

# CURRICULUM VITAE

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## **SUMMARY OF KEY EXPERIENCES AND COMPETENCIES**

- A rich blend of academic and practicing development management experiences.
- *University Professor* with more than 18 years of under- and postgraduate university lecturing experience in Bangladesh and UK in the fields of social sciences, development studies, and business administration.
- *Senior Project/Development Manager* with some 180 person-months of project/development management (in both regular and consulting capacities) work experience with such organisations as UNDP (Senior Program Coordinator), IUCN (Country Representative-Bangladesh), ADB, DANIDA, USAID/ARD, SCD, IRG, CARE, ICIMOD and various government agencies in the UK and Bangladesh in the fields of rural and community development, 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 50 field, research and/or office staff.
- Extensive fieldwork /commissioned research activities including participatory/rapid appraisals/learning.
- Editorial/journals management.
- Varied community outreach, training, capacity building, volunteering activities.
- Team building, communication and interpersonal skills, training and capacity development activities.
- Varied Professional memberships/associations.
- Workshop/seminar facilitation/moderation.
- More than 140 publications including some 100 refereed journal articles, books and book-chapters.
- Doctoral (*Wales*) and post-doctoral (*Oxford* and *AIT*) education and advanced research in UK and Thailand.

## **MAJOR INTERESTS AND EXPERTISE**

### **Teaching and Training**

- Social Sciences and Development Studies: Urban and Rural Local Governance, (Social/policy aspects of) Environmental Management, Governance, Sociology, Development, Gender, Community Development, Natural Resources Management, Participatory and Social Research Methodologies.
- Business Management: Management, Human Resource Management, Organisational Behaviour and Relations, Entrepreneurship, Leadership, Small Business Management, Environment of Business, Training and Development.

### **Project/Development Management, Research and Consultancy**

- Rural and Community Development, Local Governance and Decentralization
- Institutional capacity building and Development
- Social/Community Forestry; Forest policies and resource use
- Evaluation, Monitoring, Social Research
- Indigenous People: Life, institutions, local knowledge systems, rights (anthropological accounts)
- Management/Institutional Development: Needs assessment, Public administration; Institutional analysis
- Cooperation, cooperatives, and collective action
- Community based natural resource management; Social dynamics of environmental management (South Asia).
- Poverty reduction, micro credit NGOs/CBOs
- Climate change adaptation and DRR

## **EDUCATION, PROFESSIONAL TRAINING AND SKILLS**

### **Academic Qualifications**

<b>SUMMARY OF THE EDUCATIONAL ATTAINMENT</b>				
<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		
Cert.ISV (1998)	Interpersonal Skills and Voluntarism	University of Wales, Lampeter, UK	Distinction	
Dip.VCO (1996)	Voluntary and Community Organisations	University of Wales, Swansea, UK	Distinction	
DPM (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, Bangladesh	First Division	First
SSC	Humanities	Ditto	First Division	First

## University

- *Post Doctoral Studies.*
  - October 2008—April 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’.
  - January—October 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’.
  - June 1996—October 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**

- *Code of Conduct and Professional Ethics,* (computer based course passed and certified on 6 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), Polli 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; Bengali (mother tongue): read-write-speak excellent.

## **SUMMARY RECORD OF EMPLOYMENT AND SELECTED OTHER APPOINTMENTS**

### **Employment History**

- 7/2006—present: *Professor of Development Studies, University of Dhaka, Dhaka, Bangladesh.*
- 8/2009-12/2011: *Country Representative-Bangladesh, IUCN, International Union of 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, RRD/ 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, Palli Karma Shahayak Foundation (Rural Employment Assistance Foundation), Dhaka, Bangladesh.*

### **Selected Examples of Consulting, Advisory and Various Other Positions**

- 6/2001—present: *Executive Director, Centre for Resources and Development Research (CERDER), University of Chittagong, Bangladesh* (honorary).
- *Adjunct Professor: MDS and MBA programs, East West University (23/05/2006—present); MA in Governance and Development and MDS programs, BRAC University (2008-present); Master in Public Policy and Governance, North South University (Fall 2009-present); BBA program, Independent University Bangladesh, Bangladesh (01/06/2001—30/09/2003); and numerous other university engagements.*
- 06/2009—08/2009: *Consultant, 'Revision of Social Forestry Rules and Preparation of Guidelines for Investment in Social Forestry', Integrated Protected Area Co-management, USAID & IRG-Washington.*
- 1/2009-3/2009: *Lead Consultant, 'Preparation of a Strategic Plan for the Arannayk Foundation', Arannayk Foundation: Bangladesh Tropical Forest Conservation Foundation.*
- 04/2008-07/2008: *Team Leader, Exploratory Study on Performance and Capacity of Co-management Committees as Local Institutions, Nishorgo Support Project (Forest Department, Government of Bangladesh) and USAID, Dhaka, Bangladesh.*
- 07/2008—11/2008: *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.*
- 10/2007-12/2007: *Consultant (Team Leader), The Mission on Mid-term Evaluation of the 'Developing a Conducive Environment for Children in a Street Situation in Dhaka City', Manusher Jonno Foundation, Bangladesh.*
- 03/2007-04/2007: *Team Leader, The Mission on Evaluation of the Integrated Community Development Project – Dinajpur, Caritas-Bangladesh, Bangladesh.*
- 03/2007-04/2007: *Mission Member, Scoping Mission for Environment and Sustainable Development, Environment and Sustainable Development (ESD) Cluster, United Nations Development Program (UNDP), UNDP Bangladesh Country Office, Dhaka, Bangladesh.*

