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Citizenship: Bangladeshi; Gender: Male; Marital status: Married (to Mustari Khan; one daughter).

SUMMARY OF KEY EXPERIENCES AND COMPETENCIES

- A rich blend of *academic-research* and *practicing development management & administrative* experiences.
 - Senior *University Professor and Administrator* with more than 25 years of under- and postgraduate university lecturing and/or research experience in Bangladesh, UK and Thailand in the fields of social sciences, environmental/natural resource management, development studies, and business administration. Positions (including academic administration) held: Pro-Vice Chancellor, *Independent University, Bangladesh (IUB)*; Chairman and Professor, Development Studies, *University of Dhaka*; South Asian Fellow, *Queen Elizabeth House, University of Oxford*; Research Fellow, *University of Wales Swansea*; Professor of Public Administration, *University of Chittagong*; Distinguished Visiting Researcher, *The American University in Cairo, Egypt*; Distinguished Visiting Professor, *Asian University of Women*; Senior Academic Adviser cum Coordinator (post-grad programs)-BIGD, *BRAC University*; Senior Academic Adviser, *National Defence College*; Executive Director, *Centre for Resources and Development Research*; and Asia Research Fellow, *Asian Institute of Technology*. Adjunct/Part time Professorship with leading universities in Bangladesh including: *BRACU, EWU, NSU, IUB*.
 - *Senior Project/Development Manager/Administrator* with some 180 person-months of program/development management experience (in both regular and consulting capacities). Regular positions held: Country Representative-Bangladesh, *International Union for Conservation of Nature-IUCN*; Senior Program Coordinator-CHT, *UNDP-Bangladesh*; Institution Capacity and Development Specialist-CHT, *UNDP-Bangladesh*, and Manager Operations, *Palli Karma Shahayak Foundation-PKSF*. Extensive consulting (including Mission/Team Lead roles) with: World Bank, UN, ADB, DANIDA, Asia Foundation, USAID, SCD, CARE, ICIMOD and various government agencies in the UK and Bangladesh in the fields of rural and community development, co-management, climate change adaptation and DRR, urban/local governance and decentralization, social/policy dynamics of environmental management, community based natural resource management, monitoring, evaluation, social/participatory research, indigenous people, ethnic minorities' rights, management/institutional development, and poverty reduction. Directing upto 200 field/program, research and/or office staff.
 - Large-scale Project Management: Formulation, implementation, monitoring and evaluation.
 - Extensive fieldwork/commissioned research activities including participatory/rapid appraisals/learning.
 - Editorial/journal management. Some 150 refereed publications including 47 in *Web of Science/ISI* and/or *Scopus/Scimago-SJR* indexed journals. Google Scholar: Citations 1818, h-Index 22.
 - Extensive training of civil service and military officials; Varied other community outreach, capacity development, and volunteering activities.
 - Team building, communication and interpersonal skills.
 - Senior advisory roles with government agencies; Board/Corporate Governance membership; Professional memberships/associations.
 - Workshop/seminar facilitation/moderation; Public lectures.
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- Doctoral (*Wales*) and post-doctoral (*Oxford, Swansea, and AIT*) education and advanced research in UK and Thailand.

BRIEF CONTENTS

SUMMARY OF KEY EXPERIENCES AND COMPETENCIES	1
BRIEF CONTENTS	2
EDUCATION, PROFESSIONAL TRAINING AND SKILLS	3
Academic Qualifications.....	3
Professional Training	4
Computer Literacy	5
Language Proficiency	5
SUMMARY RECORD OF EMPLOYMENT AND SELECTED OTHER APPOINTMENTS	6
WORK EXPERIENCE DETAILS	7
University Teaching, Tutoring, and Research Experiences	7
Regular/Full Time Appointments	7
Adjunct/Part Time/Visiting Appointments	8
Development/Program Management & Administrative Experiences	9
Regular/Full Time Appointments	9
Consulting and Advisory Assignments.....	10
Outreach Training, Capacity Building, and Other Experiences	15
Training and Coaching.....	15
Public Lectures/Keynote Speeches	18
Miscellaneous Outreach.....	18
Selected Other Research Engagements (including Commissioned Studies and Research Projects).....	18
Research Degree Supervision	20
Experiences of Workshop/Seminar Organisation, Moderation and Facilitation.....	21
PROFESSIONAL SERVICES	22
Professional Affiliations and Membership.....	22
Government/National Advisory/Committee Work and Board Membership.....	22
Institutional Quality and Capacity	22
Journal Management, Editorial and Reviewing Services.....	22
Community Outreach Services, Volunteering, and Other Professionally Relevant Involvement.....	23
SCHOLARSHIPS, RECOGNITION, FELLOWSHIPS AND AWARDS	24
ACADEMIC PUBLICATIONS	24

EDUCATION, PROFESSIONAL TRAINING AND SKILLS

Academic Qualifications

SUMMARY OF THE EDUCATIONAL ATTAINMENT				
<i>Degree/Diploma/ Certificate</i>	<i>Subject/Specialisation</i>	<i>Institution</i>	<i>Result/ Grade</i>	<i>Merit Position</i>
Post doc. (2008-09)	Development Policy and Discourse Analysis	Queen Elizabeth House, University of Oxford, UK		
Post doc. (2003)	Rural & Regional Development Planning: Community based Forest/Natural Resource Management, Environmental Governance	Asian Institute of Technology, Thailand		
Post doc. (1996-98)	Development Studies: Environmental Governance, Natural Resource Management	University of Wales, Swansea, UK		
Ph.D. (1996)	Development Studies: Public participation, Community based Forest Resource Management	University of Wales, Swansea, UK		
(Professional) Certificate in Interpersonal Skills for Volunteers (1998)	Interpersonal Skills and Voluntarism	University of Wales, Lampeter, UK	Distinction	
Diploma in Voluntary & Community Organisations (1996)	Voluntary and Community Organisations	University of Wales, Swansea, UK	Distinction	
Diploma in Personnel Management (1991)	Human Resource/Personnel Management	Institute of Personnel Management, Bangladesh	First Class	First
MSS	Social Sciences: Public Administration	University of Chittagong, Bangladesh	First Class	First
BSS (Hons.)	Social Sciences: Public Administration	Ditto	First Class	First
HSC	Humanities	Comilla Secondary and Higher Secondary Education Board	First Division	First
SSC	Humanities	Ditto	First Division	First

University

- *Post Doctoral Studies.*
 - 2008—2009. Queen Elizabeth House (Oxford Department of International Development), *University of Oxford, UK* (as Visiting Commonwealth Research Fellow); Subject Studied: Development Policy Discourse; Title of the Project: ‘Ghost in the Machine: Re-reading the Forest Policy Discourse in Bangladesh’.
 - 2003. Rural & Regional Development Planning (RRDP), School of Environment, Resources and Development, *Asian Institute of Technology, Thailand*; Subject Studied: RRDP (Community based Forest/Natural Resource Management, Environmental Governance); Title of the Project: ‘Patronage and Land Tenurial Dynamics in Social Forestry with Reference to Bangladesh and Thailand’.
 - 1996—1998. Centre for Development Studies, *University of Wales at Swansea, United Kingdom*; Subject Studied: Development Studies (Environmental Governance, Natural Resource Management); Title of the Project: ‘Social Development in the Community Forestry Project Areas in South Asia with Special Reference to Bangladesh’.
- *Doctor of Philosophy (Ph.D) in Development Studies.* 1996. *University of Wales, United Kingdom*; Subject Studied: Development Studies; Specialisation: Public participation and community-based forest resource management; Title of the Thesis: ‘A Political Economy of Forestry Resource Use: Case Studies of Social Forestry in Bangladesh’.
- *Certificate in Interpersonal Skills for Volunteers (CertISV).* 1998. *University of Wales at Lampeter, United Kingdom*; Subject Studied: Voluntarism and Interpersonal Skills; Title of the Project: ‘Stress Management for Volunteers Working in Crisis Situations’. *Merit Position: Distinction.*
- *Diploma in Voluntary and Community Organisations (DipVCO).* 1996. *University of Wales at Swansea, United Kingdom*; Subject Studied: Voluntary and Community Organisations; Title of the Project: ‘Problems of Organising Women for Development in a Hill Farming Community in Southeastern Bangladesh’.
- *Diploma in Personnel Management (DPM).* *Institute of Personnel Management (IPM)*, 1991. Dhaka, Bangladesh; Subject Studied: Human Resource/Personnel Management; *Merit Position: First in the First Class* (topped the merit list).

- *Master of Social Science (MSS) in Public Administration; University of Chittagong, Chittagong, Bangladesh; Subject Studied: Public Administration; Merit Position: First in the First Class* (topped the merit list; Recipient of the *Gul Meher Gold Medal Award* for securing the highest marks in Masters Examination among all the Faculties of the University).
- *Bachelor (Honours) of Social Science (BSS Hons.) in Public Administration. University of Chittagong, Chittagong, Bangladesh; Subjects Studied: Public Administration (Major); Political Science, and Islamic History and Culture (Subsidiaries); Merit Position: First in the First Class* (topped the merit list).

Pre-graduation

- *Higher Secondary Certificate (Humanities), The Secondary and Higher Secondary Education Board, Comilla, Bangladesh; Merit Position: First in the First Division* (topped the merit list; Recipient of the Board's *Merit Award*).
- *Secondary School Certificate (Humanities), The Secondary and Higher Secondary Education Board, Comilla, Bangladesh; Merit Position: First in the First Division* (topped the merit list; Recipient of the Board's *Merit Award*).

Professional Training

- *Pedagogies for Online Learning and Teaching, Bangladesh University of Professionals, Dhaka, 21-23 July 2020.*
- *Corporate Social Responsibility, Asian Institute of Technology, Thailand, 6-11 June 2014.*
- *Measuring Impact and Performance Improvement in Projects: Results On Investment, BTEC Professional Award (March-April 2012), certified on 12 Apr 2012 by the British Council and ABDI UK Ltd.*
- *Code of Conduct and Professional Ethics, (computer based course passed and certified on 5 Feb 2011) International Union of Conservation of Nature (IUCN), Switzerland.*
- *Training of Trainers on Competition Policy and Law Issues in Bangladesh (July 2009) CUTS International & Unnayan Shamannay in partnership with DFID & European Union, Dhaka, Bangladesh.*
- *Professional Training for Social Scientists (28 October—4 December 2008 [Michaelmas Term]) Said Business School, University of Oxford, Oxford, UK.*
- *Advanced Security in the Field (computer based course passed and certified on 4 January 2007), United Nations Department of Safety and Security.*
- *The Gender Journey: Thinking Outside the Box, (computer based course passed and certified on 1 October 2006) United Nations Development Programme.*
- *UN Prevention of Harassment, Sexual Harassment and Abuse of Authority in the Workplace (computer based course passed and certified on 1 October 2006) United Nations Development Programme.*
- *Result Based Monitoring and Accountability Course (2—3 May 2006), United Nations Development Programme (UNDP), Dhaka, Bangladesh.*
- *Mandatory Security Awareness Training, (5—9 March 2006), United Nations Department of Safety and Security (UNDSS), Dhaka, Bangladesh.*
- *Induction/Orientation Course for New UNDP Staff (26-28 September 2005), United Nations Development Programme (UNDP), Dhaka, Bangladesh.*
- *Basic Security in the Field: Staff Safety, Health, and Welfare © UNHCR & UNSECOORD (April 2005), United Nations Security Coordination Office, Bangladesh.*
- *World Overview of Conservation Approaches and Technologies (WOCAT) Tools and Methodologies (9—17 March 2004), WOCAT Switzerland, International Center for Integrated Mountain Development Nepal, and CHT Development Board, Khagrachari and Rangamati, Dhaka, Bangladesh.*
- *Environment and Environmental Law, (29 August—2 September 1999), Bangladesh Environmental Lawyers Association, Dhaka, Bangladesh.*
- *Teaching Skills for Tutors and Demonstrators, (14 October—9 December 1998), Staff Development Unit, University of Wales, Swansea, United Kingdom.*
- *Global Environment: A Sustainable Future?, (6 January—19 March 1997), Department of Adult Continuing Education, University of Wales, Swansea, United Kingdom.*
- *Graduate Management Programme, (10 January—24 March 1997), Department of Adult Continuing Education, University of Wales, Swansea, United Kingdom.*
- *Introduction to Counselling, (22 April--20 May 1996), Swansea Council for Voluntary Services, Swansea, (Accredited by the South West Wales Open College and Access Consortium), United Kingdom.*
- *Communication Skills, (24 April—19 June 1996), Swansea Council for Voluntary Services, Swansea, (Accredited by the South West Wales Open College and Access Consortium), United Kingdom.*

