

## CURRICULUM VITAE

Staff of: Senior Lecturer, PSS, NSU.  
Member, CMS – Center for Migration Studies,  
South Asian Institute of Policy and Governance (SIPG), NSU.  
Faculty Advisor, International City/County Management Association (ICMA)  
NSU Student Chapter.

Family name: Azad  
First Names: Sayed Nurullah  
Date of Birth: 24 November 1974  
Passport holder: Bangladeshi

### BIO of S N Azad:

S N Azad is a specialist on migration, BCC, branding, strategic communications, livelihoods and alternative livelihoods, gender empowerment and equity, and entrepreneur working for two plus decades specifically on migration, displacement, Diaspora contribution to country of origin and country of destination, social exclusion of migrants, stateless children's safety and education, poverty issues, women's empowerment, enterprise development, entrepreneurship mentoring, EHS – Environment, Health and Safety. His expertise and experience in strategic communications and branding spans over 10 years. His overall development sector involvement is for over 20 years. Azad in recent years is also involved in conducting livelihood programme evaluations, baselines, policy papers on migration, etc. He is actively involved in trade-skill and soft-skill related projects.

Azad is trained in International Relations (BSS, MSS) and Migration Studies (MA) from the University of Dhaka and University of Sussex, UK, respectively. He worked with a premier organization, RMMRU, involved with research, training and advocacy at the University of Dhaka. He has established several organizations so far. Azad received full scholarship from the British government under TCT for his MA at UK. Azad is involved in research, consulting from and independently. He has taught and mentored students at Daffodil International University (DIU) (2019). He has taught public policy, development policy, entrepreneurship and employment 360, strategic management, supply chain management, economy of Bangladesh, business opportunity identification and planning, at DIU for a year.

S N Azad has had a knack in connecting with and managing people, people from the policy level to the grassroots. Coming from a regimented background: schooling in Cadet College environment, Azad has learnt to discipline his thoughts and enterprise before entering into the University. During the University years and afterwards his commitment grew to remain connected to the people through multifarious activities.

He has experience in working as vendor and/or consultant to Bangladesh Army and INGOs like BRAC, Save the Children, AED, Action Aid, WINROCK International, MSH – SIAPS, UNICEF, British Council, United Purpose and multinationals like Redbull, ALICO/Metlife, GE (GEII). He has worked in projects for ILO, IOM, and PROKASH. Azad's works have been published as book (co-authored) from North Bengal Institute & RMMRU, occasional papers, policy briefs, newsletters from RMMRU, Research Gate (online) publication, technical reports from ILO. Few other journal and book chapter publications are currently underway.

Azad is particularly capable in strategic planning, strategic hook ups and networking at the c-suite level for business/cause, leading teams pursuing time bound projects; in envisioning long term projects interlinking public and private interests; in negotiating strategic partnerships in corporate and developments sector, with GoB and donor interests. On migration related issues Azad visited India, UK, Maldives, Sri Lanka. Azad has been an entrepreneur since 2003. He has worked in the business sector for over 16 years. He has provided branding, communication services to many national, multinational companies. In the hospitality sector in Bangladesh, he has provided full range of services and advised hospitality operations of Power Plant of GE (General Electric – GEII – TM Division) in Basra, Iraq as a consultant on achieving business viability and EHS.

### Online Memberships and Research Profiles:

- Azad S N <https://orcid.org/0009-0008-0290-6531>
- [https://www.researchgate.net/profile/Sayed\\_Azad2](https://www.researchgate.net/profile/Sayed_Azad2)
- Academia ([www.academia.edu](http://www.academia.edu))
- SCRIB ([www.scribd.com](http://www.scribd.com)), <https://www.linkedin.com/in/snazad/>, Devex ([www.devex.com](http://www.devex.com))
- Have EUAID ID (PIC number) for research submission.

**Certified on Research Ethics** (on informed consent): Certificate Number: b8813f2c-5e32-455b-ad37-0962a8fd940f.  
Certified by: ALERRT (African Coalition for Epidemic Research, Response and Training), REDe (Research Capacity Network), Global Research Nurses, The Global Health Network.