- 10/2006—03/2007: *Senior Programme Support and Institutional Capacity Adviser*, Chittagong Hill Tracts Development Facility (CHTDF), *United Nations Development Programme (UNDP)*, UNDP Bangladesh Country Office, Dhaka, Bangladesh.
- 5-6/2004: *Team Leader*, The Evaluation of the Integrated Community Development Project, *Caritas-Bangladesh*, Dhaka, Bangladesh.
- 3-6/2004: *Subject Specialist on Legal and Policy Aspect of Resource Management*, *International Union for Conservation of Nature (IUCN)*, Dhaka, Bangladesh.
- 3/2004—8/2004: *Senior Local Governance and Capacity Building Specialist*, The Nishorgo Support Project, *GoB, USAID & IRG-Washington*, Dhaka, Bangladesh.
- 11/2003-1/2004: *Team Leader*, Forest Sector Review, ADB Forestry Sector Project, Ministry of Environment & Forest, *Government of Bangladesh* in collaboration with *Asian Development Bank*.
- 6/2002—3/2003: *Member of International Research Advisory Group*, ICIMOD 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.
- 6—12/2002: *National Adviser to the Bangladesh Research Team*, ICIMOD Research Project on Farmers' Innovations in Different Shifting Cultivation Systems of the Eastern Himalayas, *International Centre for Integrated Mountain Development (ICIMOD)*, Kathmandu, Nepal.
- 5—6/2002: *Anthropologist and Public Administration Expert*, *United Nations Development Program (UNDP)*, Dhaka, Bangladesh.
- 4—5/2002: *Appraiser/ Social Scientist*, Local Government Rapid Field Appraisal, Local Government Initiative, *USAID/ARD*, Dhaka, Bangladesh.
- 3/2002: *Consultant Reviewer*, Review of the Local Entrepreneur (LE) Strategy, SHABGE-SDC Project, *CARE-Bangladesh*, Dhaka, Bangladesh.
- 1—2/2002: *Mission Member*, Chittagong Hill Tracts Peace Accord Implementation Assessment Mission, *United Nations Development Program (UNDP)*, Dhaka, Bangladesh.
- 12/2001—12/2002: *Research Team Leader*, Child Rights in the Chittagong Hill Tracts Project, *Bangladesh Institute of Theatre Arts* in collaboration with *Save the Children Denmark (SCD)*, Bangladesh.
- 6—12/2001: *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.
- 8—11/2000: *Social Scientist (Ethnographer)*, ADB Chittagong Hill Tracts (CHT) Regional Development Plan Project, *Asian Development Bank* (ADB TA # 3328-BAN), Rangamati and Dhaka, Bangladesh.
- 6—9/2000: *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", Chittagong and Chittagong Hill Tracts, Bangladesh.
- 5—6/2000: *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.
- 2—4/2000: *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.
- 1—2/2000: *Sociologist*, National Conservation Strategy Implementation Project 1, Ministry of Environment and Forest, *Government of Bangladesh*.
- 5—9/1998: *Sociological Consultant*, The Bangladeshi Community Development Project, *Swansea Bay Racial Equality Council*, Swansea, *United Kingdom*.
- 6—11/1997: *Sociological Consultant*, Survey of Health Needs for the Black and Ethnic Minorities, *Swansea Bay Racial Equality Council*, Swansea, *United Kingdom*.

## **WORK EXPERIENCE DETAILS**

### **University Teaching and Tutoring Experiences**

- *Professor of Development Studies, University of Dhaka*, Dhaka, Bangladesh (15/07/2006—present; full time, regular):
- Courses taught: Masters: 'Policies and Issues in Environment and Development', 'Project Planning and Evaluation', 'Qualitative Research Methodology'.

