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**Management Counsellor, Bangladesh Institute of Management (BIM)**  
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### Summary of Experience & Attainments

- Acquired **20+ years** of experience in the sectors of **research, training, and consultancy**.
- Currently, working as **Management Counsellor, Research & Publication Division, Bangladesh Institute of Management (BIM)**, a statutory body under Ministry of Industries, Government of Bangladesh.
- As a **member of the faculty pool** of BIM assigned to deliver courses on **Strategic Human Resource Planning** and **Labour Economics/Economics** in the **Post Graduate Diploma in Human Resource Management**.
- Considerable experience in conducting **capacity development program, feasibility study, baseline study, market analysis, performance assessment, impact assessments, disaster management**, in different capacity recently as the **team leader/principal investigator** and contributed to **40+ consultancy works** in different sectors.
- Delivered **5000+ contact hours of lectures** in different universities and institutions till 2019.
- Completed **B.Sc. and M.Sc. (Economics, JU, Bangladesh)** & **LL.M. (Intellectual Property Rights, Turin, Italy)**.
- Published ten journal **articles** on health insurance, economics, management and IPRs issues.
- Focal desk officer for **Sustainable Development Goals (SDGs), Intellectual Property Rights (IPRs) Research** and a member of '**Innovation committee**' at BIM.
- Worked as the representative of BIM in the drafting committee for National Industrial Policy, 2016, drafted Apprentice Policy for Ministry of Industries and Research and Consultancy Policy for BIM (in 2022) .
- Designed, coordinated and delivered **20+ management and Intellectual Property related training programs (100+ batches)** in last ten years. Delivered different sessions as an occasional trainer/ guest speaker in Bangladesh Public Administration Training Centre (**BPATC**), Bangladesh Petroleum Institute (**BPI**), Bangladesh-Japan Training Institute (**BJTI**), Bangladesh Institute of Plastic Engineering and Technology (**BIPET**).
- Served entities and organizations, such as, Prime Minister's Office (a2i), Ministry of Environment and Forest, Ministry of Health and Family Welfare, Ministry of Industries, Ministry of Liberation War Affairs, Ministry of Cultural Affairs, Ministry of Expatriates' Welfare and Overseas Employment, Ministry of Disaster Management & Relief, Local Government Division, Hortex Foundation, Dhaka Transport Coordination Authority (DTCA), MRTDP (Metro Rail Project), Department of Narcotics Control (DNC), Bangladesh Road Transport Authority (BRTA), Roads and Highways Department (RHD), Dhaka WASA, UNDP (Upazila Governance Project), World Food Programme, Save the Children International, Plan-Bangladesh, Transparency International- Bangladesh (TI-B), Winrock International, GIZ, BRAC, AKtel (Robi), Runner Group, Expression Ltd and so on.
- Presently delivering training courses on **supply chain management, project management, organizational development and intellectual property rights (IPRs)** at BIM.
- Conducted **3 or 2 credit academic courses** in different tertiary level educational institutes, such as, **BIM**, University of Asia Pacific (**UAP**), Bangladesh Institute of Fashion Technology (**BIFT**), IBAIS University.

### Career Track

Bangladesh Institute of Management, Dhaka	Management Counsellor, Research and Publication Division	April, 2015 – till the date
	Senior Editor (A-C), Management Development Journal	December, 2020 – till the date
	Senior Budget & Accounts Officer (A-C)	May-August, 2018
	Senior Research Officer	May, 2011- April, 2015
	Research Officer	November, 2004–May, 2011
University of Asia Pacific (UAP), Dhaka	Adjunct faculty, Department of Business Administration, Department of Civil Engineering, Department of Architecture, Department of Computer Science	November, 2006 – February, 2011
IBAIS University, Dhaka	Part-time faculty member, DBA	July- October, 2009
BGMEA Institute of Fashion Technology, Uttara, Dhaka	Part-time faculty member	July, 2007 – June, 2009
Northern College, Muhammadpur, Dhaka	Part-time faculty member	April – September, 2006
Centre for Mass Education in Science (CMES), Dhanmondi, Dhaka	Program Organizer (PO)	April – July, 2004
The Business Star, <i>A Bengali monthly</i> ; Bangabandhu Avenue, Dhaka	Executive Editor	May – July, 2003