- *Introduction to Ecology*, (10 December 1995—30 March 1996), Department of Adult Continuing Education, University of Wales, Swansea, United Kingdom.
- *The Administration of Essential Food Hygiene*, (1 May—30 June 1995), The Royal Society of Health, United Kingdom.
- *Working in the Community*, (1 July—30 August 1995), Swansea Council for Voluntary Services, Swansea, (Accredited by the South West Wales Open College and Access Consortium), United Kingdom.
- *Making Committees Work*, (1 September—30 September 1995), Swansea Council for Voluntary Services, Swansea, (Accredited by the South West Wales Open College and Access Consortium), United Kingdom.
- *French Language: Stage 1*, (1994—1995), Department of Adult Continuing Education, University of Wales, Swansea, United Kingdom.
- *Research Methodology* (1—13 June 1991), Bangladesh Management Development Centre, Dhaka, Bangladesh.
- *Small-scale Credit Operation and Management for Rural Landless Community*, (28 April—11 May 1991), Palli Karma Shahayak Foundation (Rural Employment Assistance Foundation), Dhaka, Bangladesh.
- *Rural Development, Local Government and Rural Cooperatives*, (26 October—2 November 1990), Bangladesh Academy for Rural Development, Comilla, Bangladesh.
- *Orientation to Grameen Bank's Micro Credit Programme (including Field Attachment to Sekherchar Narsingdi Branch, Grameen Bank)*, (1—11 October 1990), Grameen Bank Training Centre, Grameen Bank, Dhaka, Bangladesh.

Computer Literacy

Word Processing; Powerpoint; Spread Sheet Analysis; Data Base Management; Internet.

Language Proficiency

English: read-write-speak: excellent (Native proficiency); Bengali (mother tongue): read-write-speak: excellent.

SUMMARY RECORD OF EMPLOYMENT AND SELECTED OTHER APPOINTMENTS

Employment History

- 4/2021-present: *Pro-Vice Chancellor*, Independent University, Bangladesh (IUB), Dhaka (on lien from the University of Dhaka).
- 7/2006—present: *Professor of Development Studies*, University of Dhaka, Dhaka, Bangladesh.
- 7/2012—6/2015: *Chairman, Department of Development Studies*, University of Dhaka, Dhaka, Bangladesh.
- 9/2016-12/2018: *Senior Academic Coordinator (Post Graduate Programs)*, BRAC Institute of Governance and Development, BRAC University (with the permission of the University of Dhaka).
- 8/2009-12/2011: *Country Representative-Bangladesh*, IUCN, International Union for Conservation of Nature, Bangladesh Country Office (on lien from the University of Dhaka).
- 10/2008-04/2009: *Senior Commonwealth Fellow*, Queen Elizabeth House (Oxford Department of International Development), University of Oxford, UK (on leave from the University of Dhaka).
- 7/2004-9/2006: *Senior Programme Coordinator (7/2005—9/2006) < Institution Capacity and Development Specialist (7/2004—6/2005)*, Chittagong Hill Tracts Development Facility (CHTDF), United Nations Development Programme (UNDP), UNDP Bangladesh Country Office, Dhaka, Bangladesh (on deputation from the University of Chittagong).
- 7/1992—7/2006: *Professor of Public Administration (3/2005—7/2006) < Associate Professor (12/1999—3/2005) < Assistant Professor (6/1994—12/1999) < Lecturer (7/1992—6/1994)*, University of Chittagong, Chittagong, Bangladesh.
- 1/2003—10/2003: *AIT-Asia Research Fellow*, RRDP/School of Environment, Resources and Development, Asian Institute of Technology (AIT), Thailand (on leave from University of Chittagong).
- 7/1996—10/1998: *Research Fellow*, Centre for Development Studies (CDS), University of Wales - Swansea, UK (including: *Lecturer (11/1996—1/1997)*, MSc (Economics) in Development Studies, CDS, UWS; *Research Assistant (10/1996—6/1997)*, Department of Social Policy and Applied Social Studies, UWS; *Tutor (1—5/1998)*, Short Professional Courses, CDS, UWS (on leave from the University of Chittagong).
- 10/1990—6/1992: *Manager Operations*, PKSF-Palli Karma Shahayak Foundation (Rural Employment Assistance Foundation), Dhaka, Bangladesh.

Selected Current Advisory & Honorary Positions

- 1/2015-present: *Senior Academic Adviser*, BRAC Institute of Governance and Development (BIGD). (bigd.bracu.ac.bd/)
- 2011-present: *Senior Academic Adviser*, National Defence College (NDC), Bangladesh (ndc.gov.bd/).
- 2019-present: *Chairman of the Board of Directors (Director 2015-2018)*, Arannayk Foundation: Bangladesh Topical Forest Foundation (www.arannayk.org/).
- 9/2013-present: *Managing Committee Member*, Centre on Budget and Policy, University of Dhaka (<http://cbpbd.org/>)

WORK EXPERIENCE DETAILS

University Teaching, Tutoring, and Research Experiences

Regular/Full Time Appointments

- *Pro-Vice Chancellor, Independent University Bangladesh (IUB)* (01/04/2021-present; on lien from the University of Dhaka):
 - ✓ Deputy chief executive officer of one of the leading tertiary universities of the country (in the recent years, ranked within the top 3 among the ‘private’ universities and top 10 among all universities within Bangladesh). The ProVC’s office is an integral part of the overall administration, and specifically in charge of international programs, sponsored research, outreach and extension, continuing education, and media and public relations.
- *Professor of Development Studies, University of Dhaka, Dhaka, Bangladesh* (15/07/2006—present):
- *Chairman, Department of Development Studies, University of Dhaka, Dhaka, Bangladesh* (01/07/2012—30/06/2015):
 - ✓ Courses taught: Masters and Post Graduate Diploma: ‘Policies and Issues in Environment and Development’, ‘Project Planning and Evaluation’, ‘Project Management for Sustainable Development’, ‘Qualitative Research Methodology’, ‘Natural Resource Management’, ‘Advanced Theories of Administration for Developing Countries’, ‘Environmental Impact Assessment’, ‘Public Policy Making in Bangladesh’.
 - ✓ Committee work: Membership in the Departmental Academic Committee; Coordination and Development Committee; Board of Advanced Studies; University Academic Council; and various Examination Committees; Head of Finance Committee.
 - ✓ Other contributions: *Expert Member of the Professorial Selection Board* of the *Institute of Business Administration (IBA), University of Dhaka*; *Chancellor (President of Bangladesh) nominated Member* (for the recruitment of Professors and Associate Professors) of the *University of Chittagong*; *Expert Member of the Selection Board 27/12/2006-27/12/2008* (for the recruitment of Assistant Professors, Lecturers, and other research personnel) of the *University of Chittagong* (nominated by the University Syndicate); *External Expert, Selection Board, Department of General and Continuing Education, North South University*. Examiner and Moderator for postgraduate and undergraduate examinations for a number of major universities including Universities of Chittagong, Dhaka, Rajshahi and Shahjalal.
- *Professor of Public Administration, University of Chittagong, Chittagong, Bangladesh* (05/03/2005—15/07/2006; on deputation to UNDP from 01/07/2004 to 12/07/2006):
 - 31/12/1999—04/03/2005: *Associate Professor, University of Chittagong, Chittagong, Bangladesh.*
 - 26/06/1994—30/12/1999: *Assistant Professor, University of Chittagong, Chittagong, Bangladesh.*
 - 05/07/1992—25/06/1994: *Lecturer, University of Chittagong, Chittagong, Bangladesh.*
 - ✓ Courses taught: M.Phil.: ‘Advanced Theories of Public Administration’. Masters: ‘Public Administration: Theories and Problems’, ‘Development Administration’, ‘Management of Public Enterprises’. Bachelor Honours: ‘Local Government’, ‘Rural Development’, ‘Public Financial Administration’, ‘Environment: Policy and Administration’, ‘Project Management and Analysis’.
 - ✓ Committee work: Membership in Departmental Academic Committee; Planning Committee; Academic Syllabus Review Committee; Academic Council; Seminar Library and Book Acquisition Committee; Departmental Purchase Committee; and various Examination Committees.
 - ✓ Other contributions: Initiated a new undergraduate (level 4) course on ‘Social Forestry Administration’. Developed a number of workshop/grant proposals.
- *Senior Commonwealth Fellow/South Asian Fellow, Queen Elizabeth House (Oxford Department of International Development), University of Oxford, UK* (01/10/2008-30/04/2009 on leave from the University of Dhaka).
- *AIT Asia Research Fellow, ASF-AIT Study on “Social forestry versus social realities: Land tenure and patronage in Bangladesh and Thai Social Forestry”, Asian Institute of Technology* under a fellowship from *Ford Foundation/Asian Scholarship Foundation, Bangkok, Thailand* (20/01/2003—20/10/2003, full time, on leave from University of Chittagong):
 - ✓ Conducting post-doctoral research in selected community forestry project areas in Bangladesh and Thailand; organising/participating in relevant workshops and stakeholder consultations; fieldwork in southern Bangladesh, and central and southern regions of Thailand; liaison with relevant government and international agencies; documentation and dissemination.

- *Research Fellow*, Centre for Development Studies, *University of Wales Swansea, United Kingdom* (01/07/1996—15/10/1998, on leave from University of Chittagong):
 - ✓ Conducting post-doctoral research on ‘Social Development in the Community Forestry Project Areas in South Asia with Special Reference to Bangladesh’; organising/participating in relevant workshops, in-house sessions, and stakeholder consultations; departmental teaching and research assistance, documentation and dissemination.

Adjunct/Part Time/Visiting Appointments

- *Distinguished Visiting Professor*, *Asian University for Women*, Chittagong (Fall 2018).
 - ✓ Contribution to grad teaching and curricula development on ‘Introduction to Development Studies’, and ‘Theories and Practice of Development’; Faculty capacity training, etc.
- *Distinguished Visiting Researcher*, *The American University in Cairo*, Egypt (April-May 2018).
 - ✓ Public Lecture on Climate Change and related issues, Contribution to postgrad teaching – notably on Research Methodology, Faculty capacity development, etc.
- *Senior Academic Adviser/Fellow* (01/01/2015-present), and *Senior Academic Coordinator (Post Graduate Programs)*, *BRAC Institute of Governance and Development-BIGD (BRAC University)* (22/09/2016-31/12/2018).
 - ✓ Acting as senior adviser to BIGD Executive Director on academic affairs; overall administration and coordination of 4 Masters programmes (MDS, MAGD, MPSM, MDMP) and specialised training courses offered by BRAC University.
- *Tutor (Professor)*, The Commonwealth Executive Master of Business/Public Administration (CEMBA/CEMPA) programs, *Bangladesh Open University* in partnership with *Commonwealth of Learning, Canada* (2019-20 Batch 182).
 - ✓ Course taught: ‘Disaster Management’.
- *Adjunct Professor*, MSS in Development Studies, *Bangladesh University of Professionals* (Jul-Dec 2020).
 - ✓ Course taught: ‘Development Management Practice’.
- *Adjunct Professor*, The Master in Development Studies (MDS) and Master of Business Administration (MBA) programs, *East West University*, Dhaka, Bangladesh (23/05/2006—present):
 - ✓ Courses taught: *MDS*: ‘Project Management & implementation’, ‘Research Methodology and Tools for Development’, ‘Public Management, Reforms and Governance’, ‘Development Organisations and Management’, ‘Program and Project Analysis and Design’, ‘Studies of Development Organisations’, ‘Philosophy and Forms of Development and Governance’, ‘Sustainable Development: Tools & Approaches’, ‘Sustainable Development and Livelihoods’, ‘Environmental Impact Assessment’; *MBA*: ‘Organisational Behaviour’.
- *Adjunct Professor*, Master in Public Policy and Governance (MPPG) & Master in Environmental Science and Management (MESM) programs, *North South University*, Dhaka, Bangladesh (Fall 2009-2011, Spring 2012-Summer 2013-present)
 - ✓ Courses taught: ‘NGOs, Civil Society and Private Sector’, ‘Community-based Resource Management’, ‘Integrated Resource Management’, ‘Gender and Sustainable Development’, ‘Environment and Sustainable Development’ .
- *Adjunct Professor*, *Independent University Bangladesh (IUB)* (19/01/2014-17/04/14: Spring 2014 & 01/06/2001—30/09/2003, Summer and/or Autumn terms; Spring 2007; Spring 2014-present):
 - ✓ Courses taught: *MS-Climate Change*: ‘Climate Change Policy, Planning & Protocol’, ‘Research Methodology & Tools’; *MS-Resource & Disaster Management*: ‘Research Methodology’, ‘Community Participation in Resource & Hazard Management’; *MDS*: ‘Environment & Development’, ‘Governance & Development in Bangladesh’, ‘Environment & Social Impact Assessment’; *MBA*: ‘Training and Development’. *BBA* (Chittagong): ‘Human Resource Management’, ‘Small Business and Entrepreneurship Development’.
- *Adjunct Professor*, MA in Governance and Development (MAGD), Master in Development Studies (MDS), and Master in Development Management & Practice (MDMP) programs, *BRAC University*, Dhaka, Bangladesh.(August (02/08/2007-present):
 - ✓ Courses taught: ‘Sustainable Livelihood’, ‘Program Management for Sustainable Development’, ‘Introduction to Governance’, ‘Project Appraisal and Management’, ‘Monitoring & Evaluation of Development Programmes’, ‘Environment and Development’, ‘Environment and Climate Change’, ‘Leading Issues in Governance’, ‘Gender and Development’.
- *Professor*, The MBA/EMBA program, *City University*, Dhaka, Bangladesh.(Summer & Fall 2005, Summer 2006):
 - ✓ Courses taught: ‘Human Resource Management’ and ‘Organizational Behaviour’.