- Current Research degree supervision: see below.
- Committee work: Membership in the Departmental Academic Committee; Coordination and Development Committee; Board of Advanced Studies; University Academic Council; and various Examination Committees.
- Other contributions: *Expert Member of the Professorial Selection Board of the Institute of Business Administration (IBA), University of Dhaka; 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); Held various invited advisory positions in high level government councils/fora. Regularly contribute to professional refereed journals and books (see 'academic publications'). 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; regular, 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.
  - *Adjunct Professor, The Master in Development Studies (MDS) and Master of Business Administration (MBA) programs, East West University, Dhaka, Bangladesh.(23/05/2006—present, part time, intermittent):*
- Courses taught: *MDS*: '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'; *MBA*: 'Organisational Behaviour'.
- Related contributions: Developed course syllabus and reading materials. Compiled 'subject hand books'. Conducted interactive sessions and tutorials. Examination and assessment.
  - *Adjunct Professor, Master in Public Policy and Governance (MPPG), Department of General and Continuing Education, North South University, Dhaka, Bangladesh (Fall 2009-present, part time, intermittent)*
- Course taught: NGOs, Civil Society and Private Sector
  - *Adjunct Professor, The MBA program, School of Business, Independent University Bangladesh, Chittagong Campus, Bangladesh.(Spring 2007, part time):*
- Course taught: 'Training and Development'.
  - *Adjunct Professor, MA in Governance and Development (MAGD) (Institute of Governance Studies) and Master in Development Studies (MDS) programs, BRAC University, Dhaka, Bangladesh.(August 02/08/2007-present, part time, intermittent):*
- Courses taught: 'Introduction to Governance', 'Project Appraisal and Management', 'Monitoring & Evaluation of Development Programmes', 'Environment and Development' .
- *Adjunct Professor, The MBA/EMBA program, City University, Dhaka, Bangladesh.(Summer & Fall 2005, Summer 2006, part time, intermittent):*
- Courses taught: 'Human Resource Management' and 'Organizational Behaviour'.
- Related contributions: Developed course syllabus and reading materials. Compiled a 'subject hand book'. Conducted interactive sessions and tutorials. Examination and assessment. Limited committee work.
  - *Associate Faculty Member (Professor), The MBA program, Royal Roads University Canada, Bangladesh Campus—the PML.(01/04/2004—2008, part time, intermittent) (faculty status approved by RRU/Canada):*

- Courses taught: ‘Environment of Business’, ‘Organizational Relations’, ‘Sustainability’, ‘Strategic Management’, ‘Creative Leadership’.
- Related contributions: Developed course syllabi and reading materials. Compiled ‘subject hand book(s)’. Conducted interactive sessions and tutorials. Examination and assessment. Limited committee work.
  - *Adjunct Associate Professor*, The BBA programme, School of Business, *Independent University Bangladesh*, Bangladesh.(01/06/2001—30/09/2003, Summer and/or Autumn terms, part time, intermittent):
- Courses taught: ‘Human Resource Management’, ‘Small Business and Entrepreneurship Development’.
- Related contributions: Developed course syllabus and reading materials. Compiled a ‘subject hand book’. Conducted interactive sessions and tutorials. Examination and assessment. Facilitated contributions from guest speakers and study tours. Limited committee work.
  - *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, part time, intermittent ):
- Courses taught: ‘Human Resource Management’ and ‘Advanced Human Resource Management’.
- Related contributions: Developed course syllabus and reading materials. Compiled a ‘subject hand book’. Conducted interactive sessions and tutorials. Examination and assessment. Facilitated contributions from guest speakers and study tours. Limited committee work.
  - *Visiting Associate Professor*, The Executive MBA program, Department of Business Administration, *International Islamic University Chittagong*, Bangladesh, (01/01/2000—30/06/2004, part time, intermittent):
- Courses taught: ‘Organisational Behaviour’, ‘Human Resource Management’, ‘Entrepreneurship Development’.
- Related contributions: Developed course syllabus and reading materials. Compiled a ‘subject hand book’. Conducted interactive sessions and tutorials. Examination and assessment. Facilitated contributions from guest speakers. Limited committee work.
  - *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, part time, intermittent):
- Course taught: ‘Human Resource Management’.
- Related contributions: Extensive student counselling. Tutorial support. Limited committee work.
  - *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, part time, intermittent , 1 term/course):
- Course taught: ‘Human Resource Management’.
- Related contributions: Developed course syllabus and reading materials. Conducted interactive sessions and tutorials. Examination and assessment. Limited committee work.
  - *Guest Lecturer*, Faculty of Business Administration, The BBA programme, *University of Science and Technology Chittagong*, Bangladesh (01/01/1999—30/05/1999, part time, intermittent 1 term/course):
- Course taught: ‘Human Resource Management’.
- Related contributions: Developed course syllabus and reading materials. Conducted interactive sessions and tutorials. Examinations and assessments. Limited committee work.
  - *Tutor*, Short Professional Courses, Centre for Development Studies, *University of Wales, United Kingdom* (01/01/1998—30/05/1998, part time, intermittent):
- 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, part time, 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, part time, 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/Project Management Experiences (in both regular and consulting capacities)**

- *Country Representative, IUCN, International Union of Conservation of Nature, Bangladesh Country Office* (15/08/2009-31/12/2011; full time, regular).
  - 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.
- *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; consulting, intermittent, 25 days).
- *Lead Consultant*, ‘Preparation of a Strategic Plan for the Arannayk Foundation’, Arannayk Foundation: Bangladesh Tropical Forest Conservation Foundation (7/1/2009-15/3/2009; consulting, intermittent, 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; consulting, intermittent, 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; consulting, intermittent, 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; consulting, intermittent, 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; consulting, intermittent, 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; consulting, intermittent, 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)*, UNDP Bangladesh Country Office, Dhaka, Bangladesh (18/03/2007—18/04/2007; part time, consulting):
  - 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)*, UNDP Bangladesh Country Office, Dhaka, Bangladesh (01/10/2006—31/03/2007; part time, consulting, 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.
- *Senior Programme Coordinator*, Chittagong Hill Tracts Development Facility (CHTDF), *United Nations Development Program (UNDP)*, UNDP Bangladesh Country Office, Dhaka, Bangladesh (01/07/2005—30/09/2006; Full time, regular)
  - The key responsibility concerned the over-all coordination of the UNDP’s high profile DEX 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.
- *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; Full time, regular)

