and Parliamentary Affairs (Bangladesh, 2020).
Purpose: Digitized national laws, regulations, and gazette publications for citizens and legal professionals.

macademy.gov.bd – Bangladesh Marine Academy (Under Ministry of Shipping, 2016-2017).
Purpose: Delivered an online academic, admission, and governance system for a government maritime institute.

dhakalabsbcsir.gov.bd – BCSIR Laboratories Dhaka (Ministry of Science and Technology, 2015).
Purpose: Provided research publication, laboratory services, and innovation data access online.

qis.mohfw.gov.bd – Quality Improvement Secretariat, Ministry of Health and Family Welfare (2015).
Purpose: Launched the national healthcare quality information and monitoring portal.

asa.org.bd – ASA Bangladesh (Microfinance NGO, 2015-2017).
Purpose: Modernized ASA's public communication and microfinance program transparency.

biutnsal.org – Institute of Nutrition and Food Science, University of Dhaka (2020).
Purpose: Built research publication and alumni networking portal for academic collaboration.

microgovernance.org – Microgovernance Research Initiative, University of Dhaka (2020).
Purpose: Developed global research collaboration platform focusing on governance and decentralization studies.

cssindia.org – Christian Service Society (CSS India, 2004-2007).
Purpose: Created NGO management and public engagement platform for India-based humanitarian organization.

laboratorians.net – Dhaka Laboratory High School Alumni Association (2015).
Purpose: Developed an alumni portal supporting educational networking and donations.

Banking and Financial Institutions

shimantobank.com – Shimanto Bank Limited (Bangladesh, 2016-2017).
Purpose: Designed and managed a secure online banking platform for one of the country's new generation banks.

sslcommerz.com – SSL Commerz Limited (2016).
Purpose: Developed a national payment gateway portal serving e-commerce merchants and financial institutions.

meridianfinancebd.com – Meridian Finance Limited (2015).
Purpose: Implemented a public-facing corporate lending and leasing platform.

fast-pay.cash – FastPay Wallet (Iraq, 2016-2017).
Purpose: Deployed an international digital wallet platform for online and retail payments.

E-Commerce and Retail Platforms

meenabazar.com.bd – Meena Bazar Bangladesh (2016-2017).
Purpose: Created one of Bangladesh's first retail e-commerce grocery portals with online order and delivery.

kfcbd.com – KFC Bangladesh (2016-2017).
Purpose: Built the food-ordering and restaurant management website for KFC's Bangladesh operations.

smart-bd.com – Smart Technologies Limited (2017).
Purpose: Developed full-scale e-commerce portal for IT hardware and consumer electronics retail.

mke.com.bd – M.K. Electronics Limited (2015-2016).
Purpose: Established a multi-vendor consumer electronics online shop.

techsoi.com – Computer Source Limited (2015).
Purpose: Built an IT product and accessories online retail store.

zaanzee.com – Inspire Bangladesh Limited (2016).
Purpose: Created a fashion e-commerce platform for youth-centric apparel.

bigbuy.com.bd – Xplore Bangladesh Limited (2016).
Purpose: Developed a consumer goods e-commerce portal.

mobilekinbo.com – MobileKinbo E-Commerce Shop (2019).
Purpose: Online mobile phone retail and accessories marketplace.

giftz.world – Giftz World (2017).
Purpose: International online gifting platform serving cross-border customers.

Corporate and Institutional Websites

maasranga.tv – Maasranga Television (2015-2016).
Purpose: Designed the digital media presence and streaming platform for the national TV channel.

asgaralihospital.com – Asgar Ali Hospital (2016-2017).
Purpose: Built patient-centric hospital website integrating online appointments and teleconsultation features.

babarshoe.com – Babar Shoe Industries Limited (2015).
Purpose: Created a corporate and product showcase portal for a leading footwear manufacturer.

cardexpo.net – Card Expo Bangladesh (2016-2017).
Purpose: Event management and exhibitor information website for Bangladesh's card industry exposition.

bloodlife.org – Blood Life Foundation (2017).
Purpose: Built a social welfare and voluntary blood donation coordination portal.

greenheaven.net – Green Heaven Private Limited (2008).
Purpose: Corporate website for a US-based software and hosting company.

solutionbangla.com – Solution Bangla IT Limited (2009).
Purpose: Developed official website showcasing software development and IT training services.

IT and Hosting Companies

sslwireless.com – SSL Wireless (2016-2017).
Purpose: Corporate presence and service portal for one of Bangladesh's leading IT solution providers.

superbnexus.com – SuperbNexus Incorporate (UK, 2011).
Purpose: Company portfolio website highlighting global software and R&D projects.

xoomserver.com – XoomServer (2005-2022).
Purpose: Cloud hosting and VPS provisioning website.

flavahost.com – FlavaHost LLC (Canada, 2012).
Purpose: International web hosting and domain management platform.

Social Networking and Community Portals

chatbd.com – Bangladeshi Community Social Network (2009).
Purpose: Developed one of the earliest locally built social networking platforms in Bangladesh.

priyocafe.com – Bangladeshi Community Social Network (2011).
Purpose: Created community portal integrating chat, blogs, and member forums.

circlebangla.com – West Bengal Community Social Platform (2012).
Purpose: Promoted cultural and linguistic engagement through social media features.

Media and Entertainment Websites

blockbusterbd.com – Jamuna Future Park Cineplex (2013).
Purpose: Developed official website with showtimes, ticketing, and event management for Blockbuster Cinemas.

banglahub.com – Online Streaming Radio Station (2009).
Purpose: Created one of the earliest Bengali online radio broadcast platforms.

Information Portals and Forums

supremeshare.com – Online Training Forum (2008).
Purpose: Provided digital skills and online income learning resources.

technolayer.com – Technology Forum (2007).
Purpose: Early-stage web community discussing software and network technologies.

trickstech.com – Technology Blog (2012).
Purpose: Published tutorials and updates on IT and cybersecurity trends.

agrotunes.com – Agriculture Blog (2012).
Purpose: Provided farming technology guidance and agri-innovation content.