## Academic Attainment

<b>LL.M. program in Intellectual Property</b> , jointly organized by the Torino Law School, University of Turin, the World Intellectual Property Organization (WIPO) and the International Training Centre of the ILO, Turin, Italy. <i>Major courses: Patent, Copyrights &amp; Related Rights, Trademark.</i>	2014-15
<b>MSc in Economics</b> , Jahangirnagar University, Savar, Dhaka. <i>Major courses: Micro Economics, Macro Economics, Development Economics, Environmental Economics, Econometrics.</i>	1998-99
<b>BSc in Economics</b> , Jahangirnagar University, Savar, Dhaka. <i>Major courses: Micro Economics, Macro Economics, Development Economics, Economic Planning, Resource Economics, Public Finance, International Trade, Agro-Economics.</i>	1997-98
<b>Higher-secondary School Certificate (HSC)</b> , Science Group, Sylhet Cadet College, Sylhet.	1994
<b>Secondary School Certificate (SSC)</b> , Science Group, Sylhet Cadet College, Sylhet.	1992

## Research & Consultancy Experience

Year	Role	Name of the Service with Recipient Organization
2023	<i>Expert (labour market)</i>	<b>Rapid Assessment for DigitalSkills2Succeed (DS2S) project</b> , commissioned by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ).
2023– On going	<i>Technical Expert</i>	<b>Study on Efficient Budget Management without Audit Objection</b> commissioned by Bangladesh Police Head Quarter, Dhaka.
2022– On going	<i>Lead Trainer</i>	<b>Development and Implementation of Sustainability Management Training Program</b> , in collaboration with Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ).
2022— 23	<i>Economic Analyst</i>	<b>Study on Identifying Number and Causes of Sick Industries</b> commissioned by Ministry of Industries, GoB.
2021-23	<i>Team Leader</i>	<b>Feasibility Study</b> on the project titled <b>“Construction of 100 Technical Training Centre in 100 Upazilas”</b> commissioned by BMET, Ministry of Expatriates’ Welfare and Overseas Employment., GoB.
2022	<i>Team Leader</i>	<b>Feasibility Study</b> on the project titled <b>“Construction of 69 chemical and Physical laboratories”</b> commissioned by Bangladesh Standard & Testing Institution (BSTI).
2022	<i>Team Leader</i>	<b>Feasibility Study</b> on the project titled <b>“Construction of Metrological Laboratories and Training Centre”</b> commissioned by Bangladesh Standard & Testing Institution (BSTI).
2022	<i>Co-researcher</i>	<b>Impact Assessment of Mobile Library Project</b> , funded by Ministry of Cultural Affairs. GoB.
2021 (Jul- Dec)	<i>Team Leader</i>	<b>Feasibility Study</b> on the project titled <b>“Construction of 10 Regional offices in 10 Districts”</b> commissioned by Bangladesh Standard & Testing Institution (BSTI).
2021 (Jul- Dec)	<i>Team Leader</i>	<b>Baseline study report on Child Protection system strengthening project in Cox’s Bazar District</b> commissioned by Save the Children International, Bangladesh.
2021 (Oct- Nov)	<i>Team Leader</i>	<b>Baseline Study of Youth from Host Communities and Rohingya Camps in Cox’s Bazar as Agents of Change Project</b> , commissioned by Plan International- Bangladesh.
2021	<i>Team Leader</i>	<b>Feasibility Study</b> on the project titled <b>“Construction of 6 Regional Campus in 6 Districts”</b> commissioned by Bangladesh Industrial Technical Assistance and Cooperation (BITAC).
2021	<i>Principal Investigator</i>	<b>Development Needs Assessment of Light Engineering Sector in Bangladesh to Facilitate Technology Incubation Supports</b> funded by IDRCC, Ministry of Industries, GoB
2021	<i>Team Leader</i>	A Comprehensive Study on <b>Cyclone Preparedness Programme (CPP) in building risk-informed Community and Women empowerment in the coastal region</b> of Bangladesh, commissioned by Ministry of Disaster Management & Relief (MoDMR), GoB.
2021	<i>Team Leader</i>	<b>Feasibility study on strengthening resilience and social cohesion of Rohingya and host communities in Cox’s Bazar through integrated social services and improved livelihoods</b> commissioned by Save the Children International, Bangladesh
2021	<i>Principal Investigator</i>	Study on <b>Human Resource Management in Light Engineering Sector of Bangladesh</b> internally funded by Bangladesh Institute of Management (BIM).
2020 (Feb Dec)	<i>Team Leader</i>	<b>Assessing existing alternative care situation of the children living in the brothels in Bangladesh</b> commissioned by Save the Children International, Bangladesh