- 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.
- *Team Leader, The Evaluation of the Integrated Community Development Project – Chittagong Hill Tracts, Caritas-Bangladesh, Bangladesh (05/05/2004–20/06/2004; 1 person month consulting, intermittent):*
  - 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 person months consulting, intermittent):*
  - 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 person/days consulting, intermittent):*
  - 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 person months consulting, intermittent):*
  - 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 person month consulting, intermittent)*
  - 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 person month consulting, intermittent):*
  - 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 person month consulting, intermittent):*
  - 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 person month, consulting):*
  - 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 person months consulting, intermittent):*
  - 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 person months consulting, intermittent):*
  - 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, Bangladesh (01/08/2000—30/11/2000; 3 person months consulting, intermittent):*
  - 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, hired by ‘Image’, (05/06/2000–05/09/2000; 2 person months consulting, intermittent):

- 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 person month consulting, intermittent):
- 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 person months consulting, intermittent):
- As a member of an official multidisciplinary mission, assisted in the formulation of the “Identification Report on Watershed Development in CHT”, “Component Description” and “Debriefing 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 person months consulting, intermittent):
- 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 person months consulting, intermittent):
- 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 person months consulting):
- 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 person months consulting, intermittent):
- 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 person months consulting, intermittent):
- 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).
- *Manager Operations*, Operations Department, *Palli Karma Shahayak Foundation (Rural Employment Assistance Foundation)*, Dhaka, Bangladesh (01/10/1990—30/06/1992; Full time/regular):
- 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.

## **Outreach Training, Capacity Building, and Other Experiences**

- *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).
- *Faculty*, 'Management of Land Acquisition, Resettlement and Rehabilitation', *BRAC University*, Dhaka, Bangladesh (since 20 May 2009- 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', Introduction to Counselling and Negotiation skills'), *National University*, Gazipur, Bangladesh (28/10/2007—15/11/2007).
- *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) (Developed and taught sessions on 'Sustainable Development'), *Department of Development Studies, University of Dhaka* in association with *Asian Development Bank/Japan International Cooperation Agency*, Dhaka, Bangladesh.
- *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*, 'Orientation for 7<sup>th</sup> Round Partners' (Developed and taught sessions on 'Governance Issues and challenges in Bangladesh, and Prioritized Agenda for Intervention by NGOs'), *Manusher Jonno Foundation*, Dhaka, Bangladesh (22/01/2007—23/01/2007).
- *Resource Person*, *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).

- *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—30/06/2004, intermittent, 4 courses):* Taught a number of modules such as ‘Social Forestry’, ‘Watershed Management’, ‘Participatory Forest Management’, to junior and mid level (Assistant and Deputy Conservators and Range Officers) public forestry officials; regularly contributed to the training courses organised by the Forestry Sector Project; limited committee work.
  - *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.
  - *Miscellaneous*
- 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 Research Engagements (including Commissioned Studies)**

- 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):
  - 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.
- *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.
- *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 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
- *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 Supervision

### Selected Research Degree Supervision

- *Ph.D. (University of Dhaka)*: Sustainable Development and Livelihood in Selected River Basins of Bangladesh (Ms. Shuchita Sharmin, Awarded 2011).
- *Ph.D. (University of Chittagong)*: Role of farmers’ collective institutions for the sustainability of social forestry in Bangladesh (Mr. A.F.M. Saleh, Commenced 2003).
- *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 Chittagong):* Role and performance of environmental advocacy in Bangladesh (Ms. Farzana Nasrin, Commenced 2004).
- *M.Phil. (University of Chittagong):* Environmental management role of Union Parishad's (UP) in Bangladesh (Mr. Mamtaj Uddin Ahmed, Commenced 2004).
- *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, 2007-08).
- *M.Sc. (Swedish Agriculture University, Uppsala, Sweden) Local Supervisor:* Management of Non-Timber Forest Products in Bangladesh: Selected Case Studies (Mr. A.Z.M.Manzoor Rashid, 2008-09).

#### Selected Research Studies/Projects Supervision

- "Study on the Usefulness of Alternative Media Campaign in Popularizing Local Government Issues": Consulting Research Adviser, *Bangladesh Institute of Theatre Arts (BITA) in collaboration with ARD/USAID* (May-August 2005).
- *M.Sc. thesis empirical study supervisor* of Mr. Panchanon K. Dhali. "Participation in Joint Forest Management of Sal Forest", Institute of International Forestry and Forest Products, *Technical University of Dresden, Germany* (July-December 2005).
- "Women's role in participation and decision making of urban local governments: A study of the Chittagong City Corporation in Bangladesh": Research Supervisor of Mr. S.M. Humayun Kabir, Department of Public Administration, *University of Chittagong, Bangladesh* (December 2003-June 2004).
- "An Investigation into the Slash and Burn Agriculture in the Chittagong Hill Tracts": Adviser to the Research Team at the Institute of Forestry and Environmental Sciences, *University of Chittagong, Bangladesh* (January—April 1997).

