



Khabab A. Elsaid Elhag

Quality & Accreditation Expert | Driving Institutional Effectiveness & Excellence in Health Professions & Higher Education

Profile

Dynamic and impact-driven Quality and Accreditation Professional with over 10 years of extensive experience in enhancing quality improvement and institutional effectiveness within education and healthcare sectors. Expertise in Quality Management Systems and accreditation compliance drives the development and implementation of quality frameworks that align with international standards. Skilled in providing strategic insights and fostering stakeholder collaboration, resulting in continuous institutional growth. Committed to excellence through capacity building and innovative technological integration in quality systems, ensuring a culture of compliance and improvement. Proficient in navigating national and international accreditation frameworks to achieve organizational goals effectively.

Employment History

Quality Unit Supervisor, Arabian Gulf University, Manama

JANUARY 2025 – PRESENT

- Oversee and standardize university-wide QMS implementation to meet internal and global benchmarks
- Facilitate quality training programs and awareness sessions across departments
- Lead strategic initiatives to enhance institutional rankings through benchmarking studies
- Serve as liaison for academic and operational quality compliance with regulators and certifiers
- Oversee stakeholder engagement initiatives across colleges and departments
- Supervise the development and implementation of quality surveys university-wide
- Lead the documentation development and enhancement for institutional Quality Manual, operational manuals, and process documentation
- Oversee university-wide reporting, including program and course reports, satisfaction surveys, and faculty evaluations
- Serve as Lead Implementer and Lead Auditor for QMS implementation (ISO 9001 and ISO 21001); currently serving as Internal Auditor
- Spearhead LMS Quality Improvement Initiative, including training and deployment across academic units
- Lead quality improvement initiatives at both the university and program level
- Initiate and guide benchmarking efforts aligned with national and international standards
- Integrate quality, accreditation, and institutional ranking efforts with strategic planning and business process design
- Support university-wide digital transformation efforts in coordination with the Information Technology Centre (ITC) and multiple stakeholders
- Serve as Rapporteur of the Higher Quality and Accreditation Committee
- Oversee data management and reporting, including development of real-time dashboards and use of Power BI and AI tools for analysis and presentation
- Participate in institutional accreditation, from planning, training, evidence gathering, and documentation preparation in alignment with the National Centre for Academic Accreditation and Evaluation (NCAAA), Kingdom of Saudi Arabia.

Head of the Quality and Accreditation Unit, College of Medicine & Health Sciences, Arabian Gulf University,

JANUARY 2025 – PRESENT

- Lead and align quality and accreditation strategies across all programs in the College of Medicine and Health Sciences
- Oversee all QA documentation, accreditation, quality culture, and strategic improvement efforts within the college

Details

Arabian Gulf University,
Manama, Bahrain
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Links

[LinkedIn](#)

Skills

Quality Management and Quality Standards (ISO 9001, ISO 21001, EFQM)

Quality Auditing & Internal Assessment

Strategic Planning & Institutional Effectiveness

Educational Program Design & Evaluation

Data Analytics & Evidence-Based Decision Making

Capacity Building & Faculty Development

Health Professions Education Methodologies

Process Optimization & Risk Mitigation

Project Management & Cross-Functional Leadership

Technological Integration & AI in Education Quality Systems

Languages

English: Excellent

Arabic: Native

Hobbies

Event Planning | Volunteering | Travel

- Supervise internal reviews, performance evaluations, and engagement with accreditation bodies
- Facilitate capacity-building programs in HPE quality, leadership, and planning
- Act as college representative in university-wide strategic quality committees and accreditation coordination

Quality Assurance Specialist, College of Medicine & Health Sciences, Arabian Gulf University,

JANUARY 2024 – JANUARY 2025

- Supported MD Program accreditation by the Accreditation Commission on Colleges of Medicine (ACCM), Ireland
- Coordinated postgraduate program accreditations including MLS (IBMS), Molecular Medicine (RSB), and Nursing (ACEN)
- Participated in the Simulation Centre's accreditation process with the Society for Simulation in Healthcare (SSH)
- Developed digital solutions for PLO measurement and curriculum mapping
- Enhanced LMS content and academic support materials
- Contributed to college-wide quality reports, accreditation documentation, and audit readiness
- Delivered internal assessments and quality assurance training for faculty and staff

Quality & Governance Consultant, Libyan International Medical University (LIMU), Benghazi