Year	Role	Name of the Service with Recipient Organization
2020 (Sep –Oct)	Team Leader	<b>Feasibility Study of the project titled Construction of Divisional Employment Offices and District Manpower and Employment offices in all the divisions and districts</b> commissioned by Bureau of Manpower, Employment & Training (BMET), GoB.
2020(Aug-Dec)	Economic Analyst	<b>‘Feasibility Study for Expanding BIM’s Services to Divisional Level (internal)’</b> commissioned by Bangladesh Institute of Management (BIM), GoB.
2020(Mar-Oct)	Team Leader	<b>Midterm Evaluation to see the effectiveness of SBCC interventions</b> commissioned by Directorate of Family Planning, Ministry of Health & Family Welfare. GoB.
2020(Mar-Oct)	Team Leader	<b>Impact Assessment of Nobojatra Project on Gender &amp; Children Issues</b> commissioned by Ministry of Disaster Management & Relief (MoDMR), GoB.
2019 -20	Principal Investigator	<b>Study on ‘Impact Analysis of Renewable Energy Project under TR/ KABITA Fund towards Achieving Sustainable Development Goals by Reducing Energy Poverty’</b> commissioned by Ministry of Disaster Management & Relief (MoDMR), GoB.
2019(Nov-Dec)	Deputy Team Leader	<b>End line Evaluation of ‘Sustainable and Responsible Actions for Making Industries Care (SRAMIC)’ project</b> , appointed by Action Aid Bangladesh (AAB), Bangladesh.
2019 (August)	Team Leader	<b>Study on ‘Developing a Communication Strategy for Improved Cooking Stove (ICS) Program of IDCOL’</b> appointed by Expressions Limited, Bangladesh.
2019 (May-July)	Team Leader	<b>Study on ‘Cost Estimation, Market Potential Assessment and Feasibility Study on Cement Bonded Particle Board (CBPB)’</b> sponsored by Bangladesh Forest Industries Development Corporation (BFIDC), Ministry of Environment Forestry and Climatic Change.
2019 (May-July)	Co-Researcher	<b>Assessment of National Newborn Campaign’</b> appointed by Expressions Limited, Bangladesh.
2019 (January)	Co-Researcher	<b>Assessment of child protection vulnerability and opportunity of 21 Century skills for Rohingya adolescent girls’ and boys’</b> commissioned by COAST Trust, Bangladesh.
2018-19 (Aug-Apr)	Training Specialist	<b>Designed training manual and develop contents</b> partially for a series of training on <b>‘Public Procurement’</b> for the officials nominated by Secondary Education Sector Investment Program (SESIP), Ministry of Education, GoB.
2018-19 (Apr-Feb)	Specialized Trainer	<b>Provide training on innovation management, innovative project, business canvas to the project officials and twelve (12) community innovators</b> , Udhvabani lab, DCH Trust, Disaster Emergency Preparedness Program (DEPP) funded by Uk aid collaboratively with Start Network UK & CDAC.
2017-18 (July-Nov)	Principal Investigator	<b>Impact of Flash Flood Across the different Income Groups and Way Forward: A Case Study of Haor Area – 2017</b> commissioned by Ministry of Disaster Management & Relief (MoDMR), GoB.
2017 (May-Jun)	Principal Investigator	<b>Feasibility Study on ‘Establishing Jalaluddin Ahmed Foundation Hospital’</b> in Debidwar Upazila, Comilla.
2017 (Jun- Dec)	Lead Researcher	<b>Study on ‘Registration Practice of IPRs in Bangladesh’ under Entrepreneurship Research Fellowship</b> , organized by Junction Bangladesh and sponsored by EMK Centre, Dhaka.
2017 (Jul- Aug)	Principal Investigator	<b>Market Analysis and Feasibility Study for Further Investment</b> , appointed by Bangladesh Steel Engineering Corporation (BSEC) in Honda Bangladesh Limited.
2016-17	Consultant (e-commerce)	<b>Start-up research and design the business and technological framework for launching ‘www.bdcwebs.com’</b> , the first e-commerce portal for selling reconditioned Japanese car in Bangladesh.
2016-17 (Oct –July)	Principal Investigator	<b>Study on ‘Innovation management capacity and IPRs awareness in research and training organizations of Bangladesh’</b> , commissioned by Industrial Development Research Coordination Committee (IDRCC) under Ministry of Industries (MoInd), GoB.
2016-17 (July –Feb)	Principal Investigator	<b>Impact Analysis of Construction of Multi-Purpose Cyclone Shelter in the Costal Belt of Bangladesh</b> , commissioned by Ministry of Disaster Management & Relief (MoDMR), GoB.
2016 (Jan-Jun)	Coordinator	<b>Climatic Stress, Structural Change and Farm and Nonfarm Enterprise Uptake by Farmers in India and Bangladesh</b> funded by Australian Centre for International Agricultural Research (ACIAR) and appointed by Bangabandhu Sheikh Mujibur Rahman Agricultural University, Bangladesh and Macquarie university, Australia (only fieldwork).
2015 (July-Nov)	Researcher	<b>Evidence-based Technical Analysis for Digital Birth Registration: Bangladesh AS-IS Analysis Report</b> , funded by Plan International – Bangladesh, appointed under contractual arrangement with Ethics Advanced Technology Limited (EATL).