#### **Experiences of Workshop/Seminar Organisation, Moderation and Facilitation**

- Selected Examples: a. 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. b. 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. c. Moderator, 'Round Table Seminar on Child Rights in the Chittagong Division', 1 October 2002, United Nations Children's Fund (UNICEF), Chittagong. d. 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. e. 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. f. 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. g. 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. h. Facilitator and Moderator, 'Second National Seminar on Documentation and Application of Indigenous Knowledge', 16-17 January, 2000, Bangladesh Resource Centre for Indigenous Knowledge and University of Durham (UK), Dhaka.

### **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, Bio-diversity 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. viii. Member, European Network of Bangladesh Studies, University of Bath, United Kingdom. ix. Member, Third World First, United Kingdom. x. Expert Member, Working Group on Bangladesh Conservation Approaches and Technologies (BANCAT). xi.

Member, Rural Development Forestry Network, Overseas Development Institute, London, United Kingdom. xii. Member, National Agroforestry Working Group (Bangladesh Agricultural Research Council), Bangladesh. xiii. Member, Bangladesh Forestry Forum. xiv. Member (2004) Pacific Energy and Gender Network (PEG), South Pacific Applied Geoscience Commission, Fiji; xiii. Member. IUCN Commission on Environmental, Economic, Social Policy (CEESP).

### **Government/National Advisory and Committee Work**

- Selected Examples: i. Trustee/Member: Board of Trustees, Centre for Geographic Information Services (CEGIS- a Public Trust), Bangladesh; ii. Member: Committee for Resolution of Existing Problems in the Dhaka (National) Zoo, Mirpur, Ministry of Fisheries and Livestock; iii. Member: Task Force on Navigability of the Buriganga and Other Rivers in Dhaka and the surroundings, Ministry of Shipping; iv. Expert Member: Program and Operation Standing Committee, Arannayk Foundation: Bangladesh Topical Forest Foundation; Member: v. 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; vi. Member: Specialist Committee for Recommending Establishment of Wildlife Farm under Private Initiative, Forest Department, Ministry of Environment and Forest.

### **Journal Management, Editorial and Reviewing Services**

- Member: International Editorial Advisory Board, *Community Development Journal* (Oxford: Oxford University Press); Editorial Advisory Board, *Child Vision: The Journal for Protection of Child Rights* (Sylhet: Institute of National Oppressed Children's Environmental Networking and Training); Editorial Advisory Board (Founder Editor-in-Chief), *Journal of Business and Society* (Chittagong: Southern University in collaboration with Preston University USA); Editorial Adviser (formerly Managing Editor), *Grassroots Voice: A Journal of Resources and Development* (Dhaka: Bangladesh Resource Centre for Indigenous Knowledge); Editorial Advisory Board, *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).
- 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).

### **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**

- 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*
- Association of Commonwealth Universities, London, UK : *Commonwealth Scholarship 1992-95*
- University of Chittagong, Chittagong, Bangladesh : *Gulmeher Gold Medal Award 1987 & Merit Award 1986*
- University of Chittagong, Chittagong, Bangladesh : *Talent Pool Scholarships 1986-87 & 1983-86*
- Secondary & Higher Secondary Education Board, Bangladesh : *Talent Pool Scholarship 1981-83; & Merit Awards 1981 & 1983*

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## **ACADEMIC PUBLICATIONS**

### **Refereed Authored Books**

#### United Kingdom

1. N.A.Khan. *A Political Economy of Forest Resource Use: Case Studies of Social Forestry in Bangladesh*, Ashgate, Aldershot, 1998, 368 pp.

#### Bangladesh

2. N.A.Khan. *The Vision and Visage of the Chittagong Hill Tracts: A People's Account*, Chittagong Hill Tracts Development Board (Government of Bangladesh), Rangamati, 2001, 114 pp.
3. N.A.Khan, J.K.Chowdhury, K.S.Huda and M.I.Mondal. *An Overview Social Forestry in Bangladesh*, Bangladesh Forest Department (Government of Bangladesh), Dhaka; and University of Chittagong, Chittagong, 2004, 198 pp.
4. N.A.Khan, M.Millat-e-Mustafa, F.U.Ahmed, and M.K.Hossain. *An Annotated Bibliographic Review of Community Forestry Research in Bangladesh*, University of Chittagong, Chittagong, 2005, 243 pp.; Also available at <http://www.nawgbd.org/publication/AnnotatedBibliography.pdf>; Courtesy: National Agroforestry Working Group, Bangladesh Agricultural Research Council, Dhaka. Bangladesh.
5. N.A.Khan. *Society and Social Forestry: Patronage and Land Tenure in Bangladesh and Thailand*, University of Chittagong, University of Chittagong Press, Chittagong, 2008, 145 pp.

### **Refereed Edited Books**

#### Bangladesh

6. N.A.Khan. *Of Popular Wisdom: Indigenous Knowledge Research in Bangladesh*, Bangladesh Resource Centre for Indigenous Knowledge, Dhaka, 2000, 151 pp.
7. H.Banik and N.A.Khan. *Social Forestry Activities and the Draft Social Forestry Regulations in Bangladesh* (in Bengali), Forest Department (Government of Bangladesh), 2001, 96 pp.