### **Lectures, Teaching & Mentoring**

**Currently Teaching** (since Spring semester 2024 - as a full time faculty):

- Introduction to Sociology (Soc.)-101, &
- Introduction to Political Science (Pol.)-101, PSS, NSU.

**Taught at NSU** (since Spring semester of 2023 - as an adjunct faculty):

- Introduction to Sociology (Soc.)-101, PSS, NSU.

**Taught** six (6) courses during 3 semesters (Spring, Summer, Fall) in 2019:

- Development Policy and Governance (Public Policy) – Masters in Development Studies (MDS),
- Strategic Management – Dept. of Innovation and Entrepreneurship (DIE),
- Identifying Business Opportunity and Business Development – DIE,
- Supply Chain Management (SCM) – DIE,
- Economy of Bangladesh – DIE,
- Employability 360 - BBA.

- **Mentored** students in their businesses as part of official responsibility, as Advisor of Business Incubator, as Advisor of Venture Capital firm of Daffodil Group.
- Lecturer in Course – Employability 360 for Dept of Tourism and Hospitality Management, Daffodil International University (DIU). Topic: “Entrepreneurship in Tourism & Hospitality Sector in Bangladesh”. August 2020.
- Lectured in grooming session of students enrolling in entrepreneurship bachelors’ degree at DIU, (2019).
- Lectured on EHS / HAS standards and HACCP for Hotel and restaurant service holders. 2013-2015.
- Lectured in a Workshop of YRF – Young Researchers’ Forum, of RMMRU on Research Skill Development and Empirical Study, (April, 2007).
- Lectured in Workshop with senior staff of Nari Maitree (NM) on “Proposal Development for Projects and Action Programmes”, (October – December 2004).
- Lectured on “Theories of Consequences of Migration”, session on the same in Three Day Residential Teaching Session on *Social Science Research and Migration* organised by RMMRU at Dhaka on 19 – 21 October 2003.
- Lectured on “Comparative Status of the Refugees, Internally Displaced People, Stateless Persons, Migrant Workers, Immigrants”, in the *Basic Courses on International Refugee Law* offered by the Refugee and Migratory Movements Research Unit (RMMRU) for the tertiary level students during 1999 – 2000.
- Lectured on “Banking Facilities, Effective Utilisation of Remittances and Integration of Returnee Migrants in the Society”, in three day residential *Workshops on Awareness Campaign on Labour Migration Process* offered by the Refugee and Migratory Movements Research Unit (RMMRU) for the Community Leaders, NGO and Human Rights Activists during 2001 – 2002.
- Lectured on Refugee Law and Refugee issues for students in Dhaka University. 1998-2002.
- Lectured on “End of Communism in USSR – Security and Other Perspectives”. This was delivered as the last lecture of Honors First Year class of 1992-93 session intakes at IR-DU.

### **Presentation of Paper in Seminars / Conferences**

- Seminar on Policy Assess and Review National and Sectoral Policies to Identify Gaps in Policy Coherence vis-à-vis Mainstreaming Migration. As part of IOM project with CMS-SIPG, NSU. 2024.
- Two seminars on Data Integration of migration sector. 4 technical papers were presented. As part of ILO project with RMMRU. 2018.
- Presentation of Recommendations on GCM from Civil Society and migrant’s community consultation. National Consultation on The Global Compact for Safe, Orderly and Regular Migration (GCM), held at CIRDAP auditorium, Dhaka on 30 September 2017. RMMRU programme supported by the British Council.
- *National Identity of British Bangladeshis*, organized by British Council, Dhaka office, held at SPECTRA Convention Center, Gulshan, 30 October, 2006.