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2020 (Aug–Dec)	<i>Economic Analyst</i>	<b>‘Feasibility Study for Expanding BIM’s Services to Divisional Level (internal)’</b> commissioned by Bangladesh Institute of Management (BIM), GoB.
2020 (Mar–Oct)	<i>Team Leader</i>	<b>Midterm Evaluation to see the effectiveness of SBCC interventions</b> commissioned by Directorate of Family Planning, Ministry of Health & Family Welfare. GoB.
2015 (Jan–June)	<i>Consultant and study coordinator</i>	<b>Performance assessment of selected 65 Upazila Parishad</b> with an objective of providing performance grant to top performing upazila Parishad of 7 districts in 7 divisions of Bangladesh, funded by UNDP and UNCDF (UZGP).
2013 (Apr–May)	<i>Associate researcher</i>	<b>Training Need Assessment (TNA)</b> for launching of the first ever <b>training program on Intellectual Property Rights</b> from BIM, commissioned by World Intellectual Property Organization (WIPO).
2011–2015	<i>Deputy team leader</i>	<b>Feasibility Study of the Industrial, Commercial, Real Estate Prospect of Land, Industrial &amp; Commercial Assets of Bangladesh Freedom Fighters’ Welfare Trust (BFFWT)</b> , commissioned by BFFWT, MoFFA, GoB.
2012–2013	<i>Consultant and study coordinator</i>	Research and developed training modules for the different stakeholders of a social safety net project titled as <b>‘Employment Generation for the Poorest Project (EGPP)’</b> under Ministry of Disaster Management and Relief.
2013	<i>Lead Trainer</i>	<b>Designed and delivered a capacity development program</b> for mid-level officials of Dhaka Water and Sewerage Authority (DWASA) to <b>improve their skill in project feasibility analysis</b> .
2012	<i>Economist</i>	<b>Feasibility study for Establishment of an aircraft Maintenance Engineering Study Centre of Bahrain Airport Services (BAS) in Bangladesh.</b>
2012	<i>Trainer</i>	<b>Designed and conducted a training program</b> to improve the <b>project management skill of the project officials of Transparency International-Bangladesh.</b>
2011–12	<i>Consultant-trainer</i>	<b>Analysis the Inventory Management Systems of Runner Group</b> and provide training to the relevant officials to improve the inventory management skills.
2007	<i>Research associate</i>	<b>The Development of Proposed Alternative Models for Social Health Insurance (SHI) Schemes in Bangladesh for Different Populations</b> commissioned by World Health Organization (WHO).
2005–2023	<i>Supervisor</i>	<b>Supervised/ monitor 350+ research works</b> those were undertaken by the participants of Postgraduate Diplomas for partial fulfilment of their degree.

### Current Responsibilities and Achievements

**Management Counsellor**, Research and Publication Division, **Bangladesh Institute of Management (BIM)**. The position includes responsibilities of a faculty member of the institute as well as designing and delivering management trainings, conducting research and consultancy services.

Responsibilities of the present position also include:

- To manage the research and SDGs related activities of BIM;
- To organize short courses and conduct sessions on various training programs;
- To support the preparation and publication of ‘Annual Training Program’ of ‘Annual Training Calendar’;
- To act as the focal person for maintaining communication with Industrial Development & Research Coordination Committee (IDRCC);
- To serve as a member for various consultancy assignments.

In addition to the above mentioned responsibilities, the present position also includes the responsibility of a full time **Faculty Member** in 1- year long postgraduate diploma courses conducted in BIM as follows-

- To deliver lecture, set question and examine the answer scripts of course titled **‘Economics’** and **‘Human Resource Development’** in Post graduate Diploma in Human Resource Management and do the same of course titled **‘Managerial Economics’** in Post graduate Diploma in Industrial Management.
- To supervise research works (term papers) of the participants of post graduate diplomas.

In accordance with the rules of business of BIM, each faculty member has to design and deliver short trainings independently as ‘course coordination’. The responsibility of a course coordinator includes:

- understanding the market demand side of a particular training;
- conducting training research, in case of launching new a courses;

- decide on the contents of the training by consulting with the experts on the field;
- in case of tailor-made trainings, conduction taining need assessment and finalizing contents and methods by consulting with client organization;
- design the curriculum, preparation of the course outline and publication of brochure;
- developing training modules and materials, and also supervise the reproduction of the training materials as per requirement;
- dissemination of course information and giving answer to any quarey related to the specific course to the potential trainees;
- selecting and colleborating with internal and external resource persons;
- preparing the training budget and taking approval;
- collection of course fees;
- execution of the training which also includes conducting/facilitating some of the sessions;
- issuing certificates and
- preparation of course completion report including financial statement.