- *Faculty Member (Professor)*, The MBA program, *Royal Roads University Canada*, Bangladesh Campus—the PML.(01/04/2004—2008) (faculty status approved by RRU/Canada):
 - ✓ Courses taught: ‘Environment of Business’, ‘Organizational Relations’, ‘Sustainability’, ‘Strategic Management’, ‘Creative Leadership’.
- *Visiting Associate Professor*, The MBA and Executive MBA programs, Faculty of Business Studies, *Southern University* in partnership with *Preston University-USA*, Chittagong, Bangladesh, (01/02/1999—30/06/2004):
 - ✓ Courses taught: ‘Human Resource Management’ and ‘Advanced Human Resource Management’.
- *Visiting Associate Professor*, The Executive MBA program, Department of Business Administration, *International Islamic University Chittagong*, Bangladesh, (01/01/2000—30/06/2004):
 - ✓ Courses taught: ‘Organisational Behaviour’, ‘Human Resource Management’, ‘Entrepreneurship Development’.
- *Guest Lecturer*, The MBA program, School of Business, *Bangladesh Open University*, Chittagong Centre, Bangladesh (01/01/1999—31/12/2001, Summer and/or Autumn terms):
 - ✓ Course taught: ‘Human Resource Management’.
- *Visiting Faculty*, Faculty of Business Administration, The BBA program, (International Institute of Business and Technology) *Premier University*, Chittagong, Bangladesh, (01/06/1999—31/12/1999, 1 term/course):
 - ✓ Course taught: ‘Human Resource Management’.
- *Guest Lecturer*, Faculty of Business Administration, The BBA programme, *University of Science and Technology Chittagong*, Bangladesh (01/01/1999—30/05/1999, 1 term/course):
 - ✓ Course taught: ‘Human Resource Management’.
- *Tutor*, Short Professional Courses, Centre for Development Studies, *University of Wales, United Kingdom* (01/01/1998—30/05/1998):
 - ✓ Professional courses: ‘Health Economics’ (Term: 12 January—23 March 1998); ‘Participatory Monitoring and Evaluation’ (23 March—30 May 1998); and ‘Participation and Development with Gender’ (23 March—30 May 1998).
 - ✓ Related contributions: Assisted in study tours. Supervision of individual writing assignments by participants. Counselling.
- *Lecturer*, MSc (Economics) in Development Studies, Centre for Development Studies, *University of Wales, United Kingdom*, (01/11/1996—31/01/1997 shared, 1 term):
 - ✓ Module: ‘Policy and Project Analysis’ (shared with Professor Alan Rew).
 - ✓ Related contributions: Assisted in developing course materials; conducted interactive workshops and tutorials; arranged/facilitated contributions from other colleagues to the course.
- *Tutor*, BSc (Economics) in Development Studies, Centre for Development Studies, *University of Wales, United Kingdom*, (01/07/1994—30/06/1996 Sessions: 1994-95 and 1995-96):
 - ✓ First Year Tutorials: Modules: ‘Introduction to Development Studies I’ (Households and Communities in a Global Context) and ‘Development and Social Sciences I’ (An Introduction to Images of Development in Historical Perspective). Second and Final Year Tutorials, Module: Agrarian Change and Rural Development.
 - ✓ Related contributions: Conducted interactive workshops and brainstorming sessions. Grading and assessment. Counselling.

Development/Program Management & Administrative Experiences

Regular/Full Time Appointments

- *Country Representative, IUCN, International Union of Conservation of Nature, Bangladesh Country Office* (15/08/2009-31/12/2011).
 - ✓ Head of Station (headquartered in Switzerland, IUCN - a UN observer - is the oldest and largest global environmental network – a democratic membership union of more than 1000 government and NGO organisations, and 11000 volunteer scientists - operating through 60 offices around the world). Overall responsibility of IUCN’s operations in Bangladesh: general management; HR; finance; donor, government and media relations; membership management and outreach; programme development and implementation; policy advocacy; technical inputs and research (especially in the areas of community/participatory development, NRM, community forestry, community based climate change adaptation); knowledge management; institutional development.
 - ❖ Key Accomplishments: Expansion of the IUCN-B program portfolio by some 90%, and transforming the office in 34% (budget) deficit to 23% surplus over 2.5 years; Major reform in HR and effective stakeholder engagement; Tuning programs to GoB and global funding trends.

- *Senior Program Coordinator, Chittagong Hill Tracts Development Facility (CHTDF), United Nations Development Program (UNDP), Bangladesh Country Office, Dhaka, Bangladesh (01/07/2005—30/09/2006)*
 - ✓ The key responsibility concerned the over-all coordination of the UNDP's high profile Programme on *Promotion of Development and Confidence Building in the CHT*. The broad aim of this Programme is to assist the Government of Bangladesh and the institutions and local communities of Chittagong Hill Tracts pursuing a socio-economic development, institutional capacity enhancement, and confidence building agenda based on the principles of self-reliance, decentralized development, and sustained peace. This senior policy and programme implementation position involved both management and programme specialist responsibilities in order to facilitate and ensure smooth integration and coordination of various component activities of the Programme through such measures as collation, compilation and quality control of various project activity reports, timely flow of information to the various staff working at various levels. In the programme specialist capacity, the key responsibility was to contribute to the strengthening of the capacity of Chittagong Hill Tract (CHT)-specific institutions (Ministry of Chittagong Hill Tracts Affairs, Regional Council, Hill District Councils, NGOs, local government bodies, and traditional institutions) for providing appropriate rural and community development supports to the local communities.
 - ❖ **Key Accomplishments:** Played a lead role in the introduction and consolidation of the UNDP's largest-ever program in CHT; Facilitated intense negotiations and diplomatic dialogues with key stakeholders (including and between the ethnic and Bengali leadership; central and regional public organisations); Successful operationalization of UNDP's unique Direct Execution (DEX) mode of program delivery in the region.
- *Institution Capacity and Development Specialist, Chittagong Hill Tracts Development Facility (CHTDF), United Nations Development Program (UNDP), UNDP Bangladesh Country Office, Dhaka, Bangladesh (01/07/2004—30/06/2005)*
 - ✓ The key responsibility was to contribute to the strengthening of the capacity of Chittagong Hill Tract (CHT)-specific institutions (Ministry of Chittagong Hill Tracts Affairs, Regional Council, Hill District Councils, NGOs, local government bodies, and traditional institutions) for providing appropriate rural and community development supports to the local communities. The major task-areas included promotion of horizontal integration among CHT Institutions and administrative arrangements; improvement of management systems and practices; building resources and capacity; development of linkages and partnership networks. This senior position, which headed the Institution Capacity Building (ICB) Area of Intervention, involved liaising with international aid agencies, foreign missions, and Bangladesh government agencies; supervision of consultants; fieldwork and stakeholder consultations in the CHT; routine office management; and production of various reports.
- *Manager Operations, Operations Department, Palli Karma Shahayak Foundation (Rural Employment Assistance Foundation), Dhaka, Bangladesh (01/10/1990—30/06/1992):*
 - ✓ This was a senior-mid managerial position in one of the leading and largest micro-credit/development finance institutions of Bangladesh sponsored by the Government of Bangladesh and the World Bank. My major responsibilities included management and supervision of financial assistance schemes to a number of Non-Governmental Organisations engaged in poverty reduction through micro-credit programmes; administrative/personnel tasks and supervision of some 15 staff; Assessment of funding proposal; periodic review of funding and 'social development' criteria; Project evaluation monitoring; extensive field tours; Facilitation of training and workshops for partner NGOs; Institutional analysis of NGOs; Publication and social development research; Liaison and coordination with international aid and other development financing agencies.
 - ❖ **Key Accomplishments:** In these initial years of PKSF, played a lead role in the introduction and consolidation of field operations: expanded the program coverage to the southern part of the country; successfully screened and commissioned the first cohort of NGOs to create the 'critical mass' of Partner Organisations (PO) which subsequently contributed to PKSF's rise as an apex micro-enterprise and development finance organisation in Bangladesh.

Consulting and Advisory Assignments

Selected Examples

- *Senior Adviser, Final Evaluation of the Sharmerto (Sustainable Skills and Employment in Small Scale Agro Food Processing) Project, Helvetas Swiss Intercooperation, Dhaka (Sep-Oct 2020, 10 days).*
- *Senior Institutional Specialist (Climate Change) (Team Lead), ICBA-AR Project, United Nations Development Programme (UNDP), Bangladesh Country Office, with Ministry of Environment, Forest and Climate Change (04/03/2020—03/06/2020, 30 days):*

