

CHRISTIAN CLARENCE MASSAQUOI

Paynesville, Liberia

Phone: +231 770 800099 | Email: clarencemassaquoi@gmail.com

EDUCATION

1982 – 1983	Master of Science in Criminal Justice Administration (MSc) Fulbright Scholarship Central Missouri State University	Missouri, USA
1984 – 1988	Bachelor of Laws (LLB) Monrovia, Liberia Louis Arthur Grimes School of Law, University of Liberia	Monrovia, Liberia
1974 – 1978	Bachelor of Science in Management w/ conc. in Economics (BSc) University of Liberia	Monrovia, Liberia

EXPERIENCE

2018 – 2023 Director and Legal Advisor, Henderson Asset Protection Inc.

- In the role of Director and Legal Advisor at Henderson Asset Protection Inc., I bring to the table a wealth of experience and a commitment to excellence in the realm of International Security and Risk Assessment. Tasked with overseeing security services for esteemed diplomatic missions, including the British, Swedish, and Irish Embassies in Liberia, I have successfully navigated the intricate landscape of security management. Beyond my directorial duties, my role extends to providing crucial legal advice, ensuring compliance with regulations, and enhancing the overall effectiveness of security operations. Through my strategic leadership, I aim to continually elevate Henderson Asset Protection Inc.'s standing as a trusted partner in safeguarding diplomatic interests.*

Chief Executive Officer, Legal Investigative Solutions (LIS)

- As the Chief Executive Officer of Legal Investigative Solutions (LIS), I take pride in leading a dynamic team to new heights in the security and investigative domain. My role involves not only executive decision-making but also the strategic development and implementation of cutting-edge solutions to address the ever-evolving security landscape. Under my guidance, LIS has emerged as a frontrunner in delivering comprehensive security services, earning a reputation for reliability and innovation. As CEO, I am dedicated to steering LIS towards continued success and prominence within the security and investigative sector, contributing to its legacy as a trailblazer in legal and security solutions.*

2016 - 2018 **National Security Advisor, President of the Republic of Liberia** Monrovia, Liberia
Ministry of State & Presidential Affairs, The Executive Mansion

Served as the principal security advisor to the President of the Republic of Liberia and coordinated with all security entities including the Ministry of Justice on security related matters. Ensured the coordination and integrated implementation of the National Security Council of the Republic of Liberia policy

recommendation approved by the President of Liberia. The National Security Advisor collaborated with all security agencies and officials and officers for the protection and maintenance of public safety, public order, and the protection of citizens and those residing in the Republic of Liberia.

2003, &

2011 - 2016 **Inspector General of Police / Director, Liberia National Police**
Ministry of Justice, Republic of Liberia

Monrovia, Liberia

Liberia's national security sector was devastated after 14 years of civil conflict in the region.

Appointed by the Republic's interim president and then Africa's first female head of state,

Massaquoi was the first post-war Inspector General of Liberia's National Police forces, responsible for leading and directing an apparatus of over 5,000+ police officers across the nation. The hallmark of Director Massaquoi's leadership at LNP is the complete restoration and reinstatement of the country's police force/law enforcement within limited financial resources while leveraging lean operations and supplemental international partnerships.

- Spearheaded and chaired the implementation of several high-level strategy, policy, and operating procedures within critical Fleet Management, Logistics Management, and Procurement departments, ultimately standardizing and professionalizing critical sector of the LNP that led to better internal administration and external operating efficiencies.
- Professionalized and retrained the Emergency Response Unit (ERU) and Police Support Unit (PSU), foundational apparatuses to Liberia's contemporary police force, via professional armament with long range and side weapons; Operationalized these two units within a decentralized policing structure, establishing and distributing units to 5 regional operational hubs throughout the country.
- Established, developed, and maintained working relationships with international security experts and peacekeeping forces at ECOWAS, the Africa Union, the EU, the United Nations, UNMIL, INTERPOL, the United States Federal Bureau of Investigations, and various other American policing agencies and Police Chiefs including New York, Philadelphia, California, and Washington DC; Coordinated the full implementation of the formal disarmament, demobilization, and reintegration (DDR) of ex-combatants in the immediate post-conflict environment, resulting in the collection of 27,000 weapons.
- Established LNP's Small Arms Control Unit in compliance with the ECOWAS Convention on Small Arms and Light Weapons and the international Arms Trade Treaty; Prior to the establishment of an independent Small Arms Commission, Massaquoi orchestrated efforts to mark and code all known weapons en masse, resulting in the establishment of a national arms directory and searchable manifest.