- *Vulnerability Indexes & People's Perception on Standard Practices in Development Interventions*, Jointly organized by ActionAid Bangladesh and Media-mix Enterprise, April 2005.
- *Livelihood Strategies*, in session on the same, in *National Seminar on Riverbank Erosion and Displacement in North West Bengal*, organised by RMMRU at Dhaka on 22 October, 2003 at CIRDAP auditorium.
- "Recommendations for Future Intervention by Partners in Development" in *Riverbank Erosion and Displacement Research Presentation Workshop*, organised by RDRS at RDRS Head Office Complex at Rangpur on 1 July 2003.
- *Women by the rivers: Hope in despair*. Presented at a *National Seminar on Women in Challenging situations in Bangladesh* organised by RMMRU & British Council, Dhaka, held in Dhaka, on 23-24 July 2003.
- *The plight of the Bihari Children (7-18 Years) living in the Dhaka Camps*. Presented at a Regional Conference titled: *Women and Children in Refugee and Refugee like Situations*, organized by the Refugee and Migratory Movements Research Unit (RMMRU) and held in Dhaka in November 1999.

### **List of publication(s) / report(s):**

#### **Journal Articles:**

- Sikder, M. J. U., Reza, S., **Azad, S. N.**, & Aziz, A. (2025). Bounded agency and aspirations: Understanding the motivations for irregular migration from Bangladesh to Europe. *International Migration*, 63(3). <https://doi.org/10.1111/imig.70035>
- Sikder, M. J. U., Zakia, I. S., Reza, S., **Azad, S. N.**, & Baniamin, H. M. (2025). Why do the Rohingya embark on dangerous boat voyages from Bangladesh? A qualitative study. *International Migration Review*. <https://doi.org/10.1177/01979183251325198>

#### **Book Chapter**

- Sikder, M. J. U., Reza, S., **Azad, S. N.**, & Fardeen, H. A. (2024). Opportunities and vulnerabilities of internal migrants in Bangladesh amidst the COVID-19 pandemic. In S. Irudaya Rajan (Ed.), *South Asia migration report 2024*. Routledge.

#### **Books**

- S N Azad, (forthcoming). Social Exclusion and Migration – Policy Implications from Convergences and Divergences. RMMRU. Outcome of a research under PROKASH Project.
- *Participatory Vulnerability Analysis (PVA) Guide - Training Manual*. Commissioning Org.: Disaster Management Programme (PPDP), ActionAid Bangladesh (AAB). Coverage: For Grassroots Training at village level – All project areas under PPDP. Duration: September–November 2004.
- C R Abrar and **S Nurullah Azad**, (May, 2004) *Coping With Displacement Riverbank Erosion in North-West Bangladesh*, Refugee and Migratory Movements Research Unit (RMMRU), RDRS and North Bengal Institute (NBI), Dhaka. Covered Kurigram, Nilphamary, Lalmonirhat, Gaibandha.

#### **Research Publication (Technical Reports with Policy recommendations)**

- ASM Ali Ashraf, SN Azad, M Moninoor Roshid, Fhamida Yasmin. (2019). *A Study on Decent Work Deficits in Domestic Work in Bangladesh*. Published by ILO. The study was conducted from RMMRU. 2019. Available at: [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-dhaka/documents/publication/wcms\\_674540.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-dhaka/documents/publication/wcms_674540.pdf)
- S N Azad, (2019). "Compatibility of Data Integration", in *Managing Migrant Worker Information in Bangladesh*. International Labour Organization – ILO. Funded by SDC. Available at: [https://www.ilo.org/dhaka/Whatwedo/Publications/WCMS\\_685168/lang--en/index.htm](https://www.ilo.org/dhaka/Whatwedo/Publications/WCMS_685168/lang--en/index.htm)
- S N Azad, (2019). "Survey on Data Integration", in *Managing Migrant Worker Information in Bangladesh*. International Labour Organization – ILO. Funded by SDC. Available at: [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-dhaka/documents/publication/wcms\\_685173.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-dhaka/documents/publication/wcms_685173.pdf)
- S N Azad, (2019). "Need & Gaps", in *Managing Migrant Worker Information in Bangladesh*. International Labour Organization – ILO. Funded by SDC. Available at: [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-dhaka/documents/publication/wcms\\_685162.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-dhaka/documents/publication/wcms_685162.pdf)
- Mazharul Islam and S N Azad, (2019). "Conceptual Software Architecture & Design", in *Managing Migrant Worker Information in Bangladesh*. International Labour Organization – ILO. Funded by SDC. Available at: [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-dhaka/documents/publication/wcms\\_686945.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-dhaka/documents/publication/wcms_686945.pdf)