- ✓ extensive stakeholder consultations; relevant institutional landscape mapping; formulation of strategic and operational plan towards establishment of the newly proposed Centre for Environment and Climate Change Research (CECCR) under the Ministry of Environment, Forest and CC.
- *Lead Consultant (Reviewer)*, Evaluation of the Abolombon Project (Development of Personal Skills and Empowerment of Destitute Women), *BRAC Skills Development Program* (on behalf of Social Responsibility Asia), Dhaka (Feb-April 2020).
- *REDD+ Strategy Development Senior Specialist*, UN-REDD National Programme, *United Nations Development Programme (UNDP)*, Bangladesh Country Office, Dhaka, Bangladesh (23/10/2018—22/01/2019, 45 days).
- *Climate Change Expert*, Local Government Initiative on Climate Change (LoGIC) Project: Baseline, End Line Survey and Annual Progress Review, *Unnayan Shamannay for United Nations Development Programme (UNDP)*, Bangladesh Country Office, Dhaka, Bangladesh (Dec2017-Dec2020, 44 days).
- *Senior National Expert on Forest Governance*, UN-REDD National Programme, *United Nations Development Programme (UNDP)*, Bangladesh Country Office, Dhaka, Bangladesh (24/07/2017—30/09/2017, 60 days). <http://www.bforest.gov.bd/site/page/5d40ef21-5f56-4933-af1d-5972252852f2/>
- *Lead Adviser*, Governance and Institutional Assessment for Green Growth in Bangladesh, Economic Dialogue on Green Growth, Adam Smith International-UK (for DfID), Dhaka (31/3/2017-30/6/2017, 20 days).
- *Community Development Specialist*, Climate Resilient Participatory Afforestation and Reforestation Project, Forest Department (serviced by EADS/DAM/MTI), Dhaka (8/2/2016, 11 months):
 - ✓ extensive stakeholder consultations; designing and delivering training programs on community focused forestry targeted to public, local government and non-government officials in different regions of the country; technical inputs to the production of final report.
- *Rural Development Specialist*, Revision and Finalization of the National Conservation Strategy Project, *Ministry of Environment and Forest* with support from *International Union for Conservation of Nature (IUCN)*, Dhaka (10/1/2016-10/4/2016).
- *Team Leader*, ‘Formulation of Training Manual for Training of Trainers (ToT) on Sustainable Development Goals’, *National Institute of Local Government (Government of Bangladesh)*, Dhaka (26/6/2016-31/8/2016):
 - ✓ leading, and providing technical inputs to, the process of training curricula, materials development, and delivery of ToT on SDGs and the implications for local government and citizens engagement
- *Co-Team Leader (NOC level Consultant)*, Evaluation Study on School Level Improvement Plan (SLIP): Third Primary Education Development Program. UNICEF – United Nations Children’s Fund, Dhaka (Mar-Jul 2015, 90 Days).
- *Member Internal Advisory Panel (Institutional Capacity Assessment)*, Developing a National Implementing Entity for Bangladesh (the Climate and Development Knowledge Network), *DFID through Ricardo-AEA (UK) and SSIL (Bangladesh)*, (Jan-Mar 2015, 11 days).
- *Team Member*, Impact Assessment of Comprehensive Disaster Management Program (CDMP II), *UNDP-Bangladesh* (on behalf of Eminence and Dept of Development Studies, Dhaka University) , (May 2013 – February 2014).
- *Consultant*, Final Evaluation of DFID-GTF Project on ‘Improving environmental governance for sustainable management of natural resource in Bangladesh’, *International Union for Conservation of Nature (IUCN)*, Dhaka (9/3/2013-20/5/2013).
- *Consultant*, ‘Review of existing co-management systems of Bangladesh and development of a model for co-management of mangroves and other coastal ecosystems’, *International Union for Conservation of Nature (IUCN)*, Dhaka (15/6/2013-28/9/2013, 6 days).
- *Project Impact Evaluation Expert (Consultant)*, ‘Intervention evaluation of Community Based Adaptation in the Ecologically Critical Areas through Biodiversity Conservation and Social Protection Project’, *Department of Environment (Government of Bangladesh) and Nature Conservation Management*, Dhaka (August 2013, 16 days).
- *Team Leader (Consultant)*, ‘Updating the Tanguar Haor Management Plan by incorporating co-management model and other (dynamics of the) changed situation for proposing Ramsar site management’, *International Union for Conservation of Nature (IUCN)*, Dhaka (1/7/2013-31/12/2013, 90 days).
- *Mission Leader*, The Mission on ‘Development of strategy paper for program activities after reviewing the existing program of MJF in Chittagong Hill Tracts’ *Manusher Jonno Foundation (MJF)*, Dhaka, Bangladesh (20/3/2013–20/5/2013):
 - ✓ The major responsibilities included extensive stakeholder consultations; final evaluation of the programme portfolio of MJF and 13 partner NGOs in 21 Upazilas of CHT; development of a future intervention strategy, and formulation of a CHT programme (including a comprehensive component design).

- *Consultant*, Final Evaluation of Adaptive Research Project on ‘Climate Change Adaptation among Fisher Communities in Noakhali’, *Planning Commission/Program Support Unit-ASPS-II, Government of Bangladesh*, Dhaka, Bangladesh (14/10/2012—29/11/2012, intermittent, 12 days).
- *Natural Resource Management and Bio-diversity Expert*, Bangladesh Green Development Programme, *United Nations Development Programme (UNDP)*, Bangladesh Country Office, Dhaka, Bangladesh (01/04/2012—31/07/2012, 16 days).
- (17/01/2012—30/06/2012; *Consultant*, Placing Vulnerable Groups at the Centre of Result Monitoring (Third Party Monitoring Project), *The World Bank Group, Country Management Unit*, Bangladesh 23 days).
- *Consultant*, ‘Revision of Social Forestry Rules and Preparation of Guidelines for Investment in Social Forestry’, Integrated Protected Area Co-management, *USAID & IRG-Washington*, Dhaka, Bangladesh (22/06/2009 – 20/08/2009; 25 days).
- *Lead Consultant*, ‘Preparation of a Strategic Plan for the Arannayk Foundation’, Arannayak Foundation: Bangladesh Tropical Forest Conservation Foundation (7/1/2009-15/3/2009; 7 days).
- *Team Leader*, ‘An Exploratory Study on Performance and Capacity of Co-management Committees as Local Institutions’, The Nishorgo Support Project, A *Forest Department (Government of Bangladesh)* Project funded by the *USAID &* implemented by the *IRG-Washington*, Dhaka, Bangladesh (23/04/2008 – 31/07/2008; 35 days):
 - ✓ The major responsibilities included evaluating the role and performance of co-management strategies and local institutions through an extensive fieldwork in various Protected Areas; development of a Capacity Assessment Framework through literature review; seminar presentations and staff debriefing; supervision of 6-member study team; and authoring and production of various reports.
- *Team Leader*, The Mission on ‘Review and Documentation of Street Children’s Programme at Sayedabad and Jatrabari Area of Dhaka City’, *Aparajeyo-Bangladesh* and *Shapla Neer-Bangladesh Country Office*, Bangladesh (15/07/2008–30/11/2008; 20 days):
 - ✓ The major responsibilities included assessing this child rights and development-focussed Project’s development results and over-all progress through an empirical study in various locations of Dhaka City, stakeholder consultation; seminar presentations; and production of report.
- *Consultant*, The Mission on Mid-term Evaluation of the ‘Developing a Conducive Environment for Children in a Street Situation in Dhaka City’, *Manusher Jonno Foundation (for Aparajeyo Bangladesh)*, Bangladesh (22/10/2007–05/12/2007; 13 days):
 - ✓ The major responsibilities included assessing this child rights and development-focussed Project’s development results and over-all progress through an empirical study in various locations of Dhaka City, stakeholder consultation; seminar presentations; and production of report.
- *Mission Leader*, The Mission on Mid-term Evaluation of the ‘Protection and Establishing Rights on Land of Adivasi in Mymensingh Project (Perlam)’, *Manusher Jonno Foundation*, Bangladesh (24/05/2007–23/06/2007; 25 days):
 - ✓ The major responsibilities included assessing the Project’s development results and over-all impacts; examining the strategies, etc. The work involved an extensive fieldwork in the greater Mymensingh region, systematic stakeholder consultation; seminar presentations and staff debriefing; and production of various reports.
- *Team Leader*, The Mission on Evaluation of the Integrated Community Development Project – Dinajpur, *Caritas-Bangladesh*, Bangladesh (12/03/2007–30/04/2007; 23 days):
 - ✓ The major responsibilities included assessing the Project’s development results; examining the strategies, internal and external environment, the project’s contribution to the changes in the life of the partner indigenous communities, the level of participation together with gender and management dynamics; and recommending future directions for sustainability of the targeted social institutions and the project as a whole. The work involved an extensive fieldwork in the greater Dinajpur region, literature review, and systematic stakeholder consultation; seminar presentations and staff debriefing; supervision of team members and field staff; and production of various reports.
- *Mission Member*, Scoping Mission for Environment and Sustainable Development, Environment and Sustainable Development (ESD) Cluster, *United Nations Development Program (UNDP)*, Bangladesh Country Office, Dhaka, Bangladesh (18/03/2007—18/04/2007):
 - ✓ As a member of a multi-disciplinary team, the major responsibilities included identifying new programming opportunities for UNDP’s ESD Cluster; assessing ESD knowledge products, services and local partnership and networking; and developing the vision, policy and strategy with a Road Map for the ESD Cluster through an extensive literature review, systematic stakeholder consultation, workshop with NGOs; briefing and debriefing with government agencies and UNDP, and production of a series of reports including the *Partnership Strategy for Environment and Sustainable Development*, and *ESD Component Briefs*.

- *Senior Programme Support and Institutional Capacity Adviser, Chittagong Hill Tracts Development Facility (CHTDF), United Nations Development Program (UNDP), Bangladesh Country Office, Dhaka, Bangladesh (01/10/2006—31/03/2007; 60 days)*
 - ✓ This senior advisory position brought in a range of broad based programmatic support and specialized - Institutional Capacity Development (ICD)-related advice to the management of UNDP's flagship multi-sectoral USD 50m programme in the CHT. The main tasks include: Providing general backstopping support to the ICD Facility (ICDF) and its key staff in developing its strategy, setting priorities and direction; Assuming substantive technical support responsibilities for the following specialized areas: (i) Organizational Design and Development, (ii) Organizational Culture, (iii) Institutional Assessment, (iv) Management of Change, and (v) CHT Visioning Exercise; Providing general programmatic and advising support to the various Components of the Programme; Helping the relevant UNDP staff in developing good working relationships with CHT institutions, government, and donors; Undertaking/supervising in-depth research and investigation into relevant ICD and socioeconomic topics of importance to CHT; Participating in the relevant Programme Formulation Missions; Various reporting, monitoring and evaluation activities.
- *Team Leader, The Evaluation of the Integrated Community Development Project – Chittagong Hill Tracts, Caritas-Bangladesh, Bangladesh (05/05/2004–20/06/2004; 1 per/month):*
 - ✓ The major responsibilities included evaluating the efficacy and performance of the project's community development and extension approach and strategies through an extensive fieldwork in the CHT, literature review and systematic stakeholder consultation; exploring and recommending varied alternative programmatic interventions; seminar presentations and staff debriefing; supervision of team members and field staff; and production of various reports.
- *Senior Local Governance and Capacity Building Specialist, The Nishorgo Support Project, A Forest Department (Government of Bangladesh) Project funded by the USAID & implemented by the IRG-Washington, Dhaka, Bangladesh (01/03/2004 – 30/06/2004; 2 per/months):*
 - ✓ The major responsibilities of this senior advisory position included assisting the project team in development of an approach to collaborative management of the country Protected Areas; working with field-level implementing NGOs and Government partners to test this approach at pilot sites; identifying capacity building needs of local stakeholders; planning and conducting training courses on collaborative management.
- *Development Specialist/Consultant, Chittagong Hill Tracts Development Facility (CHTDF), United Nations Development Programme (UNDP), Dhaka, Bangladesh (15/03/2004—30/06/2004; 35 days):*
 - ✓ The key role of this position was to assist the UNDP in its broad-based development and confidence building efforts in the CHT region. More specifically, the responsibilities included assistance to the Programme Authorities in establishing and maintaining dialogue with varied tribal and non-tribal leadership; maintain effective community outreach; workshop facilitation and organisation; development of linkages and partnership networks among development organisation and communities in the CHT; fieldwork and stakeholder consultations in the CHT; and production of various reports.
- *Team Leader and Forest Policy Specialist, The Bangladesh Forest Sector Review, ADB Forestry Sector Project, Ministry of Environment & Forest, Government of Bangladesh in consultation with Asian Development Bank, Dhaka, Bangladesh (01/11/2003 – 31/01/2004; 2 per/months):*
 - ✓ As the Team Leader, the major responsibilities included leading the team members to assess the role of forest sector in poverty reduction and sustainable environmental management in Bangladesh through an extensive literature review and systematic stakeholder consultation; focus group discussions with project participants in various locations; workshop with NGOs; briefing and debriefing with government agencies and ADB; 'meet the media/press' sessions; fieldwork in six major social forestry concentration-areas; and production of a series of report including the Bangladesh Forest Sector Road Map and Sector Status Report.
- *Subject Specialist on Legal and Policy Aspect of Resource Management, Updating the Bangladesh National Conservation Strategy Project, IUCN-World Conservation Union, Bangladesh Country Office, Dhaka, Bangladesh (01/03/2004 – 30/06/2004; 0.5 per/month)*
 - ✓ As a member of an Expert Working Team, the main purpose of this assignment was to update the 'Bangladesh National Conservation Strategy' Document by contributing a number of specialised chapters; assisting the team in editing manuscripts; facilitating stakeholder meetings and national workshops; and liaising with various public and international agencies.
- *Anthropologist and Public Administration Expert, GoB/Donors/UNDP Joint Chittagong Hill Tracts Risk Assessment Mission, United Nations Development Programme (UNDP), Dhaka, Bangladesh (01/05/2002—30/06/2002; 1 per/month):*