## Professional Achievements

### Administrative & Managerial

- Prepare the first ever divisional task distribution framework for BIM to enhance the overall performance of the organization (2018);
- Managed the performance of BIM as the APA focal person and kept BIM's performance above the national average of public agencies(2015-2017);
- Carried out the responsibility of Convenor (head) of Internal Maintenance Committee (2015-2019).
- Designed the process of the first ever BIM's Internal Research Grants for the faculty members in 2020-21.
- As 'Councel Officer of BIM" caring out the responsibility of reporting to Ministry of Industries on relavent parliamentary issues.
- Carring out the responsibiolity of external member of research commeeette of Department of Narcotics Control

### Educational Services

- Delivered 2-credit courses on economics, labour economics, finalcial economics, manegarial economics and human resource development to more than a total of 60 batches of participants of various postgraduate diploma programs, (2005-2023);
- Supervised 300+ research woks of the participants of post graduate level, (2005-2023);
- Reviewed syllabuses of the subject titled 'Economics' and 'Managerial Economics', respectively, for the students of Postgraduate Diploma in Human Resource Management and Postgraduate Diploma in Industrial Management, (2011);
- Developed the course modules and course materials for above mentioned subjects, (2011);
- As part of implementing syndicate discussion on term paper presentation, for the postgraduate students, drafted the rules for 'term paper presentation and syndicate discussion', (2011);
- Faciliteted the post graduate diploma cell in managing academic research and solely handled the distribution of term paper supervision- matching the faculty members area of interest with students' proposed area of research, (2009-2011, 2016-18);
- As a part of process improvement of conducting postgraduate programs innovated and implemented a new programs scheduling method for all five diploma programs (9 batches) with a limited number of faculty members which reduce 80% work load of the diploma cell regarding routine preparation and schedule management and save 70% schedule distribution cost,. (2008 & onward);

### Training Management

- Update the participants' registration forms for both short and long courses. (2008);
- Prepare the format of course completion report for short courses conducted by BIM (2008);
- Completed the management system analysis for implementing a Training Management System (TMS) for BIM (2011).
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**Designing and delivering Training Programs**

As a training coordinator, added 6 new courses in the BIM's service line of regular programs from 2009 to 2022. The description of these 7 programs are as follows:

1. **Training on 'Sustainability Management'** A 5-module weekend training on Sustainability Management for Corporates has been successfully launched in March, 2023 as a part of Development and Implementation of Sustainability Management Training Program in collaboration with GIZ. As a team member contributed to TNA, designing and developing of module-2 (Scope and Components of Sustainability Management) and module-5 (Implementational Challenges and Skills for Sustainability Managers) and conducting sessions of the mentioned modules.
2. **Training on 'Intellectual Property Right'** A 2-week long training on IPRs was successfully launched as the first market driven (without direct subsidy) such training among the least developed countries. Training Needs Assessment, designing of training and capacity development of the trainers were supported by World Intellectual Property Organization (WIPO) for the program. (2015-2022)
3. **Training on 'Sustainable Development Goals (SDGs)'** Design and delivered, as coordinator, 4-days training on Localization & Mainstreaming of SDGs for Industrial Ecology: Integrating in Citizen Charter, FYP & APA for officials of different concerns of Ministry of Industries and successfully delivered to two batches in 2021 and 2022. Also designed and delivered, as key resource person, 10-days training on SDG-4 for officials of Ministry of Education in 2021.
4. **Advanced Human Resource Management** A 1-week long evening course offered for senior and mid level HR professionals mainly focused on strategic HRM and cross-cutting issues related to HRM. This is the first ever advanced level regular course on HRM offered from BIM, the oldest Management learning centre of the country. This training is served to three batches in consecutive three years 2009, 2010 and 2011.
5. **Climate Change Issues and Response Strategies** A 1-week long beginner level course offered for anyone interested on climate change related issues with a objective to provide a overview of climate change related discourses. This is the first ever training course on the area of climate change and disaster management in BIM. The program is delivered as a regular program for officials of different NGO sector organizations in January, 2011
6. **Supply Chain Management** A 1-week introductory level course designed and delivered to six batches between 2011 and 2015, with high dependency on external resource persons. Considering its average participation rate, this course has already ranked as one of the highest demanded training programs among the BIM's self initiated training courses of recent period.
7. **Organizational Development and Training Management** With a view to improve the training management capacity of the local corporate houses of the country, this 1-week course was designed and developed. Training managers and executive from various corporate houses, such as, Grameenphone, Ispahani Ltd., Navana Motors Ltd., Apexpharma Ltd. Group had joined at the first batch in November, 2011.