### Policy Briefs (forthcoming)

- Policy Brief, (2017). *Thematic area 4: Contributions of Migrants and Diasporas to all Dimensions of Sustainable Development*. As part of Six (6) Thematic Areas of the Global Compact for Safe, Orderly and Regular Migration GCM. To be published by IOM in Nov. 2017.
- Co-authored with Syeda Rozana Rashid, (2017). *Policy Brief on Thematic area 2: Irregular Migration and Regular Pathways, Including Decent Work, Labour Mobility, Recognition of Skills and Qualifications and Other Relevant Measures*. As part of Six (6) Thematic Areas of the Global Compact for Safe, Orderly and Regular Migration GCM. To be published by IOM in November 2017.
- Policy Brief, (2017). *Poverty Trends*, as part of 4 Policy Briefs for ILO – WIF project. The Policy Briefs on convergence between migration, employment, and social protection in empowering women in communities of origin. To be published by ILO in 2017.

### Occasional Papers

- S Nurullah Azad and Mahbubur Rahman, (2010) *Policy Review Analysis of Gender Empowerment through Education* for GPG – Gender & PRSP Group on engendering Bangladesh's Second Poverty Reduction Strategy 'Moving Ahead: National Strategy for Accelerated Poverty Reduction'. GPG Secretariat: STD – Steps Towards Development.
- Syeda Rozana Rashid and S Nurullah Azad, (March 2002) *National Refugee Law: The Bangladesh Context*, RMMRU, Dhaka.
- Shazada M Akram and S Nurullah Azad, (Feb 2002) *State, Migrants Workers and Utilization of Wage Earner's Welfare Fund*, RMMRU, Dhaka.
- Azad, S N. (2003). "Advantages of Remitting through the Banking Channels", in Tasneem Siddiqui, ed., *Training Manual on International Labour Migration from Bangladesh*. Prepared by the Refugee and Migratory Movements Research Unit (RMMRU) for training, supported by IOM.

### Translation Paper (English to Bangla)

- *Right and Dignity of the Migrant Workers: Campaigners' Handbook*, a translation of *Achieving Dignity: Campaigner's Handbook for the Migrants Rights Convention*, International Migrant Rights Watch Committee, March 1998 in Bengali.  
The translation of the handbook, done for advocacy purpose from the Refugee and Migratory Movements Research Unit (RMMRU), was launched in a Consultation on Ratification of *1990 International Convention on the Protection of Rights of the Migrant Workers and Members of Their Families*, held in Dhaka on 10 February 2000.
- *Deng Principles for the IDPs* translated in Bangla (Unpublished – from RMMRU).

### Briefing Note

- RMMRU Briefing Note. 2017. *Recommendations on The Global Compact for Safe, Orderly and Regular Migration*. S N Azad led a six member GCM focal team from RMMRU.

### News Letter

Regular contributor (1997–2002) to *UDBASTU*, newsletter published by RMMRU.

### Reports

- *Migration and Global Environmental Change: Bangladesh, Low Elevation Coastal Zones and Islands*. Country Rapporteur and Report Writer. Published in October, 2011 from Foresight, UK, <http://webarchive.nationalarchives.gov.uk/20140108140803/http://www.bis.gov.uk/assets/foresight/docs/migration/workshops/11-1333-wr3-bangladesh-low-coastal-workshop.pdf>
- Consultancy on *BCC Strategy in Safe Migration Project (CABSLAM) – Pre bidding phase*, with RMMRU. Project submitted to and approved by MJF – Manusher Jonno Foundation, Donor: DFID, 2007-08.
- Lead Researcher, *Profiling of Local level Leaders under Federation and RDRS – Short Evaluation and Profile Presentation*. Commissioning Org.: RDRS Bangladesh. Coverage: 5 Districts – Kurigram, Lalmonirhat, Panchagar, Thakurgaon, Nilphamary. Methods: Checklist based in-depth interview. Duration: 15 November 2005 – 15 Feb. 2006.