- ✓ As a member of a multi-disciplinary team, the major responsibilities included assessing the development potential and security situation in the CHT through an extensive literature review, field visits, and systematic stakeholder consultation; liaising with and advising selected international aid agencies and foreign missions on the CHT development and security situation; briefing and debriefing with government agencies, the media/press, and foreign missions; fieldwork in the CHT; and production of various reports.
- *Appraiser/ Social Scientist, Local Government Rapid Field Appraisal, Local Government Initiative, USAID/ARD, Dhaka, Bangladesh (01/04/2002—25/05/2002; 1 per/month):*
 - ✓ The major responsibilities included qualitative assessment of perceptions of civil society on local government reform issues; conducting an empirical fieldwork covering various tiers and functionaries of local government; supervising a team of 8 research and technical staff; presenting findings in regional and central workshops; office management tasks; drafting the ‘Report on Rapid Field Appraisal in Chittagong Division’; and stakeholder consultations.
- *Consultant Reviewer, Review of the Local Entrepreneur (LE) Strategy, SHABGE-SDC Project, CARE-Bangladesh, Dhaka, Bangladesh (01/03/2002—31/03/2002, 1 per/month):*
 - ✓ The major responsibilities included evaluating the efficacy of the project’s homestead agroforestry extension approach through an extensive fieldwork in the western and northern districts, literature review and systematic stakeholder consultation; exploring and recommending varied alternative programmatic interventions; seminar presentations and staff debriefing; supervision of field staff; and production of various reports.
- *Mission Member/Public Administration Expert, Chittagong Hill Tracts (Peace) Accord Implementation Assessment Mission, United Nations Development Programme (UNDP), Dhaka, Bangladesh (01/01/2002—28/02/2002; 1.5 per/months):*
 - ✓ The major responsibilities included assessing the progress in the implementation of the Chittagong Hill Tracts (Peace) Accord through an extensive literature review and systematic stakeholder consultation; liaison with and advising selected international aid agencies and foreign missions on the CHT peace and security situation; fieldwork in the CHT; briefing and debriefing with various government and international agencies; and production of various reports.
- *Forest and Natural Resource Economics and Management Specialist, and Bangladesh Country Case Study Coordinator, ADB Regional Study on Forest Policy and Institutional Reforms, Asian Development Bank (TA # 5900-REG), Manila, Philippines (05/06/2001—31/12/2001; 5 per/months):*
 - ✓ As the Team Leader for Bangladesh study, major responsibilities included assessing the Bangladesh forestry sector and ADB portfolio based on a literature review; attending in briefing, debriefing, consultative workshops and literature search sessions in ADB HQs in Philippines; stakeholder analysis in Bangladesh; arranging and coordinating a number of consultative meetings and 2 broad-based national workshops in Bangladesh; conducting fieldwork and case studies in Chittagong, Chittagong Hill Tracts, Moulavibazar and greater Rajshahi areas; supervision of field research and office team (9 staff: 6 Researchers and 3 Office/Logistic Managers); meeting press/media; liaising and coordinating with fellow study teams in Pakistan, Sri Lanka and Philippines; and production of various reports.
- *Social Scientist (Ethnographer), ADB Chittagong Hill Tracts (CHT) Regional Development Plan Project, Asian Development Bank (ADB TA # 3328-BAN), Rangamati and Dhaka (01/08/2000—30/11/2000; 3 per/months):*
 - ✓ As a member of a multi-disciplinary team, major responsibilities included conducting ethnographic research for assessment of local needs and development aspirations and potential of the indigenous peoples; supervision of the 6 field research staff and related office management tasks; participating and facilitating 2 (1 regional and 1 national) workshops; production of various survey reports including “CHT: Livelihood and Lifestories”.
- *Consultant Sociologist, UNDP/GoB Sustainable Environmental Management Programme (SEMP), Component 2.7: “Documentation of Folk and Indigenous Medicines specially Popular among Tribal People in Chittagong Hill Tracts”, duty stations: Chittagong and Chittagong Hill Tracts, (05/06/2000—05/09/2000; 2 per/months):*
 - ✓ Major responsibilities included facilitating participatory survey on the use and practice of indigenous medicinal plants in the Chittagong Hill Tracts; providing guidance to the research team; facilitating stakeholder consultation and meetings in Chittagong Hill Tracts.
- *Public Administration Specialist, Interim Planning Mission on Watershed Development in Chittagong Hill Tracts (CHT), Bangladesh (a joint mission of DANIDA and Government of Bangladesh), Organised by the Royal Danish Embassy, Dhaka, Bangladesh (01/05/2000—30/06/2000; 1 per/month):*
 - ✓ As a member of an official multidisciplinary mission, co-authored the “Interim Planning Document” and “Debriefing Note”; conducted fieldwork in CHT; institutional analysis of CHT local government agencies; visited and briefed major soil, forest and agricultural research establishments in the CHT region.

- *Social Science and International Development Specialist*, Identification Mission on Watershed Development in Chittagong Hill Tracts (CHT), Bangladesh (a joint mission of *DANIDA and Government of Bangladesh*), Organised by the Royal Danish Embassy, Dhaka (20/02/2000—20/04/2000; 1.5 per/months):
 - ✓ As a member of an official multidisciplinary mission, assisted in the formulation of the “Identification Report on Watershed Development in CHT”, “Component Description” and “Defriefing Note”; facilitated consultative workshops and stakeholder meetings in CHT; conducted fieldwork in CHT.
- *Consultant Sociologist, National Conservation Strategy Implementation Project 1*, Ministry of Environment and Forest, *Government of Bangladesh*, Dhaka, Bangladesh (01/01/2000—28/02/2000; 2 per/months):
 - ✓ Assisted in the formulation of the “Tanguar Haor Management Plan” and drafted the “The Sociologist’s Report on the Management of Tanguar Haor”; fieldwork in Sumangonj including Tanguar Haor; visited and arranged consultative meetings with the major community based organisations and local government offices; assisted in debriefing national workshop.
- *Consultant Trainer*, “Training Programme on the Sloping Agricultural Land-use Technology” (01/01/1999—30/03/1999; 2 person months consulting, intermittent), Uplands Settlement Project (second phase; funded by the ICIMOD, Nepal), *Chittagong Hill Tracts Development Board*, Khagrachari Hill District, Bangladesh.
 - ✓ Taught and conducted sessions on ‘watershed management’; ‘community development’; ‘participatory rural appraisals’; conducted on-farm demonstration and learning sessions involving farmers and project field staff; co-edited a training manual; and assisted the Project Manager in various official and academic matters.
- *Lead Adviser on Social Forestry*, Social Forestry Programme, *Pothikrit*, Lohagara, Chittagong, Bangladesh, (04/01/1999—30/06/1999; 5 per/months):
 - ✓ As the principal adviser to a large scale community based forestry project managed by a major NGO, assisted in conducting various participatory rural appraisals; developing proposals for project renewal and expansion; fieldwork in southeastern region; and contributing to public extension literature (e.g. newsletters); supervision of 5 field and office staff.
- *Sociological Consultant*, ‘The Bangladeshi Community Development Project, Swansea’, *Swansea Bay Racial Equality Council*, Swansea, *United Kingdom*, (01/05/1998—30/09/1998; 4 per/months):
 - ✓ Drafted the ‘Report on the Survey of the Bangladeshi Community in Swansea’, Parts 1 and 2, (SBREC:Swansea), conducted household questionnaire survey on the socio-economic status, development needs and aspiration of the Bangladeshi community in Swansea; arranged and facilitated ‘opinion sharing’ seminars with community leaders, academics and local government officials; and acted as ‘special adviser to the SBREC Director on Bangladesh community affairs’.
- *Sociological Consultant*, ‘Survey of Health Needs for the Black and Ethnic Minorities’, *Swansea Bay Racial Equality Council*, Swansea, *United Kingdom*, (01/06/1997—30/11/1997; 2 per/months):
 - ✓ Conducted household questionnaire survey on the health status and needs of the Black and ethnic minority families in Swansea and its vicinity; assisted in a series of stakeholder meetings involving minority community leaders, academics and local government officials; and miscellaneous office and research tasks including handling official correspondences, translation and interpretation, counselling.
- *Consulting Member*, Special Committee on Education for Ethnic Children in Swansea, *Swansea Islamic Community Centre (SICC)*, Swansea, *United Kingdom*, (01/12/1996—28/02/1997; 2 per/months):
 - ✓ Conducted research on the institutional arrangement for mother-tongue education for minority children; facilitated interactive meetings involving parents, students, community leaders, and local government (Council and Police) officials; assisted in drafting of the “Report on Streamlining Mother-tongue and Religious Education for Ethnic Children in Swansea”, SICC:Swansea).

Outreach Training, Capacity Building, and Other Experiences

Training and Coaching

Selected Examples

- *Academic Adviser-NDC* (‘National Defence Course’ [for Colonels and Brig Generals]) & *AFWC* (‘Armed Forces War Course’), *Invited Professor* Research Methodology Program-AFWC, *National Defence College*; *Resource Speaker*-Staff Course, and *Invited Professor* Research Methodology Course, *Defence Services Command and Staff College (DSCSC)*; *Distinguished Speaker* on ‘Mass Recruitment’, *HQ Recruiting Unit, Bangladesh Army*; and *MPhil/Ph.D. Supervisor*, *Bangladesh University of Professionals*, (Session 2011 - 2019).
- *Resource Person*, ‘Rural Development Project Management’, Ministry of Rural Development, Government of India (23-27 Jun 2020).

- *Co-Lead Trainer*, Training of Trainers: Climate Actions for Youth – UN-SDGs, *Active Citizens Program*, *The British Council* (24-27 Feb 2019) [Co-leading, and providing technical inputs to, the process of training curricula, materials development, and delivery of ToT focusing on climate and environment related SDGs and youth engagement and participation].
- *Lead Resource Person*, Professional Training on Environmental Impact Assessment (EIA), *Bangladesh Institute of Planners* (12-13 April and 2-3 August 2018).
- *Resource Person*, ‘Bangladesh Civil Service (BCS) ‘Foundation Training Course’ (58th,59th,60th,62nd, 63rd 64th 68th)’; ‘Law and Administration Course’; ‘BCS (Health) Special Foundation Course’, ‘National Integrity Strategy Course’: *Bangladesh Civil Service (Administration) Academy*, *Bangladesh Public Administration Training Centre*, *Bangladesh Academy for Rural Development*, *Bangladesh Institute of Administration and Management*, and *Telecommunications Staff College* (2015 to date, several batches).
- *Distinguished Speaker*, ‘Specialized Diplomatic Training Course [for BCS Foreign Service officials]’, *Foreign Service Academy*, Dhaka (31 July 2016)
- *Trainer/Facilitator*, ‘Making Sense of Sustainable Development’, *Orientation for BRAC Young Professionals*, BRAC, Dhaka, Bangladesh (Nov 2016-present; several batches).
- *Trainer/Facilitator*, ‘Training of Trainers on Sustainable Development Goals [for senior local government officials and political representatives]’, *National Institute of Local Government*, Dhaka, Bangladesh (8-9, 21-22 Aug 2016).
- *Lead Trainer/Facilitator*, ‘Team Building Training Colloquium for Senior Managers’, *BRAC Community Empowerment Programme*, Dhaka (13-15 Dec 2015).
- *Resource Person*, ‘Training Workshop on Development of Monitoring Framework of NIS implementation’, *Cabinet Division*, *Government of Bangladesh* (2015, several batches).
- *Resource Person*, ‘Training on Government Performance Management’, ‘Change Management’ (for Field Level Officials), *Bangladesh Institute of Administration and Management (BIAM)* (*Government of Bangladesh*), Dhaka (2015-todate, several batches).
- *Resource Person*, ‘Professional Certificate Programme in Environmental Management and Governance’ (Modules: Policy regimes for natural resource and environmental management and EIA), *Institute of Governance Studies*, Dhaka (2012-14, several batches).
- *Resource Person/Trainer*, ‘Training Workshop on Small Research Grants Programme’; ‘Co-management Tool and Approaches’, Integrated Protected Area Co-management Project, *Departments of Forests, Fisheries, and Environment*, *Government of Bangladesh*, Dhaka (August-Dec 2012, Aug-2015, several batches).
- *Expert Reviewer*, ‘The State of Governance 2011-12 Report and Guidance to the Research Team’, *Institute of Governance Studies*, Dhaka (Dec 2011-Oct 2012).
- *Guest Instructor*, ‘Bangladesh Studies’ & ‘Security and Development’ in the 30th, 33rd, 34th, 36th BCS (Ansar) Officers’ Basic Training Course (leading to Masters in Human Security under University of Dhaka), *Ansar & Village Defence Party Academy* (*Government of Bangladesh*), Gazipur (August-September 2012-present, several batches).
- *Trainer*, ‘Advanced Qualitative Research Methodology’, *Transparency International Bangladesh (TIB)*, Dhaka (September 2012).
- *Resource Person/Trainer*, ‘Training on Bangladesh Climate Change, Natural Resources and Agriculture’, *Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH*, Dhaka, Bangladesh (March 2012).
- *Lead Facilitator*, ‘Development Professionals Program (DevPro)’ (Developed and taught some 15 modules covering the sessions on ‘Development Thoughts, Theories and Debates’; ‘Social Mobilization and Community Development’), *BRAC University and BRAC Training Division*, Dhaka, Bangladesh (10/11/2007—15/12/2009; various batches).
- *Lead Faculty*, ‘Management of Land Acquisition, Resettlement and Rehabilitation’, *BRAC University*, Dhaka, Bangladesh (2009-to date; various batches).
- *Trainer*, ‘Change Management Training’, *North South University*, Dhaka, Bangladesh (since December 2009-various batches).
- *Resource Person*, ‘Teachers’ Training Programme’ (Developed and taught sessions on ‘Management: The New Millennium Challenges’, ‘Public Policy’, ‘Research Methodology’, ‘Introduction to Counselling and Negotiation skills’), *National University*, Gazipur, Bangladesh (2007—today, several batches).
- *Distinguished Resource Person*, (i) ‘Senior Executive Certificate Course for Strategic Management of Anti-Corruption Programme for Government Officials’ (19/10/07-31/10/07) (Developed and taught sessions on ‘OECD Action Plan for Fighting Corruption’; (ii) ‘Development Training for JICA Officials’(01/03/2007—04/03/2007); (iii) ‘Executive Certificate Course on Understanding Development’ (01/01/2011-present; several batches); (iv) ‘Financial & Economic Analysis for Public Sector Officials’ (June 2015-present; several