Redesign and reintroduced two of BIM's historic premium courses. The description of these 2 programs are as follows:

1. **Project Management: Basic Issues** BIM was the prime project management learning center in '80s and '90s in the country. But for various reasons the offering of training had reduced gradually and in 2008 and 2009, there was no offerings of any regular program from BIM in the area of project management. So, only out of personal interest and initiatives, updated the course contents and these two 1-week long courses were redesigned and successfully reintroduced in December, 2010 and May, 2011 respectively.
2. **Project Monitoring and Evaluation**

Assigned and coordinated two training programs, for testing the collaboration model, as a part of BIM's policy decision of introducing an open-door policy with an objective to increase its delivery of services by joint collaboration with external resource persons. The brief description of these 2 programs are as follows:

1. **Achieving Financial Freedom- Leadership Qualities, Habits and Attitudes** This 1-day long program was developed by Mr. Taufail Ahmed, Executive Director, Visionites, Kolkata, India and jointly delivered to 28 participants on 21<sup>st</sup> October, 2011.
2. **Business Communication for professional Excellence** A 1-week long evening course was developed and delivered in collaboration with Mr. Ataur Rahman, a renowned humour writer and English language specialist with an objective to provide general concepts about business

communications to orient the participants how to improve their communication skills. The course was conducted from 31<sup>st</sup> October to 4<sup>th</sup> November, 2010.

Cordinated and delivered 7 tailor made training courses to three client agencies. The brief description of these programs are as follows:

1. Two days training on **Project management in context of humanitarian situation and response** for WFP and partners  
Designed and delivered a 16- contact hour training for officials of different partners of World Food Program and delivered in Cox's Bazar in December, 2021. A total of 25 participants from government offices and partner NGOs along with WFP officials participated in the specialized training focusing on Rohingya humanitarian situation and response.
2. Three days long training on **'Project Mangement in Telecommunication'** for Aktel Officials.  
A 24 contact hours' program was delivered from 18<sup>th</sup> to 20<sup>th</sup> January, 2010 to 25 mid and senior level officailas of the then AKtel, lately restructured and rebranded as Robi, with an objective to increase the participants' understanding on basic project management immediately before organizational restructuring and adopting to a projectized management style.
3. Five days long **'Pre Service Foundation Training'** for Supply Chain Development Officers of Hortex Foundation.  
A 40 contact hours' program was delivered from 18<sup>th</sup> to 22<sup>th</sup> April, 2010 to 10 newly appointed Supply Chain Development Officer (SCDO)s of Hortex Foundation with an objective to orient the the participants' about basic project management issues just before starting their job of networking among different stakeholders of supply chain of the selected agricultural products at field level in 10 different upzillas.
4. Three weeks training course on **"Organizational Effective Management"** for government officials of different agencies.  
A 60 contact hours' program was delivered from 13<sup>th</sup> February to 1<sup>st</sup> March, 2011 to 20 mid and higher level government officials of different government agencies dealing with transport sector of Bangladesh, such as, Road and Highways Department(RHD), Bangladesh Railways(BR), Bangladesh Road and Transport Authority(BRTA), BRTC, Dhaka Transport Coordination Board (DTCB). The program aimed to improve participants undersatanding on office management, team building, procurement and project management issues as a part of capacity building of the mentioned agencies.
5. Five days long Training Program on **Business Management and Value Chain Development**  
A 40 contact hours' program was delivered from 24<sup>th</sup> to 28<sup>th</sup> April, 2011 to the Supply Chain Development Officer (SCDO)s of Hortex Foundation with an objective to upgrate their knowledge level on basic business management and value chain development for the smooth running of their tasks in the field level. As the SCDOs, they have to execute their responsibilities independently in the field level under a satellite supervision from their head quarter.
6. Three days long Training on **Value Chain Development of High Value Agro Commodity.**  
A 24 contact hours' program was delivered to three batches of first grade government officials of different field level agricultutal agencies in January, 2012 with an objective to share and dessiminate the lesson learned from the piloting of the various practical intervantions, by Hortex Foundation, related to improvement of supply chain of agricultural product in 10 upzillas.
7. Six days long pair of **Trainings for Stakeholders of Upazila Governance Project**  
Two 20 contact hours' programs were delivered to fifteen batches of Upzilla Chairman, Vice Chairman, Upzila Nirbahi Officer and other first grade field lvel government officials ( a total of 443 particiants) of upzila level in May-October, 2013 with an objective to endow them with management concept to improve quality of field level public services to the citizens.
8. Five days long Training on **Urban Transportation Planning**  
A 30 contact hours' training program was designed by the urban planning experts of top universities of Bnagladesh and delivered to 10 officials of Dhaka Transportation Coordination athority (DTCA) in May, 2014.