### Other semi-academic topical publications:

- Azad, S N. (1997). "Shompurok Bhumikai Motobaad O Koushol (Ideology & Strategy in compliment)", in *Rupakalpa (Pattern)*, a little magazine of Research Action People (RAP), Dhaka.
- Azad, S N. in pen name *Anurdha Medha Rai* (1997). "Keno Chinta Korbo? (Why Think?)", in *Rupakalpa (Pattern)*, a little magazine of Research Action People (RAP), Dhaka.

- Azad, S N. (1997). Chintar Shutro ek / Food for thought 1 – “Raajnoitik Dol Bihin Raajniti (Politics without a Political Party)”, in *Rupakalpa (Pattern)*, a little magazine of Research Action People (RAP), Dhaka.
- Azad, S N. (1997). Chintar Shutro dui / Food for thought 2 – “Shoktishali Civil Shomaj Protisthya (Establishing a Strong Civil Society)”, in *Rupakalpa (Pattern)*, a little magazine of Research Action People (RAP), Dhaka.
- Azad, S N. (1997). “Abritti: Bishoy O Bhabna (Recitation: Subject & Thought)”, in *Uchcharon (Pronunciation)*, a quarterly publication on recitation & other cultural issues of *Muktadhara Shongskriti Chorchha Kendra*. TSC. Dhaka.
- Azad, S N (1994). “Ami – Amra (I and Us)”, in *Juge Juge Anibar*, a souvenir of *Adhiyan* batch of 1991-92, published by *Bishwa Shahittya Kendra* (World Literature Centre), Dhaka.

## Education:

Institution (Date from - Date to)	Degree(s) or Diploma(s) obtained:
University of Sussex, United Kingdom. Session 2000-2001.	Masters of Arts (MA) in Migration Studies
University of Dhaka, Bangladesh. Session: 1996-97. Exam held in 1998-99.	Masters in Social Science (MSS) in International Relations
University of Dhaka. Session: 1994-95. Exam held in 1996.	Bachelor in Social Science (BSS) with Honours in International Relations
Mirzapur Cadet College. 1992.	Higher Secondary Certificate (HSC) - Humanities stream
Mirzapur Cadet College. 1990.	Secondary School Certificate (SSC) - Humanities stream

## Training Received:

	Training/Exposure in the Region	Duration	Provided by	Location
1.	South Asian Statisticians on migration data Integration	2 days	Technical Meeting of South Asian Statisticians on Data Integration in the migration sector. ILO and all South Asian Government representatives, SAARC Directorate, IOM, and other donor agencies attended.	Sri Lanka 2017
2.	Human Rights Activists next Direction in Asia	3 days	By Forum Asia. Strategy Meeting of Forum Asia on Human Rights Activists in Asia. Total 49 representatives from 24 countries participated.	Sri Lanka 2016
3.	Human rights of Migrant workers in Maldives	3 days	Human Rights Commission of Maldives. Commissioner trained. All South Asian countries except Pakistan participated.	Male, Maldives. April 2012
4.	Migration Research Methods	6 weeks + 3 weeks	Offered by the Migration Studies Programme in Graduate Research Centre for Comparative Study on Culture, Development and Environment (CDE) at School of African and Asian Studies (AFRAS).	University of Sussex, UK. 2001
5.	Techniques of Feature Writing	2 day Workshop	Faculty included Dr. Ainun Nishat, (the then Director, IUCN, Dhaka). – Organized by the Centre for Sustainable Development (CFSD) for the Research and Student Associates of the Refugee and Migratory Movements Research Unit (RMMRU).	Dhaka, Bangladesh. 2000.
6.	Teaching Session on Intl. Humanitarian Law, Intl. Human Rights Law and Refugee Law	2 weeks	Organized by the Regional Delegation, <b>ICRC</b> , <b>UNHCR</b> Office of the Chief of Mission in New Delhi and <b>National Law School of India at National Law School of India</b> in Bangalore, India. Duration: 19 <sup>th</sup> May to 1 <sup>st</sup> June 1999. Among others the faculty included renowned Professors from Universities all over India and Former Justices of India.	National Law School of India, Bangalore, India. 1999.
7.	Advance Course on International Refugee Law	3 Days	Conducted by Deputy Representative of the UNHCR, Dhaka, Dr. Saad Al Attar. Organized by RMMRU and UNHCR, Dhaka at Dhaka in 1997.	Planning Academy, Dhaka, Bangladesh. 1997.
8.	Short Course on International Refugee Law	2 Days	Conducted by Deputy Representative of the UNHCR, Dhaka, Dr. Saad Al Attar, organized by RMMRU and UNHCR, Dhaka at Dhaka in October 1995.	Planning Academy, Dhaka, Bangladesh. 1995.

**Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Bangla	1	1	1
English	1	1	1
Hindi	NA	5	NA
Urdu	NA	5	NA

#### **Achievements/distinction:**

- Recipient, **British Government scholarship** through British Council under the Higher Education Link Programme (TCT) between the **Refugee Studies Centre (RSC), Oxford University** and the Refugee and Migratory Movements Research Unit (RMMRU), based at the University of Dhaka.
- Scholarship, BSS, Dept. of International Relations, DU
- Scholarship, HSC, MCC – Mirzapur Cadet College
- Scholarship, Class V, Rangpur Cantonment. School & College

#### **Key qualifications:**

##### Initiation

- Link Programs between non-profit entities, universities, profit – non-profit entities.  
(RMMRU – Sussex University link / DfID funded – 3<sup>rd</sup> 5 year cycle in progress)
- As part of team and/or lead in developing Organizations / Businesses from scratch  
(RMMRU, Media-mix Ent. Ltd., CDCS Ltd., Sajna Industrial Catering, ILI Inc. Ltd.)
- IT Joint venture & Channel Partnership  
(Media-mix Ent. & RAMCO, Singapore based multinational, ILI Inc. & Exzatech, BD – India)
- Social Business Platforms (venture between profit and non-profit entities)  
(Project Translatio between SCCC/Media-mix, BD and Project Translatio Inc., Houston)
- Creating international business platform  
(ILI Inc. – BD, USA, UK with Partners in several countries)
- Oversaw Trade body / Association affiliations and Strategic Partnerships  
(BASIS, DCCI, BOLD)

##### Leadership

- Business Idea formation
- Management and Operations Model development and standardization
- Team building and Lead

##### Component wise execution

- Strategic Negotiation
- High level representation with government and overseas entities
- Business relationship development and representation
- National Strategy (sector wise) and Policy formulation
- Communication Campaign Implementation Projects
- Strategic Communication Planning
- Research Project design and implementation
- NGO program design and implementation
- Industrial Catering streamlining
- EHS standard design and implementation

##### Consultancy Experiences

##### *Type*

- |                         |                                                                  |
|-------------------------|------------------------------------------------------------------|
| Policy Review Analysis  | – PRSP, Migration, Trafficking, Education                        |
| Empirical Studies       | – Evaluating Impact of programmes aiming to achieve MDG          |
| Monitoring & Evaluation | – development sector – programme / projects,                     |
| Social Communication    | – strategic planning & execution,                                |
| Content Analysis        | – MDG, PRSP, Historical accounts on Russian Nationalist Identity |

Proposal Writing	– both development and commercial sectors,
Research Communication	
Programme Strategy Development	
Scoping & Mapping Study for Programmes, Process Documentation	
Editing	– Reports, Research Papers, journals, Manuals, etc.
Translation	– training guide, reference books from English to Bangla
EHS & Investment	– GEI at Basra, Iraq (a SBU of GE Power & Energy, Houston)

Issues

Population Movement	–	Migration & Climate Change / Displacement Resettlement / Forced Migration / Trafficking
Disaster Management	–	coping and adaptation, Resettlement and reintegration
Livelihoods		
Maternal Health & New Born care		
Women's Empowerment		
Education	–	as a crosscutting issue
Gender	–	as a crosscutting issue
Governance	–	civil society & International Regimes