batches), *Department of Development Studies, University of Dhaka* in association with *Asian Development Bank, Japan International Cooperation Agency, UN Food and Agriculture Organization*.

- *Resource Person*, ‘International Training Course on Good Governance in Rural Development’ (Developed and taught sessions on ‘Good Governance: Theories and Approaches’; ‘The Role of Civil Society in Good Governance’), *Bangladesh Academy for Rural Development* in collaboration with *the Commonwealth Secretariat UK*, Comilla, Bangladesh (09/04/2007—21/04/2007).
- *Resource Person/Trainer*, ‘Orientation for 7th Round Partners’ (Developed and taught sessions on ‘Governance Issues and challenges in Bangladesh, and Prioritized Agenda for Intervention by NGOs’), ‘Training on Human Rights & Governance’, *Manusher Jonno Foundation*, Dhaka, Bangladesh (22/01/2007—present, several batches).
- *Resource Person*, *National Academy for Planning and Development, Ministry of Planning (Government of Bangladesh)*, Dhaka, Bangladesh (19/07/2006—present): Developed and taught sessions on: (1) ‘Social Impact Assessment of Development Projects’ in the *Training Course on Planning and Project Management* for mid level officials of government, local government and business organisations (19/07/2006—14/09/2006); (2) ‘Negotiation Strategies’ and ‘Counselling’ in the *Training Course on Negotiation and Dispute resolution* (10/12/2006—14/12/2006; 05/08/07—09/08/07); (3) *Special Foundation Training Course for BCS Health Cadre Officers* (since 19/4/2009 - multiple batches); (4) *Millennium Development Goals* (17-21 May 2009); *Departmental Training for BCS (Econ.) Cadre Officers*; (5) *Human Resource Management* (Dec 2015).
- *Guest Instructor*, Officers Gunnery Staff Course, Artillery Centre and School, *Bangladesh Army (Government of Bangladesh)*, Chittagong, Bangladesh (01/01/2000-30/06/2004, part time, intermittent, 4 courses): Developed and taught courses on ‘Management’ and ‘Research Methodology’ to mid level (Captain, Major and Lt. Colonel) military officials from Bangladesh as well as a number of Asian and African countries; prepared course literature including a compiled manual; assisted the School in developing a new course and refining the curricula; and participated in ceremonial and public relational events.
- *Trainer on Development Management*, Staff Development Programme, *Bangladesh Institute of Theatre Arts*, Chittagong, Bangladesh (01/01/2000—30/06/2004): Developed and taught courses on ‘Monitoring and Evaluation’, ‘Participatory Rural Appraisal’ and ‘Gender’ to BITA staff and other NGO personnel; prepared course literature including a compiled manual; arranged ‘retreat reflection workshops’.
- *Resource Person*, *Bangladesh Institute of Management (Government of Bangladesh)*, Chittagong Centre, Chittagong, Bangladesh (01/04/2000—30/06/2004, intermittent): Lecturing in a wide range of regular and professional courses run by the Institute, notably, ‘Post-graduate Diploma in Personnel Management’ and short courses on ‘Industrial Relations’, ‘Office Management’, ‘Environmental Management’, ‘Gender and Development’; prepared course literature; assisted the Institute in developing/improving course syllabus.
- *Resource Person*, *Regional Public Administration Training Centre (Government of Bangladesh)*, Chittagong, Bangladesh (01/01/2001—30/06/2004, intermittent, 6 courses): Lecturing in a wide range of regular and professional courses run by the Centre for public service officials. Notable courses are: ‘Office Management’, ‘Environmental Management’, ‘Gender and Development’; prepared course literature; and participated in interactive discussion/feedback sessions and workshops.
- *Resource Person*, *Bangladesh Forest Academy (Government of Bangladesh)*, Chittagong, Bangladesh (01/01/2000—present, several courses): Taught a number of modules such as ‘Social Forestry’, ‘Watershed Management’, ‘Participatory Forest Management’, ‘Biodiversity’, ‘Co-management’ to Deputy & Assistant Conservators, Range & Beat Officers/Foresters).
- *Trainer*, Professional Staff Development Course on Human Resource Management, *A.K. Group of Companies* (with technical support from *Bangladesh Institute of Management*), Chittagong, Bangladesh (11—13 October 2002): Designed, coordinated and lectured in the Course targeted to the mid level professionals of this leading corporate business company; prepared course literature including a compiled manual; and facilitated feedback sessions.
- *Trainer*, Farmers’ Innovations in Different Shifting Cultivation Systems of the Eastern Himalayas Project, *International Centre for Integrated Mountain Development (ICIMOD)*, Rangamati, Bangladesh (09/08/2002—31/08/2002): Designed, coordinated and lectured in ‘Training Workshop on Participatory Rural Appraisal Tools and Strategies’ involving participants representing field staff of local NGOs, CBOs and government agencies; prepared course literature including a compiled manual.
- *Chief Academic Coordinator and Trainer*, CHTDB Officers’ Professional Training Course on Participatory Appraisal of Community Development Projects, Uplands Settlement Project, *Chittagong Hill Tracts Development Board (Government of Bangladesh)*, Khagrachari and Bandarban, Bangladesh (01/06/2000—30/06/2000): Over-all responsibility of designing, coordinating and implementing the Course; conducted field-based feedback sessions and on-farm demonstrations; prepared course materials; and advised the project coordinator (manager) on academic matters.

- *Visiting Instructor*, Diploma in Forestry Course, *Bangladesh Forest School (Government of Bangladesh)*, Chittagong, Bangladesh (01/03/1999—10/07/1999): Developed and taught the module on ‘Rural Development’ in the Diploma in Forestry programme run under the Bangladesh Technical Education Board; prepared course literature including a compiled manual.

Public Lectures/Keynote Speeches

- Selected Examples: ‘A Primer on Integrity, National Integrity Strategy, and Good Governance’ (Cabinet Division, Government of Bangladesh), ‘Climate Change and Community Development’ (Universiti Teknologi Malaysia-UYM); ‘Public Administration and Good Governance’ (Residential Semester Lecture, BRAC University); ‘In Pursuit of SDGs: Challenges for Bangladesh’ (Keynote, Southern University); ‘Climate Change in Bangladesh’ (Asian University of Women); ‘Climate Change: Challenges and Responses’ (Defence Services Command and Staff College); ‘Bangladesh Forestry’ (International Year of Forests Keynote, Bangladesh Forest Department); ‘Forests at Your Service’ (United Nations Association of Bangladesh); ‘Integrated Community Development in Chittagong Hill Tracts’ (Ministry of CHT Affairs and UNICEF).

Miscellaneous Outreach

- Guidance and assistance to the preparation of ‘ICIMOD Medium Term Action Plan for 2008-12 for Bangladesh’ (*International Centre for Integrated Mountain Development (ICIMOD)* Nepal in association with *Centre for GIS Bangladesh*) in the forms of acting as the Convenor of governmental Working Group, providing technical advice, partial drafting of the Country Report, and facilitation of stakeholder workshop (14-25 January 2007).
- Assistance to *Coastal Embankment Rehabilitation Project (Bangladesh Water Development Board/European Commission, Chittagong, Bangladesh)* in the forms of developing workshop literature on project progress and performance; lecturing in a number of in-house training workshops on ‘gender’, ‘community participation’, and ‘environmental conservation institutional structures’.
- Assistance to the *Environmental Working Group of Southern University, Chittagong, Bangladesh* in developing short professional course curricula and funding proposals.
- Assistance to the the government’s *Forest Department* and *Directorate of Environment* and a number of local NGOs in implementing environmental public awareness raising and conscientization programmes (e.g. National Tree Plantation Week, Tree Fair).
- Lead Trainer “Training Course on MBO Based Performance Management for Mid and Senior Level Managers”, jointly organized by *Alcatel (Bangladesh) Ltd* and *Learn Skill Development Ltd, Dhaka* (27-28 November 2004).

Selected Other Research Engagements (including Commissioned Studies and Research Projects)

- *Senior Adviser*, “Development and Application of Climate and Ocean Risk Vulnerability Index in the Context of Sustainable Blue Economy: A Focus on Chittagong City Bangladesh”, The Ocean Policy Research Institute, Japan (grant amount: USD 32028) (2020)
- *Country Research Adviser*, “Social Wellbeing and Mental Health Challenges of Employees of Small and Medium Sized Enterprise (SMEs) in Emerging Economics”, Aston Business School, Aston University, Birmingham, UK - funded by Global Challenge Research Fund (GCRF), Department of Economy, UK (grant amount: GBP 10000) (2019).
- *Co-Investigator (International Partner)*, “Reducing Poverty and Inequalities through Social Enterprises”, Queen’s Management School, Queen’s University Belfast - funded by Global Challenge Research Fund (GCRF), Department of Economy, UK (grant amount: GBP 18550) (2017).
- *Research Expert*, “National Household Survey on Corruption in Service Sectors”, Transparency International Bangladesh, Dhaka (2017-18).
- *Principal Investigator*, “The Politics of Deforestation in Bangladesh”, University Grants Commission, Government of Bangladesh (2017-18).
- *Consultant Research Adviser*, “A Study on the Evaluation of the Advanced Course on Education and Management”, National Academy for Education Management, Government of Bangladesh, Dhaka (2015-16).
- *Principal Investigator*, “An Exploration of Disaster Risk Reduction Issues in Primary Education in Bangladesh”, University Grants Commission, Government of Bangladesh (2015-16).
- *Consultant Research Adviser*, “Analysis of Environmental and Disaster Management Issues in Secondary Education: The Bangladesh Perspective”, National Academy for Education Management, Government of Bangladesh, Dhaka (2015-16).
- *Adviser*, “British Council Higher Education Programme Bangladesh: Situation Analysis”, The British Council, Dhaka (Jan-Apr 2016)