- Introduced new units and departments such as the Sexual Violence and Gender-based Unit, the Public Safety Division, and the Public Grievance Committee to align more policing talent, resources, and attention to gendered security concerns, hazardous informal transportation, and accountability structures within the force, respectively.
- Graduated 5 classes of nearly 2k police officers after overhauling and reestablishing the Liberian National Police Academy; Restored 30 prisons with approximately 2 in each county.

2007 - 2011

Commissioner, Bureau of Immigration & Naturalization

Monrovia, Liberia

Ministry of Justice, Republic of Liberia

During Massaquoi's leadership at Liberia's Immigration Service, formerly known as the Bureau of Immigration and Naturalization (BIN), the bureau underwent critical structural reformation that was guided by the country's 2008 National Security Strategy. My appointment at this pertinent junction at the bureau is credited with strong implementation and operationalization against this national plan.

- Revitalized the BIN's national mandate to enforce and administer the Alien and Nationality Laws of the Republic of Liberia; oversee efforts to counter terrorism and enhance national security; secure and manage the borders while facilitating trade and travel; safeguard and provide support for national and economic security in coordination with local, national, private, and international sector partners.
- Authorized and enhanced the professional capacity of several border posts at 123 border crossing points, strengthening the country's ability to accept, intercept, disrupt, and deny the entry of undesirable and desirable aliens and goods.
- Collaborated and integrated service offerings at all porous border entries with key border security and management partners such as the Liberian National Police, the Liberia Bureau of Customs and Excise, the Liberian National Coast Guard, and other regional security groups such as ECOWAS, UNMIL, and United Nations Police advisors.
- Chartered and led the initial implementation of a bureau specific, 5 year strategic plan in 2009, providing a roadmap for key and partners to guide the rebuilding, transformation and revitalization of the Bureau into a professional and operationally effective and efficient immigration service.

2006 – 2007

Director, Executive Protection Services (Special Secret Service)

Monrovia, Liberia

Ministry of State for Presidential Affairs, The Executive Mansion

Massaquoi served President Ellen Johnson Sirleaf in the first post-war secret service with a mandate to protect her as principal of the Office of the President and other Liberian government officials, VIPs, and foreign dignitaries. Massaquoi assumed leadership during a critical rehabilitation period in which rapid capacity building, recruitment, and professionalization was required for the first democratically elected

officials in 15 years following the civil war; and to execute their duties and responsibilities without fear for their personal safety.

- Coordinated and collaborated closely with regional and international advance teams such as the American secret service, Nigerian secret service, and ECOMOG to enhance maximum protection of visiting Presidents, dignitaries, and VIPs.
 - Led implementation of the complete reskilling, retooling, and overall capacity building efforts of the SSS which included the local recruitment and training of agents in the USA, China, Nigeria & Israel through our key international partners.

2002 – 2003 **Counselor-In-Charge, Greater Philadelphia Behavioral Sciences, Inc.** Pennsylvania, USA

- Coordinated, managed, and supervised day-to-day operations and caseload for Behavioral Science Unit for drug, mental, and criminal, as well as ex-offenders; designed and implemented Behavioral Modification Plan, and incorporated legal considerations into treatment plan with state/federal probation and parole boards.

2002 – 2003 **Counselor, Min Security Corporation, USA** Pennsylvania, USA

- Behavioral sciences for ex-offenders and drug offenders, therapeutic interventions; revisited pending charges, probation, parole, and community rehabilitation.

2000 – 2001 **Therapist & Behavioral Specialist/Consultant-Drug/Alcohol,** Pennsylvania, USA
Warren E. Smith, Northern Services, Behavioral Centers

- Provided social services and developed creative programs to rehabilitate adults and juvenile delinquents.