JUNE 2022 – JANUARY 2024

- Designed and implemented strategic QA plans and compliance frameworks at the university, college, and program levels.
- Provided expert consultation and leadership on quality management, institutional effectiveness, and accreditation to LIMU leadership and academic units.
- Led university-wide institutional efforts for the MBBS program accreditation by the National Centre for Quality Assurance and Accreditation of Educational and Training Institutions (NCQAAETI) and participated in NCQAAETI's international recognition process with WFME.
- Played a central role in accreditation preparation for the PharmD program with the Accreditation Council for Pharmacy Education (ACPE).
- Contributed to the planning and launch of a new master's degree program in Health Professions Education and supported the development of the Educational Development Center and Simulation Center.
- Directed accreditation efforts for the Dental Center under Accreditation Canada standards, including readiness assessments and documentation development.
- Taught in the Laboratory Medicine Program, led curriculum enhancement, and aligned learning outcomes with IBMS standards.
- Designed and applied a university-wide Quality Management System (QMS), aligning with international frameworks such as WFME, ACPE, and NCQAAETI.
- Delivered capacity-building programs and mentoring focused on health professions education, quality assurance, leadership, internal auditing, and risk management.
- Conducted institutional risk assessments and developed mitigation strategies to ensure educational continuity and service quality.
- Promoted data-driven decision-making by leading institutional audits and using performance indicators to evaluate progress and recommend improvements.
- Actively participated in strategic planning, institutional governance, and process reengineering efforts.
- Part of the organizing team and co-led the International Medical Education Conference 2022 at LIMU.
- Served on the University Council, contributing to university-wide governance and strategic initiatives.

Freelance Trainer & Consultant, Quality and Accreditation, QRI Training Center and other Centers, Khartoum

MARCH 2020 – PRESENT

Dedicated and impact-driven Quality and Accreditation Professional with 10+ years of progressive experience advancing quality improvement and institutional effectiveness in education and healthcare. Expert in Quality Management Systems, accreditation compliance, and performance evaluation. Adept in designing and

implementing quality frameworks, conducting audits, and developing policy manuals aligned with international standards such as ISO 9001, ISO 21001, and WFME.

Recognized for delivering data-driven strategic insights, leading cross-functional teams, and cultivating and sustaining a culture of continuous improvement, excellence and compliance. Strong communicator with a proven ability to foster stakeholder collaboration and institutional growth. Experienced in direct execution of both institutional and program-level accreditation processes, including planning, training delivery, documentation, and evidence submission. Well-versed in multiple national and international accreditation frameworks, such as those from NCAAA, ACCM, WFME, ACEN, and ACPE.

Director, Quality Management Administration, Nile University, Khartoum

NOVEMBER 2020 – JANUARY 2021

- Led the design and implementation of a university-wide Quality Management System aligned with institutional mission and strategic goals.
- Oversaw program compliance with accreditation and quality regulations, initiated improvement initiatives, and trained staff on QA best practices.
- Built strategic partnerships to promote continuous institutional development.

Director, Directorate of Strategic Planning & International Collaboration, University of Science & Technology, Khartoum

MARCH 2020 – NOVEMBER 2020

- Spearheaded the formulation and implementation of the university's strategic plan.
- Promoted institutional internationalization through global partnerships and academic collaborations.

Lecturer, Medical Laboratory Science, University of Science and Technology, Khartoum

MARCH 2020 – JUNE 2022

- Delivered courses in clinical laboratory sciences, quality management, and laboratory
- Led curriculum development and faculty training in teaching, assessment, and accreditation.
- Supervised graduate research and supported program-level accreditation.

Senior Lecturer, Medical Laboratory Science, Hayat International College, Khartoum

MARCH 2020 – JUNE 2022

- Taught and assessed core subjects in laboratory science and managed research supervision.
- Contributed to curriculum development and laboratory education quality.

Lecturer, Medical Laboratory Science, National University Sudan, Khartoum

DECEMBER 2019 – MARCH 2020

- Provided instruction in histopathology, cytology, and quality practices in laboratory settings.
- Supported research supervision and program enhancement.

General Manager (Founding Manager), Future Hospital, Khartoum

NOVEMBER 2017 – JUNE 2019

- Established and operated a private healthcare facility from inception, achieving ROI within targeted timeframe.
- Oversaw strategic planning, clinical governance, finance, and operational effectiveness.
- Built external relations with government, insurers, and community leaders.

Director, Ibrahim Malik Development Centre, Ibrahim Malik Teaching Hospital, Khartoum

OCTOBER 2016 – MARCH 2019

- Founded and led a development and training center focused on institutional excellence and medical capacity building.
- Executed strategic and operational plans aligned with SDGs and national healthcare priorities.

- Forged partnerships with governmental and international organizations to scale healthcare workforce development.