- *Principal Investigator*, “A Probe into the Current Trends in the Growth of Development Studies as an Academic Discipline in Bangladesh”, University Grants Commission, Government of Bangladesh (2013-14).
- *Jhon.D.Rockefeller Research Grant Competition Judge and Reviewer*, ‘Applied Research on Economic Valuation of Sundarbans Mangroves’, Climate-Resilient Ecosystems and Livelihood Project, *Winrock International*, Dhaka (6.1.2014-15.3.2015).
- *Co-Principal Investigator*, “Assessment on Specific Care and Protection Needs and Community Attitudes toward Children of Sex Workers and Children Infected/affected by HIV and AIDs in Bangladesh”, *Save the Children*, Dhaka (14/2/2013-31/7/2013).
- *Research (Expert) Reviewer*, ‘Review of Democratic Research Grant Policy Studies’, *The Asia Foundation*, Dhaka (Nov 2012).
- *Member, Health and Climate Change Research Task Group* on ‘Reproductive Health Behavior and Institutions in Climate Vulnerable Areas in Bangladesh’, *Population Action International & Eminence* (2012).
- *Co-Project Team Leader*, “Research Study on Corporate Reporting and Embeddness of Environmental and Climate Change Issues in Bangladesh”, International Strategic Partnerships in Research & Education (INSPIRE)-Strategic Partnership Award, *The British Council*, Manchester, UK (in collaboration with the Aston University, Birmingham, UK) (2010-2012):
General supervision of the Bangladesh research team; literature review, research staff training, various reports, fieldwork, various workshops, governmental liaison, stakeholder consultations, media briefing, various other documentation and dissemination.
- *Co-Chief Investigator*, “Research Study on Disaster, Mental Health and Development:A Livelihood Perspective”, *Network for Information, Response and Preparedness Activities on Disaster (NIRAPAD)*, Dhaka, Bangladesh (01/12/2006—30/03/2007, 1 person month consulting, intermittent):
General supervision of the research team; evaluation and assessment of project concept papers and fieldwork reports; moderation of the de-briefing Workshop; documentation and dissemination.
- *Consulting Research Adviser*, ‘Study on the Usefulness of Alternative Media Campaign in Popularizing Local Government Issues’, *Bangladesh Institute of Theatre Arts (BITA) in collaboration with ARD/USAID* (May-August 2005).
- *Research Supervisor*, “Women’s Role in Participation and Decision Making of Urban Local Governments: A Study of the Chittagong City Corporation in Bangladesh”, a study funded by the *Government of Bangladesh* and administered by *University of Chittagong, Bangladesh* (December 2003-June 2004).
- *Member of International Research Advisory Group*, “Participatory Action Research Programme on Equity and Poverty in the Management of Common Property Resources in the Hindukush-Himalayas”, *International Centre for Integrated Mountain Development (ICIMOD), Kathmandu, Nepal* (01/06/2002—30/03/2003, 3 person months consulting, intermittent):
Evaluation and assessment of project concept papers from countries of the Himalaya-Hindu Kush region; project implementation progress monitoring; supervision of research studies; policy advocacy; organising/participating in relevant workshops and stakeholder consultations; documentation and dissemination.
- *National Adviser to the Bangladesh Research Team*, ICIMOD Research Study on “Farmers’ Innovations in Different Shifting Cultivation Systems of the Eastern Himalayas”, *International Centre for Integrated Mountain Development (ICIMOD), Kathmandu, Nepal* (15/06/2002—15/12/2002, 3 person months consulting, intermittent):
General supervision of the research team; evaluation and assessment of project concept papers and fieldwork reports; project implementation progress monitoring; policy advocacy; organising/participating in relevant workshops and stakeholder consultations; liaison with relevant government and international agencies; documentation and dissemination.
- *Research Team Leader* for the study titled “The Situation of Child Rights in the Chittagong Hill Tracts” (2001-2002), Commissioned by *Save the Children Denmark (SCD)* and *Bangladesh Institute of Theatre Arts*, Bangladesh (04/12/2001—24/12/2002, 9 person months consulting, intermittent, part time):
General supervision of the 8 member multidisciplinary research team; participatory research on ethnic children; assessment of project concept papers and fieldwork reports; project implementation progress monitoring; policy advocacy; organising/participating in relevant workshops and stakeholder consultations; liaison with relevant government and international agencies; documentation and dissemination; authored the final report.
- *Principal Research Investigator* in the study titled “The State of Art of Community Forestry in Bangladesh: An Annotated Bibliographic Review”, Commissioned by *Bangladesh Agricultural Research Council*, Dhaka, Bangladesh (01/06/2000—30/05/2001, 10 person months consulting, intermittent, part time):
General supervision of the 4 member research team; secondary survey on the state of community forestry research; expert and stakeholder consultation; project implementation progress monitoring and office

management; organising/participating in relevant workshops; liaison with relevant government and international agencies; documentation and dissemination; authored the final report.

- *Co-Research Investigator* in the study titled “Development and Refinement of a Sustainable Agroforestry Technology for the Chittagong Hill Tracts Region”, Departments of Public Administration, and Forestry and Environmental Sciences, *University of Chittagong, Bangladesh* (01/01/1999—31/12/2001, 10 person months consulting, intermittent, part time):
Member of a multi-disciplinary research team; participatory research on agroforestry and ethnic community development; organising/participating in relevant workshops and stakeholder consultations; documentation and dissemination.
- *Honorary Research Coordinator, Integrated Action Research and Development (IARD)*, Dhaka, Bangladesh (01/07/1999—31/12/2002, honorary, intermittent):
Provided periodic support and technical advice to a range of action research projects organised and implemented by IARD; editorial support to in-house publications; participated in decision making meetings and selected workshops.
- *Principal Researcher*, “Study on Urban Afforestation Programmes in the City of Chittagong: An Exploration”, University of Chittagong Research Cell, University of Chittagong, Bangladesh (01/09/1999—30/03/2000, 4 person months, intermittent):
General supervision of the 3 member research team; secondary survey and empirical fieldwork on different urban forest locations; expert and stakeholder consultations; project implementation progress monitoring and office management; documentation and dissemination; authored the final report.
- *Adviser to the Research Team*, “An Investigation into the Slash and Burn Agriculture in the Chittagong Hill Tracts”, Institute of Forestry and Environmental Sciences, *University of Chittagong, Bangladesh* (January—April 1997).
- *Research Fellow*, Centre for Development Studies, *University of Wales Swansea, United Kingdom* (01/07/1996—15/10/1998, full time, on leave from University of Chittagong):
Conducting post-doctoral research on ‘Social Development in the Community Forestry Project Areas in South Asia with Special Reference to Bangladesh’; organising/participating in relevant workshops, in-house sessions, and stakeholder consultations; departmental teaching and research assistance, documentation and dissemination.
- *Research Assistant* to the study titled "Unequal Access to Health Care: The Experiences of Black and Ethnic Minorities in Swansea, Neath and Port Talbot", (funded by the Lechyd Morgannwg Health), Department of Social Policy and Applied Social Studies, *University of Wales, United Kingdom* (01/10/1996—30/06/1997, 4 person months consulting, intermittent):
Member of a multi-disciplinary research team; participatory research on ethnic minorities’ healthcare needs and local impact of public policies; advocacy, workshops and stakeholder consultations; documentation and dissemination.

Research Degree Supervision

Selected Examples

- *Ph.D. (Bangladesh University of Professionals): Sino-Myanmar Connectivity: Regional Implications and Policy Strategy for Bangladesh* (Mr. Md Saiful Alam, Awarded 2020).
- *Ph.D. (University of Chittagong): Role and Performance of Environmental Advocacy in Bangladesh* (Ms. Farzana Nasrin, Awarded 2014).
- *Ph.D. (Jahangirnagar University): Gendered Vulnerability to Climate Change in Bangladesh: An Evaluation of Policy options* (Ms. Shahnaz Arefin, Awarded 2012).
- *Ph.D. (University of Chittagong): Participatory Forestry and Land Use Practices among Selected Indigenous Communities in Bangladesh* (Mr. M.A.M. Chowdhury, Awarded 2011).
- *Ph.D. (University of Dhaka): Sustainable Development and Livelihood in Selected River Basins of Bangladesh* (Ms. Shuchita Sharmin, Awarded 2011).
- *Ph.D. (Pennsylvania State University, USA) Local Adviser: Domestication and Commercialization of Non-wood Forest Products in Bangladesh: A Focus on Rural Livelihood Development* (Mr. Shiba P. Kar, Awarded 2010).
- *Ph.D. (University of Chittagong): Role of Farmers’ Collective Institutions for the Sustainability of Social Forestry in Bangladesh* (Mr. A.F.M. Saleh, 2003).
- *Ph.D. (Bangladesh Agricultural University): Procurement Management in Public Sector Agricultural Projects: The Bangladesh Perspective* (Md. Raquibuzzaman Khan, Commenced 2018).
- *Ph.D. (University of Dhaka): Birth in Peril: Body, Behavior, and Meaning during Child Birth in Sylhet, Bangladesh* (Mr. A.K.M. Mazharul Islam, 2018)

- *Ph.D. (University of Dhaka): The Nexus Between Citizen's Trust and Good Governance in Local Government Institutions: A Case Study of Comilla City Corporation (Ms. Jannatul Ferdous, 2018)*
- *Ph.D. (Bangladesh University of Professionals): Energy Poverty and its Consumption Effect on Buffer Zone Community in the Sundarban Reserve Forests of Bangladesh (Mr.M.Abul Foysal, Commenced 2016).*
- *Ph.D. (Bangladesh University of Professionals): Stakeholder Role and Perceptions of Selected Fisher Communities towards Marine Protected Area Conservation in Bangladesh (Commodore M. Joynal Abedin, 2017-18)*
- *Ph.D. (University of Dhaka): Towards Socially Responsive Shrimp Farming: Land Tenure, Institutions and Sustainability in Selected Commercial Shrimp Farming Areas in Southwestern Bangladesh (Mr. M. Nuruzzaman, Commenced 2013).*
- *Ph.D. (Bangladesh University of Professionals): Energy Poverty and its Consumption Effect on Buffer Zone Community in the Sundarban Reserve Forests of Bangladesh (Mr.M.Abul Foysal, Commenced 2016).*
- *M.Phil. (University of Dhaka): A Study on the Manifestations and Implications of Climate Justice for Community Level Adaptation (Sifat-E-Azam, 2016).*
- *M.Phil. (University of Dhaka): Sustainability of Rural Health Services through Public-Private Partnership in Bangladesh: Selected Cases (Sharifa Haque, 2016).*
- *(International) M.Sc.Research (Swedish Agriculture University, Uppsala, Sweden) Local Supervisor: Management of Non-Timber Forest Products in Bangladesh: Selected Case Studies (Mr. A.Z.M.Manzoor Rashid, awarded 2009).*
- *(International) M.Sc. Research thesis "Participation in Joint Forest Management of Sal Forest", Institute of International Forestry and Forest Products, Technical University of Dresden, Germany (empirical study supervisor of Mr. Panchanon K. Dhali. July-December 2005).*
- *M.Phil. (Bangladesh University of Professionals/National Defence College): (i) A Study on Climate Change Induced Migration in Bangladesh (Brig Gen Saidur Rahman Khan, 2016); (ii) Energy Security in Bangladesh: Governance Challenges (Maj Gen A.K.M.Abdur Rahman, awarded 2017); (iii) A Study on Regional Energy Cooperation for Energy Security of Bangladesh (Lt Col Hakimuzzaman, 2016); (iv) Community Based Adaptation to Climate Change in Bangladesh: Selected Cases (Brig Gen Mesbah Ul Alam Chowdhury, 2011/2016); v. Bangladesh in United Nations Peace Operations: A Focus on Preparedness through Human Resources Development (Brig Gen Mahboob Sarwar).*
- *Masters theses/dissertations: numerous.*
- *International Research Thesis Examination/Board, and Faculty Recruitment/Promotion Board Membership: Examples: RMIT University (Melbourne); Swedish Agricultural University (Uppsala); Universiti Brunei Darussalam; University of Wales Swansea; Western Sydney University; University of Pretoria, South Africa; Universiti Kebangsaan Malaysia (UKM).*
- *Mentor, CSC Mentoring Program (Ph.D./Masters), Commonwealth Scholarship Commission in association with the British Council, London.*