In addition to the above description, engaged as a regular trainer for two years to conduct sessions on **"Core Competencies and Supply Chain Management (Module-2)"** in the National Training on **"Public Procurement Management"** hosted at BIM, commissioned by World Bank, organized by Central Procurement Technical Unit (CPTU), IMED, Ministry of Planning and Fineurope, a foreign consultancy firm. To the date delivered the similar session to 36 batches of the mentioned training.

### Training/ Workshop/ Seminar Attended

2023	Training on <b>“Sustainability and Circular Economy in a Methodological Perspective”</b> , 1-5 August, AAU Business School, Aalborg University, Denmark, Held in Dhaka.
2021	Training on <b>Risk Informed Development Planning in Bangladesh</b> , NRP, Programming Division, Bangladesh Planning Commission, 30 October – 02 November, Dhaka.
2021	<b>Training on Curriculum Development</b> , Asian Institute of Technology, 20-27 June, Bangkok, Thailand.
2019	<b>Training on “4 Policy Instruments (NIS, GRS, RTI, CC)”</b> , National Institute of Local Government, 29 December, Dhaka
2019	<b>Capacity Development Program for SDG Localization for Sustainable Industrialization in Bangladesh</b> , 14 -25 October, Curtin University, Western Australia.
2019	<b>Faculty Development Programme</b> , University of Malaya, 20-27 June, Kuala Lumpur, Malaysia.
2019	<b>Technological Innovation Management Centric Initiatives for Building an Innovation Economy</b> , Daffodil International University, 12-13 June, Dhaka.
2019	Training on <b>‘National Integrity Strategy’</b> at Bangladesh Institute of Management (BIM), 15 May, Dhaka.
2018	Training of Trainers Course on <b>Sustainable Development Goals</b> , Bangladesh Civil Service Administration Academy, 04-15 February, Dhaka.
2017	Training on <b>Public Service Innovation</b> , Bangladesh Institute of Management & Access to Information Programme, 20-21 June, Dhaka.
2017	Training on <b>Core Principles and Philosophy of SDGs: An Implementation Perspective</b> , Governance Innovation Unit, Prime Minister's Office, 04 - 08 June, Dhaka
2017	Practical Training on “Project Planning Software (PPS)”, Implementation of Digital ECNEC Project, Planning Commission, 10-11 April, Dhaka.
2017	Training of Trainers on <b>“Sustainability of Supply Chain- Application of Climate Expert Approach”</b> , BIM, 27 March, Dhaka.
2016	Training on <b>“Bangladesh Non-Tariff Barriers Action Planning Workshop”</b> , USAID, 07-08 December Dhaka.
2016	Training of Trainers on <b>Climate Change Risk and Opportunity Assessment- Application of Climate Expert (CE)</b> , GIZ, 13-14 July, Dhaka.
2016	Online distance learning course on <b>“Copyright X”</b> conducted by Harvard Law School, February – April.
2014	International Seminar on <b>“Intellectual Property and Sports”</b> at the campus of ITC ILO in Turin, Italy, organized by World Intellectual Property Organization in cooperation with the University of Turin and ITC ILO, October, 20, Turin, Italy.
2013	Training on <b>‘Fundamentals of Technological Innovation in Organizations’</b> at Bangladesh Institute of Management (BIM), Dhaka.
2012	Training on <b>‘Research Methodology with Application of SPSS’</b> at Bangladesh Institute of Management (BIM), Dhaka.
2012	Training on <b>‘Value Chain Development of High Value Agro Commodity’</b> jointly organized by Hortex Foundation and Bangladesh Institute of Management (BIM), Dhaka.
2009	Training of Trainers (TOT) on <b>‘Moderation Technique’</b> funded by GTZ, at Bangladesh Institute of Management (BIM), Dhaka.
2008	Training on <b>‘Social and Environmental Standards’</b> , funded by GTZ, at Bangladesh Institute of Management (BIM), Dhaka.
2008	Certificate course on <b>‘WTO and Bangladesh Trade Policy’</b> , at Centre for Policy Dialogue (CPD), Dhaka.
2006	Certificate course on <b>‘Management Information Systems (MIS)’</b> at Bangladesh Institute of Management (BIM), Dhaka.
2006	Training on <b>‘Implementing ISO 9001: 2000 Quality Management System’</b> , Bangladesh Institute of Management (BIM), Dhaka.
2005	National course on <b>‘Procurement Management (PPA, 2006 &amp; PPR, 2008)’</b> , funded by World Bank, BIM, Dhaka.