Director, Quality and Accreditation, Sudan Medical Specialization Board (SMSB), Khartoum

APRIL 2015 – JULY 2020

- Spearheaded the establishment of the Quality and Accreditation Directorate within the Educational Development Center (EDC), laying the groundwork for SMSB's national quality assurance framework.
- Developed comprehensive standards and accreditation policies for postgraduate medical training programs and teaching hospitals, aligned with WFME global benchmarks.
- Led a national task force to design and pilot accreditation procedures for residency training centers, and ensured successful rollout.
- Designed and implemented institutional quality assurance systems, including monitoring tools, evaluation frameworks, and reporting protocols.
- Conducted nationwide training for faculty, administrators, and hospital leadership on quality assurance and accreditation compliance.
- Coordinated the establishment of a national Simulation Center in collaboration with the Royal College of Physicians and Surgeons of Canada, ensuring alignment with international quality benchmarks.
- Advised SMSB leadership on strategic initiatives, policy reforms, and quality integration into postgraduate education.
- Played a central role in stakeholder engagement and capacity building efforts across healthcare and academic sectors.

Convener, Medical Laboratory Science Speciality Council, Sudan Medical Specialization Board, Khartoum

APRIL 2016 – PRESENT

- Founding convener responsible for national-level curriculum development, training coordination, and postgraduate qualification pathways.
- Represent the Laboratory Science Council at various levels of governance and advisory bodies.

Trainer, Quality Improvement, Al-Tababa Advance Training Center,

MAY 2015 – DECEMBER 2019

- Delivered interactive training sessions on evidence-based practices and continuous improvement tools

Director, Medical Laboratory, Al'arbaein Hospital, Khartoum

APRIL 2015 – OCTOBER 2015

- Led the overall management of the medical laboratory, ensuring operational efficiency and service quality.
- Developed and implemented strategic plans aligned with institutional goals.
- Oversaw daily operations, staff supervision, and quality control protocols to meet clinical and diagnostic standards.
- Acted as the primary representative of the laboratory to hospital administration and external healthcare organizations.

Executive, Marketing & Quality Control, Total Labcare Medical Company,

AUGUST 2012 – AUGUST 2015

- Spearheaded end-to-end laboratory design, equipment procurement, and workforce training for high-performance operations.
- Established and enforced a robust QMS aligned with international standards; authored core quality manuals.
- Directed marketing and quality divisions, driving strategic growth and service excellence.
- Secured national and international partnerships, expanding diagnostic service reach across borders

Education

B.Sc. in Medical Laboratory Science, University of Medical Sciences and Technology, Khartoum, Sudan,

JULY 2007 – JULY 2012

Qualifying Year, Institute of Endemic Diseases, University of Khartoum, Sudan,

MARCH 2013 – MARCH 2014

Master's in Medical Laboratory Science (Histopathology & Cytology), Alzaim Alazhary University, Khartoum, Sudan,

MARCH 2016 – MARCH 2018

Master's in Health Professions Education (Thesis pending), Sudan Medical Specialization Board, Khartoum, Sudan,

OCTOBER 2018 – OCTOBER 2019

Postgraduate Certificate in Health Professions Education: Accreditation and Assessment, Keele University, Keele, UK,

MARCH 2018 – MARCH 2021

Courses

Online Training Course in Research Methodology, Research Protocol Development, and Scientific Writing, Geneva Foundation for Medical Education and Research (GFMER), in collaboration with WHO, UNICEF, and World Bank

SEPTEMBER 2024 – OCTOBER 2025

Certified Management Consultant, Expert Training Center, UAE, in collaboration with Recourse Inspections Canada Incorporated RIC

SEPTEMBER 2024

Certified QMS ISO 9001:2015 Lead Auditor, CQI-IRCA Chartered Quality Institute

JUNE 2024

Transformational Leadership in Health Professions Education, The Network: Towards Unity for Health (TUFH)

JULY 2023 – AUGUST 2023

Qualifying Assessors per ISO 15189:2012,, Sudanese Accreditation Council

NOVEMBER 2018

Certified Business Excellence Specialist & EFQM Course, Recourse Inspections Canada Incorporated RIC (Feb 2017)