8. N.A.Khan, S.K.Khisa, and M.K.Alam. *Farming Practices and Sustainable Development in the Chittagong Hill Tracts*, VFFP, Swiss Agency for Development and Cooperation and CHTDB (Government of Bangladesh), 2002, 272 pp.
9. S.K.Khisa, J.U.M.Shoaib, and N.A.Khan. *Selected Natural Resource Conservation Approaches and Technologies in the Chittagong Hill Tracts, Bangladesh*, Bangladesh Conservation Approaches and Technologies, Swiss Agency for Development and Cooperation-Intercooperation, and University of Chittagong, Chittagong, 2006, 186 pp.
10. A.Farid and N.A.Khan. *Dispensation of Justice in the East and the West*, Renaissance Foundation for Human Resource Management (RFHRM), Dhaka, 2006, 118 pp.
11. A.Farid and N.A.Khan. *The 21<sup>st</sup> Century Challenges for the Global Muslim Community: Knowledge, Development and Revival: Selected Oriental Perspectives*, Renaissance Foundation for Human Resource Management (RFHRM), Dhaka, 2008, 195 pp.

#### **Refereed Monographs**

##### United Kingdom

12. N.A.Khan. *More than Meets the Eye: Re-reading Forest Policy Discourse in Bangladesh*, Queen Elizabeth House Working Paper 177, Oxford Department of International Development, Queen Elizabeth House, University of Oxford, Oxford, 2009, 45 pp.
13. N.A.Khan. *Social Forestry versus Social Realities: Patronage and Community-Based Forestry Development in Bangladesh*, IIED Gatekeeper Series 99, International Institute for Environment and Development, London, 2001, 25 pp.
14. N.A.Khan. *Of "Murubbi" and "Kamla": Patronage and Social Forestry in Bangladesh*, Papers in International Development 19, Centre for Development Studies, University of Wales, Swansea, UK, 1996, 23 pp.

##### Bangladesh

15. M.A.Baten and N.A.Khan. *Gender Issue in Climate Change Discourse: Theory versus Reality*, Unnayan Anneshan: The Innovators, Dhaka, Bangladesh, 2010, 12 pp.
16. M.A Baten, N.A. Khan, R. Ahammad and K. Missbahuzzaman. *Village Common Forests in Chittagong Hill Tracts, Bangladesh: Balance between Conservation and Exploitation*, Unnayan Anneshan: The Innovators, Dhaka, Bangladesh, 2009, 13 pp.

#### **Refereed Journal Articles: Published**

##### United Kingdom

1. A.R.Belal, M.R.Kabir, S.Cooper, P.Dey, N.A.Khan, T.Rahman, and M.Ali. 'Corporate Environmental and Climate Change Disclosures: Evidence from Bangladesh', *Research in Accounting in Emerging Economies*, Vol.10, 2010:145-167.
2. M.Q.Chowdhury, A.Z.M.M.Rashid, M.Alam, and N.A.Khan. 'Selected Dynamics of Human Interference and Impact on the Reed Forests of the Sylhet Region', *The International Journal of Biodiversity Science and Management*, Vol.1, No.1, 2005:58-64.
3. N.A.Khan and S.K.Khisa. 'Sustainable Land Management with Rubber-based Agroforestry: A Bangladeshi Example of Uplands Community Development', *Sustainable Development*, Vol.8, No.1, 2000:1-10.
4. N.A.Khan. 'Access to Graduate Education in Bangladesh', *Development in Practice*, Vol.9, No.5, 1999:627-631.
5. N.A.Khan and M.A.Kabir. 'Mother Tongue Education among the Bangladeshi Children in Swansea: An Exploration', *Language Learning Journal*, No.20, 1999:20-26.
6. N.A.Khan. 'Community Cooperation in a Voluntary Environmental Project: Some Lessons from Swansea, Wales', *Community Development Journal*, Vol.34, No.3, 1999:205-218.
7. N.A.Khan and A.R.Belal. 'The Politics of the Bangladesh Environmental Protection Act', *Environmental Politics*, Vol. 8, No.1, 1998:311-317.
8. N.A.Khan. 'Interviews with the Sahibs: Bureaucratic Constraints on Community Forestry Programmes in Bangladesh', *Journal of World Forest Resource Management*, Vol.9, 1998:73-93.
9. N.A.Khan. 'Land Tenurial Dynamics and Participatory Forestry Management in Bangladesh', *Public Administration and Development*, Vol.18, 1998:335-347.
10. N.A.Khan and S.A.Begum. 'Participation in Social Forestry Re-examined: A Bangladesh Case Study', *Development in Practice*, Vol.7, No.3, 1997:260-266.

##### India

11. Chowdhury M.A.A. and N.A.Khan. 'Reckoning Agar Plantation in Bangladesh: Current Status & Promotional Initiatives', *International Journal of Forest Usufruct Management*. Vol.10, No.1, 2009:43-49.
12. Kabir H. and N.A.Khan. 'Putting the Poor First: A Reconnaissance of Poverty Reduction Strategies in Bangladesh', *ISSAI (Indian Association of Social Science Institutes) Quarterly*. Vol.26, No.1, 2007:63-78.
13. N.A.Khan. 'A Reconnaissance of Recent Trends in Homestead Forestry Development in Bangladesh', *International Journal of Forest Usufruct Management*. Vol.8, No.2, 2007:74-81.