1999 – 2000 **Claims Officer, United Nations (UN) Claims Section** Bosnia & Herzegovina

- Planned and implemented 100% physical verification of UN Mission assets; monitored application of UN rules and regulations regarding property, control-Assets, and Control System programs in the line with Headquarters, and New York directives.

1998 – 1999 **Chief, Special Investigation Unit United Nations Security** Bosnia & Herzegovina

- Conducted and supervised incidents and accidents involving serious injuries, death and crime involving UN personnel and property, including allegations of misconduct, not limited to identifying high risk areas and investigation for UN fraud, theft, misapplications, and other illegal activities including accident investigation.

1998 – 1998 **United Nations Claims Assistant** Bosnia & Herzegovina, Eastern Europe

- Reviewed and investigated claims, fraud, drafted cases involving surcharges and loss or damage to UN property, as well as claims against the UN and third-party liability.

- 1997 – 1998 **Border Monitor United Nations Administration** Eastern Slavonia, Barajas, Western Sirmium, & Vukovar
- Monitored international border crossing between Croatia, Hungary and former Yugoslav Republic, Transitional Police Force, Regional Customs Service, Immigration, crime, free movement of people, military and security situation, along with other relevant humanitarian activities.
- 1996 – 1997 **Investigator, the Internal Oversight Services** New York, USA
United Nations Secretariat
- Investigated cases of alleged misconduct, violations of UN rules and regulations, and employed and gathered evidence; obtained and reviewed pertinent documentation, including UN contract and fraud; and assessed programmed area for fraud and other violations in selected high-risk operations and missions away from headquarters.
- 1995 – 1996 **Relief Officer, European Community Office**
Mission East “Denmark” Humanitarian Operations of Emergency Relief, Eastern Region, former USSR, Yerevan, Armenia, Sisian, Goris, Kaftan Megara and Iranian border
- Performed relief coordination and negotiation with local authorities on refugees and resettlement matters; and provided support to post-war children and parents.
- 1992 – 1994 **Crime, Security/ Security Consultant** Brussels, Belgium
The African, Caribbean & Pacific (ACP) General Secretariat
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CERTIFICATIONS & TRAINING

- 2011 (1 Week) - **Migration Policy and Practice for the Next Decade: On the Move** London, UK
Public Administration International (PAI)
- 2006 (2 Months) - **Tactical Training in Military Science** China
Shijiazhuang Mechanized Infantry Military Academy
- 2003 (3 Months) - **Behavioral Sciences** (certificate) Pennsylvania, USA
Philadelphia College of Osteopathic Medicine
- 1989 (2 Months)- **Police Science** (certificate), Swedish Government Fellows Linköping, Sweden
Police Research Institute
- 1981 (3 Months) - **Fulbright Fellows Police Training** (certificate) Missouri, USA
U.S. Government & Central Missouri State University
- 1980 (3 Months) - **Criminal Justice Administration/Inservice Police Training** Paynesville, Liberia,
Liberia National Police Training Academy

ASSOCIATIONS & AFFILIATIONS

- The Liberian National Bar Association
- International Association of Chiefs of Police
- The Safety Hall of Fame International - Central Missouri State University
- Association of European Community Counties on Drug Control Program & Organized Crimes
- Migration and Immigration Security Sector - The Netherlands, Holland

MAJOR PAPERS & POLICIES

- “Ethnicity, Culture and Democracy in the Perspective of Regional, Cultural Meeting in Africa, Economics and Security Cooperation”
- “The Primal Task of Democracy” - hosted by ACP and EEC Cultural Foundation in Brussels, Belgium
- Presentation on Border Security to the Government of Spain Border Security & Migration hosted by Programa Aeneas, Seahorse Project, as a result the Liberian Immigration sector was awarded \$3MM USD towards border development.
- “Liberia National Police Duty Manual,” Co-author, published by Ministry of Justice, Republic of Liberia
- Small Arms Control Unit, Standard Operating Procedures - enacted by Liberia National Police
- 2009 5 Year Strategic Plan - enacted by the Bureau of Immigration & Naturalization
- 2016 Logistics Management Policy - enacted by Liberia National Police
- 2016 Fleet Management Policy - enacted by Liberia National Police
- 2016 Standard Operating Manual for Procurement Sector - enacted by Liberia National Police