FEBRUARY 2017

Research & Presentations

- Evaluation of inpatient medication prescribing practice at Ibrahim Malik teaching hospital: a descriptive cross-sectional study International Pharmaceutical Federation. the 80th FIP World Congress of Pharmacy and Pharmaceutical Sciences, Seville, Spain. ELAMIN, Abda, Rudaina Ibrahim, Baraa Ali, Khabab Elhag, Prof Bashir Yousef.
- Dynamic Changes in Neutrophils Anti-Apoptotic Chemokines and Cytokines Influence the Outcome of COVID-19 in Sudanese Patients, Latif, Sara I. A. and Elamin, Elwaleed M. and Awadelkarim, Mona O. and Botcherby, Marc and Elhaj, Khabab A. and Ali, Myada F. O. and Abdallah, Siddig E. Y. and Elhag, Khadiga O. H. and Monofli, Mahgoub and Hamdan, Hamdan M. and Osman, Babiker M. and Mukhtar, Maowia M., Dynamic Changes in Neutrophils Anti-Apoptotic Chemokines and Cytokines Influence the Outcome of COVID- 19 in Sudanese Patients. Available at SSRN: <https://ssrn.com/abstract=3876261>
- Assessment of the Clinical Trainers as Role Models in Pediatric and Child Health Training Programme in Sudan, ongoing project, Khobieb Elmubarak, Khabab Elhag, Rudaina Ibrahim, Mohammed Imam, Eymanne Elbushra, Prof. Zein Elabedein Karrar. ongoing project.
- The Development of a Training Site Accreditation Programme – Sudan Medical

Specialization Board Experience, Khabab ELHAG, Alaa SHARIF, Eymanee ELBUSHRA, Oral presentation at World Federation of Medical Education WFME conference, Best Practices Symposium in Postgraduate Accreditation Seoul Korea, April 2019.

- Assessing the Knowledge Gain of a Critical Care Nursing Course at Ibrahim Malik Development Centre, Khartoum, Sudan, Fatima HAMAD, Israa SHARAFELDIN, Khabab ELHAG, Rudaina IBRAHIM, (Oral presentation at World Federation of Medical Education WFME conference, Seoul Korea, April 2019.

Conferences, Workshops

- QS Higher Ed Summit: Middle East 2025, Kuwait – Presented: “Bridging Excellence: Aligning ISO 21001:2018 with QS Standards to Drive Institutional Quality and Global Competitiveness”
- WFME World Conference 2025, Bangkok – Poster Presentation: "Leveraging Quality Circles for Enhanced Student Engagement in Health Professions Education"
- WFME World Conference 2025, Bangkok – Oral Presentation: "Implementation of ISO 21001:2015 in an Accredited Medical College: Integrating Quality Management Systems"
- Workshop Design and Facilitate an Effective Role-Play Session for Health Sciences, Medical, and Dental Student. International Conference on Medical Education October 2023. Baku – Azerbaijan
- Oral Presentation Lessons Learned from Preparing a Self-Study Report for Program Accreditation Using Contextualized BME WFME Standards. International Conference on Medical Education October 2023. Baku – Azerbaijan
- Oral Presentation Adapting near-peer role-play in dental education and training. TUFH Conference October 2023, organized by TUFH and the University of Sharjah, United Arab Emirates.
- Member Organizing committee, 2023 TUFH Virtual Regional Conference for EMRO.
- Design and facilitate, MCQs construction and Minimum Pass Level. Sabha University, Libya, 4th of December 2022.
- Speaker, Accreditation, Quality Improvement Tool, Medical Education Conference 2022 (MEC) 26th November 2022 LIMU Libya.
- Facilitator, Contextualization of Health Profession Education Standards. National Center for Quality and Accreditation of Training and Educational Institutes, LIMU, Libya, 29th of November
- Design and Facilitate, Design of effective programs for faculty enhancement workshop, Omar Al-Mukhtar University. Libya, 17th of November 2022
- Design and Facilitate, Curriculum reform of Health Profession Education workshop. The University of Tobruk Libya, 6th of November 2022.
- Member Scientific Committee, The Medical Education Conference 2022 (MEC) Libyan International Medical University LIMU, Libya.
- Speaker, Clinical Audits as A Quality Improvement Tool in Dental Care and Education. International Dental Conference (IDC) 2022. Libya.
- 6th International Conference on Faculty Development in the Health Professions. August 2021 Speaker, Faculty staff response; The Covid-19 New Normal Faculty Enhancement on ELearning at National University Sudan.
- Speaker, Ottawa 2020, Kuala Lumpur Malaysia, Accreditation/Quality Assurance Session, Contextualization of Accreditation Standards in Sudan, Bridged for Quality Improvement in Postgraduate Health Professions Education.
- Invited speaker, World Federation of Medical Education WFME conference, Seoul Korea, April 2019, Best Practices Symposium in Postgraduate Accreditation, (The Development of a Training Site Accreditation Program – Sudan Medical Specialization Board Experience).
- WHO Sixty-fifth Session Regional Committee for the Eastern Mediterranean (RC65), Khartoum, Sudan, October 2018, Member Organizing Committee.