14. N.A.Khan. 'An Ethnographic Enquiry into Education, Leisure and Recreational Situation of Children of the Chittagong Hill Tracts in Bangladesh', *ISSAI (Indian Association of Social Science Institutes) Quarterly*, Vol.25, No.2, 2006:65-78.
15. A.Z.M.M.Rashid, M.Alam, S.Ahmed and N.A.Khan, 'A Study on the Rattan Based Enterprises in the North-eastern Bangladesh', *Journal of Bamboo and Rattan*, Vol.5, Nos. 1 & 2, 2005:109-116.
16. N.A.Khan. 'A Probe into the Recent Trends in Urban Forestry Development in Bangladesh: A Case Study', *Nagarlok: Urban Affairs Quarterly*, Vol.36, No.4, 2004:8-17.
17. N.A.Khan. 'A Case Study on the Implications of Land Tenure for Social Forestry in Bangladesh', *International Journal of Forest Usufruct Management*, Vol.2, No.2, 2003:26-33.
18. N.A.Khan. 'The Problems and Prospects of Women Entrepreneurship Development in Bangladesh: The Case of Homestead Agroforestry Enterprise', *Decision*, Vol.30, No.2, 2003:149-172.
19. M.Millat-e-Mustafa and N.A.Khan. 'Priorities for Community and Agroforestry Research in Bangladesh: A Suggestive Agenda', *International Journal of Forest Usufruct Management*, Vol.3, Nos.1-2, 2002:25-30.
20. N.A.Khan and A.F.M.Saleh. 'A Probe into the Child Right and Development Situation in Chittagong Hill Tracts', *IASSI (Indian Association of Social Science Institutes) Quarterly*, Vol.20, No.3, 2002:82-107.
21. N.A.Khan and A.H.M.R. Sarker. 'The Bawali of the Sundarbans in Bangladesh', *The Eastern Anthropologist*, Vol.55, No.4, 2002:359-366.
22. N.A.Khan. 'The Political Economy of Decentralised Local Governance in Bangladesh: A Retrospect', *Indian Journal of Social Work*, Vol.62, No.1, 2001:90-105.
23. A.Begum and N.A.Khan. 'Management of Urban Local Government in Bangladesh: A Case Study', *Decision*, Vol.28, No.1, 2001:23-42.
24. M.Millat-e-Mustafa, M.A.Siddiqui, N.A.Khan, M.S.Alam, and M.S.Newaz. An Exploration of Hill Farming System in the South Eastern Bangladesh', *Indian Journal of Forestry*, Vol.24, No.2, 2001:153-161.
25. M.H.Rahman and N.A.Khan. 'Participation in the Local Government of Bangladesh (1971-1992) : Chasing a Mirage?', *Journal of Rural Development*, Vol.19, No.2, 2000:237-248.
26. N.A.Khan. 'A Far Cry? Revisiting the Prospects of Community Cooperation in Rural South Asia', *Indian Journal of Social Work*, Vol.60, Issue 2, 1999:233-249.
27. N.A.Khan. 'The International Aid Agencies and Social Forestry Management in Bangladesh: A Case Study', *Decision*, Vol.25, Nos.1-4, 1998:79-96.
28. N.A.Khan. 'Social Aspects of Agroforestry: A Suggestive Primer', *Indian Journal of Forestry*, Vol.20, No.4, 1997:377-382.
29. M.N.Islam and N.A.Khan. 'Non-governmental Organisations (NGOs) in Bangladesh: A Commentary', *Journal of Rural Development*, Vol.15, No.4, 1996:523-532.
30. N.A.Khan. 'Participation in South Asian Social Forestry: Chasing a Mirage?', *Journal of Rural Development*, Vol. 13, No. 3, 1994:343-355.
31. N.A.Khan. 'Towards an Understanding of "Participation": The Conceptual Labyrinth Revisited', *Administrative Change*, Vol. 20, No. 1-2, 1993:106-120.

#### Malaysia

32. M.Millat-e-Mustafa, N.A.Khan, M.M.Islam, and S.Das. 'The Present Status and Role of Private Nurseries in Bangladesh: A Case Study', *The Malaysian Forester*, Vol.63, No.3, 2001:106-112.

#### Sri Lanka

33. M.Millat-e-Mustafa and N.A.Khan. 'The Ecology and Indigenous Management Techniques of Tribal Home Gardens: A Case Study from the Chittagong Hill Tracts of Bangladesh', *The Sri Lanka Forester*, Vol.26 (New series), 2003:53-62.

#### Thailand

34. M.A.Mridha and N.A.Khan. 'An Appraisal of the Institutional Training Arrangement for the Community Health Workers in Bangladesh', *Human Resource Development Journal*, Vol.4, No.2, 2000:83-93.

#### Canada

35. N.A.Khan and S.Hasan. 'Social Forestry in India: Widening the Gap?', *Asian Profile*, Vol.23, No.6, December 1995:504-510.