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| 2005 | Training on ‘ <b>Computer Application Using MS-Word, Excel, Access &amp; Internet</b> ’ at Bangladesh Institute of Management (BIM), Dhaka.    |
| 2004 | Course on ‘ <b>Human Resource Management</b> ’ at Bangladesh Institute of Management (BIM), Dhaka.   |
| 2003 | Practice oriented course on <b>Journalism</b> , organized by Bangladesh Centre for Development of Journalism and Communication (BCDJC), Dhaka. |

## Publications

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| 1. <i>Journal Article</i><br>(as Co-author)               | “ <b>Employability Skills in the Bangladeshi Readymade Garments Sector</b> ”, 2023, Management Development, vol. 34, No 3 & 4, Bangladesh Institute of Management, Dhaka, Bangladesh.   |
| 2. <i>Journal Article</i><br>(as Co-author)               | “ <b>The Key Positions in the Bangladeshi Readymade Garments Sector</b> ”, 2023, Management Development, vol. 30, No 4, Bangladesh Institute of Management, Dhaka, Bangladesh.  |
| 3. <i>Journal Article</i><br>(as Co-author)               | “ <b>Causal Relationship between Macroeconomic Indicators and Stock Market Development: Further Evidence from Bangladesh</b> ”, 2017, Management Development, vol. 30, No 4, Bangladesh Institute of Management, Dhaka, Bangladesh.                   |
| 4. <i>Journal Article</i><br>(as Co-author)               | “ <b>Foreign Direct Investment, Remittance and Economic Growth in Bangladesh: A Trivariate Causality Analysis</b> ”, 2017, Management Development, vol. 30, No 3, Bangladesh Institute of Management, Dhaka, Bangladesh.                              |
| 5. <i>Journal Article</i><br>(as Sole author)             | “ <b>Consistency of Bangladesh Patent Law with TRIPS</b> ”, 2016, Management Development, vol. 30, No 1 & 2, Bangladesh Institute of Management, Dhaka, Bangladesh.   |
| 6. <i>Journal Article</i><br>(as 1 <sup>st</sup> author)  | “ <b>Assessment of Performance of Upazila Parishads in Seven Districts of Bangladesh to introduce Competitive Performance Based Grants</b> ”, 2015, Management Development, vol. 29, No 3 & 4, Bangladesh Institute of Management, Dhaka, Bangladesh. |
| 7. <i>Journal Article</i><br>(as Co-author)               | “ <b>The Copyright law in Bangladesh: Analysis and recommendations for following international Arrangements</b> ”, 2015. Management Development, vol. 29, No 1 & 2, Bangladesh Institute of Management, Dhaka, Bangladesh.                            |
| 8. <i>Journal Article</i><br>(as Co-author)               | “ <b>Global Financial Integration and Economic Growth in Bangladesh: An Empirical Analysis</b> ”, 2010. Management Development, vol. 27, No 3 & 4, Bangladesh Institute of Management, Dhaka, Bangladesh.   |
| 9. <i>Journal Article</i><br>(as 1 <sup>st</sup> author)  | “ <b>A Public-Private Partnership Model of Health Insurance for Bangladesh</b> ”, 2010. Management Development, vol. 27, No 2, Bangladesh Institute of Management, Dhaka, Bangladesh.   |
| 10. <i>Journal Article</i><br>(as 1 <sup>st</sup> author) | “ <b>A Tri-Party Model of Social Health Insurance for Bangladesh</b> ”, 2010. Management Development, vol. 27, No 1, Bangladesh Institute of Management, Dhaka, Bangladesh.   |

## Foreign Exposure

**Countries Visited:** **Germany** (2023: Berlin, Dresden); **Kingdom of Saudi Arabia** (2022, 2016 & 2004: Macca Sharif, Madina Sharif, Jeddah, Riyadh); **United Arab Emirates** (2022 : Dubai, Sharjah, Abu Dhabi), **Thailand** (2021 & 2003: Bangkok, Chiang Mei, Pataya, Phuket, Phi Phi Island) **Australia** (2019: Sydney & Perth); **Malaysia** (2019: kuala lumpur & Malacca); **India** (2019 & 1998: Ahmedabad, Calcutta, Chennai, Bangalore & Pondicherry); **Singapore** (2018 & 2016); **Italy** (2014: Rome, Turin, Venice); **Switzerland** (2014: Geneva); **France** (2014: Nice); **Monaco** (2014); **Spain** (2014: Barcelona).