Skill in Types of Research

Content analysis, Discourse analysis  
Analytical survey: policy and practice, discourse analysis  
Secondary data based synthesis  
Social survey: focus on qualitative approach  
Needs assessment  
Evaluation: self, mid-term, terminal  
Comparative research: organizational, situational, cross-cultural, sector wide

Familiarity with Tools

Structured, semi-structured questionnaire based survey  
Checklist based interview and FGD  
Case Study  
Life / Oral History  
Participatory / Direct Observation  
RRA/PRA tools: social mapping, wealth ranking, resource mapping,  
mobility mapping, Venn diagram, transect walk,

Advocacy & Networking

- Advocacy with government, NGOs, private organizations and grassroots associations.
- Networking in Commercial and Development sector.
- Regular contributor to RMMRU initiatives on policy reformulation like: 1982 Immigration Ordinance, Migration sector streamlining planning for Five Year Plan by the GoB initiated in 2010, Re-integration of Urdu Community into Bangladesh Polity with Dignity in 2007-08.
- Networked between NRB platform, RMMRU and SME researchers to help shape up final programme on contribution by the NRBs and Manpower resources in Aug. 2009.
- Campaign communication design and implementation for MP – Member of Parliament during Parliamentary election of 2009.
- Networking and liaison with partner organizations on different issues and at national, regional and international level.
- Initiated link between RMMRU, DU and Migration Research Center, Sussex University, UK in 2000-2001. This initiative resulted into 5 year project titled DRC – Development Research Center with RMMRU as its South Asia Secretariat. This project has had three five year terms.
- Designing and planning training workshops on international refugee law, research methodology and migration, awareness building on labour migration etc.

Experience of Imparting Training: S N Azad is and has been involved in –

- Developing an Interactive and Dialogical Training Module on Life-skills based pre-decision orientation on safe migration, risk & vulnerabilities, women empowerment, rights & legal support, communication, etc. to be

Designed for Female Migrants, under Promoting Safe Migration for the Women of Bangladesh Project, funded through the Silk Routes Facility. (Duration: December 2020 – January, 2021).

- Develop Benchmarking, Training Manual, Policy Recommendation for GOB officials on Returnee Migrants including women on skill development and enterprise & entrepreneurship development, RMMRU- ILO Partnership Project (Duration: 2020-22).
- Developed EHS Manual, trained staff on EHS to meet compliance. Scored 95% with external auditor. (2012-16).
- Trained industry professionals on BCC (behaviour change communication)/branding (2004-10),
- Developing training modules, imparted training from RMMRU to raise awareness of migrants and officials/local elite alike to support migration sector and individual aspires during residential workshops (2002),
- Developing training materials and training students on refugee and international human rights laws (1997).

**Specific experience in the region:**

Country	Date from - Date to
Bangladesh	Till today
UK	2000-2001
India	2000
Iraq	2012

**Mentionable Research / Consulting Projects** (Project details on Migration, Programme Evaluation, Strategic Communications, Poverty Reduction, Resilience, Livelihoods, Alternative Livelihoods, Resettlement, Disaster, Vulnerability):