#### United States of America

36. N.A.Khan. 'Leisure and Recreation among Women of Selected Hill-Farming Families in Bangladesh', *Journal of Leisure Research*, Vol.29, No.1, 1997:5-20.

#### Australia

37. N.A.Khan. 'Gender and Livelihood in an Upland Community Forestry Project in Bangladesh', *Development Bulletin*, No.51, 2000:77-81.
38. S.H.Bhuiyan and N.A.Khan. 'Reproductive Health Education for Female Workers in the Garment Industry in Bangladesh', *Development Bulletin*, No.48, 1999:66-67.
39. S.H.Bhuiyan and N.A.Khan. 'Education for the Retrenched Child Labourers in the Garment Industry: Views from Bangladesh', *Development Bulletin*, No.46, Winter 1998:46-49.

### Hong Kong

40. M.M.Rahaman and N.A.Khan, 'The Realities of Aid Harmonization and Aid Effectiveness: Views from Bangladesh', *The Asia Pacific Journal of Public Administration*, Vol.32, No.1, 2010:107-122
41. A.R.Belal, N.A.Khan, and M.A.Alam. 'Industrial Pollution and the Environment in Bangladesh: An Overview', *Asian Journal of Environmental Management*, Vol.6, No.2, 1998:115-123.
42. N.A.Khan. 'Revisiting Community Forestry Developments in Nepal: A Selected Review of Performance', *Asian Journal of Environmental Management*, Vol.4, No.2, 1996:95-101.
43. N.A.Khan. 'Social Research Approaches to Agroforestry Management in Asia: A Primer on the Sociology of Agroforestry', *Asian Journal of Environmental Management*, Vol.5, No.2, 1997:103-108.
44. N.A.Khan and S.Hasan. 'Forest Management Through People's Participation: Practices and Problems in India and Nepal', *Asian Journal of Environmental Management*, Vol.3, No.1 1995:51-60.

### Japan

45. N.A.Khan, M.Emran-Ali, and M.A.A.Chowdhury. 'A Holistic Approach to Poverty Reduction and Upland Development through Participatory Forestry in Chittagong Hill Tracts, Bangladesh', *Journal of Forest Economics*, Vol.49, No.3, 2003:1-10.

### Pakistan

46. N.A.Khan. 'Popular Culture, Heritage and Environmental Conservation in Bangladesh: An Overview', *South Asian Studies*, Vol.17, No.2, 2002:27-40.

### Nigeria

47. N.A.Khan and A.Z.M.M.Rashid. 'A Study on Indigenous Medicinal Plants and Healing Practices in Chittagong Hill Tracts, Bangladesh', *African Journal of Traditional, Complementary and Alternative Medicine*, Vol.3, No.3, 2006: 37-47.

### Bangladesh

48. N.A.Khan. 'Towards a Conceptual Framework for Capacity Assessment of Local Institutions in Natural Resource Management', *Dhaka University Journal of Development Studies*, Vol.1, No.1, 2010: 115-127.
49. T.Rahman and N.A.Khan. 'Reckoning Electronic Governance Practices in Bangladesh', *Dhaka University Journal of Development Studies*, Vol.1, No.1, 2010: 53-62.
50. S.M.H.Kabir and N.A.Khan. 'Social Background and Role Perception of Women Ward Commissioners in Urban Local Government of Bangladesh: The Case of Chittagong City Corporation', *The Chittagong University Journal of Social Sciences*, Vol.25, 2007 (published in 2010): 191-201.
51. M.U.Ahmed, A.G.M.N.Uddin and N.A.Khan. 'Good Governance in Ancient India: The Administrative Thinking of Kautilya and Asoka, and its Relevance in the Present Time' (in Bengali), *Society and Change*, Vol.3, No.2, 2009:35-63.
52. S.M.H.Kabir, N.A.Khan and M.R.Karim. 'Environmental Management in City Corporations of Bangladesh: A Case of the Chittagong City Corporation', *Lok Proshashan Samoyiki (Quarterly Journal of Bangladesh Public Administration Training Centre)*, Vol.37, December 2005 (published in 2009): 87-101.
53. N.A.Khan. 'Education for the Street Children in the City of Dhaka: A Field Note', *Journal of Politics and Administration (Islamic University Kushtia)*, Vol.2, Nos.1&2, 2007(published in 2008):37-60.
54. N.A.Khan. 'Community Empowerment and Local Level Institution Building: The Case of Chittagong Hill Tracts', *Social Science Review: The Dhaka University Studies (Part D)*, Vol.25, No.1, 2008:73-87.
55. M.U.Ahmed and N.A.Khan. 'The Role of Alternative Media in Promoting Good Local Governance: An Exploratory Case Study', *Lok Proshashon Samoyiki*, Vol.32, 2008:43-56.
56. N.A.Khan and M.A.K.Mozumder. 'Promotion of Local Social Institutions for Indigenous Community Development: A Case Study', *The Jahangirnagar Review*, Part 2, Social Science, Vol.31 2007 (published in 2008):1-14.
57. J.K.Chowdhury and N.A.Khan. 'Towards Indicators for Monitoring Diversity: Sharing the Sundarbans Experience', *Society and Change*, Vol.1, No.2, 2007:43-52.
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