Experiences of Workshop/Seminar Organisation, Moderation and Facilitation

Selected Examples

- # Moderator, 'Review of World Bank Environment and Social Safeguard Policies: Stakeholder Consultation with Indigenous Peoples and Civil Society Organisations' (2 Sessions) 25 Nov 2014, World Bank, Dhaka. # Moderator, Session on 'Wetlands Resources Co-management', The National Co-management Congress, 23-24 March 2012, Government of Bangladesh, Dhaka. # Panel Discussant, Corporate Reporting & Embeddedness of Environmental and Climate Change Issues: An Emerging Economy Perspective, 14 March 2012, Aston University, Birmingham. # Session Chair, Session on 'How do Asians engage the nation and the global order?', 'Fourth Annual Fellows Conference', 2-3 August 2004, Asian Scholarship Foundation, Bangkok. # Panel Chair, Panel on Rural Development in Bangladesh, 'Third International Convention of Asia Scholars', 22 August 2003, National University of Singapore, Asia Research Institute and Others, Singapore. # Moderator, 'Round Table Seminar on Child Rights in the Chittagong Division', 1 October 2002, United Nations Children's Fund (UNICEF), Chittagong. # Facilitator, 'Regional Workshop on Appropriate Farming Technologies for Chittagong Hill Tracts', 7-8 August 2002, International Centre for Integrated Mountain Development (Nepal) and CHT Development Board, Rangamati. # Facilitator, 'Sharing Workshops on Child Rights in the Chittagong Hill Tracts', Save the Children Denmark (SCD) and Bangladesh Institute of Theatre Arts, July 2002, Rangamati and Bandarban. # Organiser and Facilitator, 'Inception Workshop on Training and Fellowship Programme of SBCP', 7 May 2002, Food and Agriculture Organisation of UN (FAO), Asian Development Bank (ADB), and Ministry of Environment and Forest, Dhaka. # Organiser and Facilitator, 'Inception and Final Consultative Workshops on Review of ADB Forest Policy', 22 July and 24 October, 2001, Asian Development Bank (ADB), Dhaka. # Facilitator and Moderator, 'Second National Seminar on

PROFESSIONAL SERVICES

Professional Affiliations and Membership

- Associate Member (AIPM), Institute of Personnel Management, Bangladesh. ii. Member, Japanese Forest Economics Society, Japan. iii. Member, Asiatic Society of Bangladesh, Bangladesh. iv. Trained Specialist, World Overview of Conservation Approaches and Technologies (WOCAT), Switzerland. v. Member, Biodiversity Research Group (University of Chittagong), Bangladesh. vi. Member, Asian Watershed Management Network (WATMANET), Nepal. vii. Affiliate Member, Swansea Bay Racial Equality Council, Swansea, United Kingdom. viii. Member, Research Society of Bangladesh (University of Chittagong), Bangladesh. ix. Member, European Network of Bangladesh Studies, University of Bath, United Kingdom. x. Member, Third World First, United Kingdom. xi. Expert Member, Working Group on Bangladesh Conservation Approaches and Technologies (BANCAT). xii. Member, Rural Development Forestry Network, Overseas Development Institute, London, United Kingdom. xiii. Member, National Agroforestry Working Group (Bangladesh Agricultural Research Council), Bangladesh. xiv. Member, Bangladesh Forestry Forum. xv. Member (2004) Pacific Energy and Gender Network (PEG), South Pacific Applied Geoscience Commission, Fiji; xvi. Member. IUCN Commission on Environmental, Economic, Social Policy (CEESP); xvii. Member (Director-Research), Executive Committee, South Asia Network for Public Administration (SANPA).

Government/National Advisory/Committee Work and Board Membership

- Board/Council/Corporate Governance (Selected Examples): i. Member, Eminent Persons Group (EPG), *Economic Relations Division, Government of Bangladesh*; ii. Director (Member), Board of Directors, *Arannayk Foundation: Bangladesh Topical Forest Foundation*; iii. Member (General Council), *Institute of Inclusive Finance and Development (InM)*; iv. Government Nominated Member (General Body), *Bangladesh NGO Foundation*; v. Member, Managing Committee, *Centre on Budget and Policy*, University of Dhaka, Bangladesh; vi. Trustee/Member: Board of Trustees, *Centre for Geographic Information Services (CEGIS - a Public Trust)*, Bangladesh; vii. Member, General Body, *Palli Karma Sahayak Foundation (PKSF)*.
- Advisory/Committee Work (Examples): i. Member: Committee for Resolution of Existing Problems in the *Dhaka (National) Zoo*, Mirpur, Ministry of Fisheries and Livestock; ii. Expert Member, Bangladesh Civil Service (BCS) Examination Syllabus Formulation High Level Committee (2014-15), *Bangladesh Public Service Commission*, Government of Bangladesh; iii. Member: National Project (Steering) Committee, Enhancement of Bangladesh's Capacity to Participate in Road to Copenhagen and Post Copenhagen Regime Project, *Ministry of Environment and Forest*; iv. Member: Specialist Committee for Recommending Establishment of Wildlife Farm under Private Initiative, *Forest Department*, Ministry of Environment and Forest; v. Member, National Technical Committee of Global Meet on Determinants of Sustainable Development: Road to Rio+20; vi. Member, *Jury Board, The HSBC-Daily Star Climate Award*; vii. Member, *Jury Board, Human Rights Award*, Manusher Jonno Foundation; viii. Member, Selection Board for Recruitment of Assistant Directors, *Bangladesh Bank* (Central Bank of Bangladesh); ix. Member: Task Force on Navigability of the Buriganga and Other Rivers in Dhaka and the surroundings, *Ministry of Shipping*; x. Panel Member/Expert, Selection of 'Assistant Managers', *PKSF*; xi. Member Technical Advisory Group (Strengthening Environment, Forestry and Climate Change Capacities of the MoEF and its Agencies, Ministry of Environment and Forests; xii. Panel Member/Expert, Selection Board for Research Officers, *Bangladesh Institute of International and Strategic Studies*, Government of Bangladesh.

Institutional Quality and Capacity

- External Program Assessor, Masters in Development Studies Program, Department of Development Studies, University of Malaya, Malaysia (2020)
- Subject Matter Expert: External Peer Review of the Dept. of Public Administration, Institutional Quality Assurance Cell, Shahjalal University of Science and Technology (2018) and Comilla University, Comilla (2018)
- Member, Institutional Quality Assurance Office; Co-lead, Self Assessment (Entity) Exercise, Department of Development Studies, University of Dhaka (2017-todate)

Journal Management, Editorial and Reviewing Services

- Guest Editor: *Global Social Welfare* (Springer), Special Issue ‘Community, Development, and Welfare: A Mosaic of Experiences’ (Dec 2020).
- Member: International Editorial Advisory Board/ Editorial Advisory/Editorial Board, *Community Development Journal* (Oxford: Oxford University Press); *Area Development and Policy* (Routledge: Taylor & Francis); *SN Social Sciences* (London: Springer Nature); *Gujarishh: Ganpat University Journal of Applied Research in Social Sciences & Humanities* (North Gujarat, India: Ganpat University); *Journal of Social Work and Social Development* (West Bengal/India: Visva-Bharati); *The Dhaka University Studies: Part D* (Dhaka: University of Dhaka, 2013-15); *Child Vision: The Journal for Protection of Child Rights* (Sylhet: Institute of National Oppressed Children’s Environmental Networking and Training); *Journal of Business and Society* (Founder Editor-in-Chief) (Chittagong: Southern University in collaboration with Preston University USA); *Grassroots Voice: A Journal of Resources and Development* (formerly Managing Editor) (Dhaka: Bangladesh Resource Centre for Indigenous Knowledge); *Journal of Politics and Administration* (Kushtia: Islamic University), *Society and Change* (Dhaka: Organization for Social Development and Research), *Dhaka University Journal of Development Studies* (Dhaka: University of Dhaka).
- Member, Social Sciences Research Project Evaluation Committee, *Bangladesh University Grants Commission*.
- Member, Commonwealth Scholarship Selection Board, *Bangladesh University Grants Commission*.
- Expert Reviewer, Review of Development Studies and Social Sciences Curricula of various universities, *Bangladesh University Grants Commission*.
- Chief Editor, *International Journal of Research on Land-use Sustainability*; Editor, *Bangladesh Journal of Resources and Development* (Chittagong: Centre for Resources and Development Research, University of Chittagong); Assistant Editor, *Lok Proshashon O Unnayan (Public Administration and Development)* (Chittagong: Department of Public Administration, University of Chittagong); Co-editor, *Agroforestry Newsletter* (Dhaka: National Agroforestry Working Group, Bangladesh Agricultural Research Council).
- Reviewer: *Forests, Trees and Livelihoods* (Oxford: AB Academic Publishers); *Society & Natural Resources* (Routledge); *Land Use Policy* (Oxford: Elsevier); *Public Administration and Development* (London: John Wiley & Sons); *Bangladesh Journal of Forest Science* (Chittagong: Bangladesh Forest Research Institute); *The Chittagong University Journal of Social Sciences*, *The Chittagong University Journal of Commerce* (Chittagong: University of Chittagong); *Journal of Business Administration* (Dhaka: Institute of Business Administration, University of Dhaka); Book Reviewer, *Contemporary South Asia* (Oxford:Carfax).
- Expert Reviewer (for evaluation of research project funding proposals), *The University of Chittagong Research Cell* (Chittagong: University of Chittagong); *Centre for Research & Training* (East West University); Bangladesh Academy for Rural Development; Bangladesh University Grants Commission (UGC).

Community Outreach Services, Volunteering, and Other Professionally Relevant Involvement

- Selected Examples: a. Honorary Research Fellow (1999—2005), School of Environment and Society, University of Wales, UK. b. Research Adviser (2002-2007), Bangladesh Institute of Theatre Arts. c. Member (2002—present), Eco Friends Society, Kanpur (UP), India. d. Member (1998—present), Commonwealth Scholarship and Fellowship Plan Alumni Association, Association of Commonwealth Universities, London, UK. e. Active Member (1998—present), Guild of Graduates, University of Wales, UK. f. Overseas Member (1998—present), Rosehill Community and Environmental Park Management Group, Swansea, UK. g. Member (1997—present), Executive Committee, Ethnic Minorities Council, Swansea, UK. h. Honorary Fellow (1999—present), Bangladesh Resource Centre for Indigenous Knowledge. i. Honorary President (2005—present), Work for Research and Development (WORD), Chittagong. j. Member (1996—present), University of Wales Swansea Alumni Association, United Kingdom. k. Member (1992—2006), University of Chittagong Teachers' Association, Bangladesh. l. Member (2006—present), University of Dhaka Teachers' Association, Dhaka, Bangladesh. m. Adviser (2002—present), Environmental Working Group, Southern University, Chittagong, Bangladesh. n. Visitor of Honor (May 2003), Ban Thung Sung Community Forest Pilot Initiative (Ao Luk), Andaman Foundation, Krabhi, Thailand. o. Honorary President (1999—2001), Rehabilitation Centre for Prostitutes and Street Children (PARC), Chittagong, Bangladesh. p. Community Worker and Language Support Teacher (1993—1997), Swansea Islamic Community Centre, Swansea, UK. q. Volunteer Welfare Counsellor (1997—98), Jagoron: Swansea Youth Community Action, Swansea, UK. r. Member (2001—2006), Rotary Club of Agrabad, Rotary International, Chittagong, Bangladesh (participated in a number of environmental conservation and community development projects of the Club). s. Registered Interpreter (Bengali) for Her Majesty's Immigration Service, the South Wales Police, and the Driving Standards Agency (1995-1998), UK.

SCHOLARSHIPS, RECOGNITION, FELLOWSHIPS AND AWARDS

- The American University in Cairo, Egypt: *Distinguished Visiting Research (DVR) Fellowship, 2018*
- Asian University for Women, Chittagong: *Distinguished Professorship, 2018*
- Australian Government, Australia: *Australian Leadership Awards Fellowship (ALAF) 2010*
- Association of Commonwealth Universities, London, UK : *Commonwealth Academic Staff Fellowship 2008*
- Queen Elizabeth House (Oxford Department of International Development), University of Oxford, UK: *Visiting South Asian Fellowship 2008-09*
- Asia Scholarship Foundation (funded by Ford Foundation), Bangkok, Thailand: *Asia Fellowship 2002-03*
- Asian Institute of Technology, Thailand: *Fellow of the Asian Institute of Technology 2003*
- University of Wales, Swansea, UK : *Pro Vice Chancellor's Honorary Fellowship 1999-2006; & Visiting Scholarship 1997-98*
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Egypt

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