Period	Employing Organization, Information for References	Country	Summary of Activities Performed Relevant to the Assignment
June – July 2025	<b>CMS – SIPG, NSU</b> Commissioned by – Ministry of Labour and Employment (MoLE), GoB.	BD	<b>Guideline for Implementation of Recommendations for Reform of Labour Sector.</b> Recommendations Report from the Labour Reform Commission, constituted under the Interim Government.
August 2023 – May 2024	<b>CMS – SIPG, NSU</b>  Commissioned by – IOM, Dhaka  Funded by EU	BD	<b>Assess and Review National and Sectoral Policies to Identify Gaps in Policy Coherence vis-à-vis Mainstreaming Migration.</b> Study is being done from Center for Migration Studies (CMS), South Asian Institute of Policy and Governance (SIPG), NSU. <u>Role:</u> Key Consultant, team member.
May '22 – April 2023	<b>An ILO – RMMRU Initiative</b>  Renewed & continuation from previous tenure.	ILO – Geneva & Dhaka Office	<b>Skilling of Returnee Migrants through Skills and Enterprise Development Programmes.</b> RMMRU, as the <u>Knowledge Partner</u> of ILO, is engaged to guide the implementing organization/consortia by: (b) documenting partnership initiative's best practices and lessons through collection of Human Stories/Case Studies, (c) developing Training Guideline for GoB Officials, and (d) Policy brief to suggest policy options for sustainable economic reintegration of returnee migrants. <u>Activities:</u> National Consultation, 3 Publications, Tracer study to identify learning from the project. <u>Team:</u> Dr. Tasneem Siddiqui as Senior Advisor, S N Azad, <u>Team &amp; Initiative Lead from RMMRU:</u> S N Azad.
April – Sept. 2022	UN Women For MoEWOE, GoB	BD	<b>National Consultant – Provide technical support to GoB in drafting National Reintegration Policy for Migration 2022 (NRPfM).</b> <u>Role</u> was to draft gender related part of this National Policy. Azad <u>worked</u> with 2 other consultants from IOM and ILO to write other parts of the entire Policy as well.



January – April 2022	ILO	Bangladesh	<p><b>Quantitative Study</b> for End-line Evaluation of ILO Programme – <b>Application of Migration Policy for Decent Work for Migrant Workers.</b></p> <p>Team is comprised of 4 researchers. Lead Consultant: Dr. Rozana Rashid. Azad was a member.</p>
August – November 2021	<p>CARE</p> <p>Implemented by ICMPD.</p> <p>Funded by the EU – European Union.</p> <p>Funded through the Silk Routes Facility. (The Silk Routes Facility is a component of the larger project, “Improving Migration Management in the Silk Routes Countries”)</p>	Bangladesh	<p><b>End-line Evaluation of Women and Girls’ Empowerment Program,</b> Under the Project: “Promoting Safe Migration for the Women of Bangladesh” is implemented by CARE and its partner organization WARBE-DF.</p> <p>The <u>project aims</u> to address responsible, safe and orderly migration, a target that has been recognized in the 2030 Agenda for Sustainable Development.</p> <p><u>Tools:</u> KII, FGD, IDIs. Total interviews in all categories – 220. National level KIIs: 20. Districts covered: Keraniganj and Nawabganj Upazila of Dhaka Districts.</p> <p><u>Purpose of the study:</u> End-line impact evaluation over 3,000 targeted women migrant worker as beneficiaries.</p> <p><u>Team:</u> Dr. Rozana Rashid, Dr. Mohammad Jalal Uddin Shikder, <b>S N Azad.</b> <u>Lead Consultant:</u> Dr. Rozana Rashid.</p>
April – May 2021	<p>Odhir Foundation</p> <p>Commissioned by - HELVETAS Swiss Inter-cooperation Bangladesh</p> <p>Funded by ILO.</p>	Bangladesh	<p>Project Name: Skills21, ILO. - <b>Skills for Reintegration (Skilling of Returnee Migrants Through Skills &amp; Enterprise Development Programmes)</b></p> <p><u>Purpose of the study:</u></p> <ul style="list-style-type: none"> <li>• Conduct study to find out employment opportunity and required skill in the labour job market (private company, industry) for returnee MWs and their potential family members; and identify skill and provide recommendations to address the skill gaps of MWs.</li> <li>• In-depth market assessment on potential sectors for returnee migrants’ workers and their family members to start up/ scaling up of self-business enterprise.</li> </ul> <p><u>Expected outcome to focus on:</u></p> <ul style="list-style-type: none"> <li>• labour market –skill development and job placement</li> <li>• Self entrepreneurship</li> </ul> <p><u>Role:</u> <b>Advising</b> as an expert on migration.</p>
February – April ’21	Swiss Agency for Development and Cooperation (SDC)	Bangladesh Office	<p>Shafal Project – <b>Scoping and Planning for Productive Use of Remittances.</b> Analyse and recommend on the use of remittances by migrants’ and their families, the impact of COVID-19 on use of remittances, the enablers and restrainers of productive remittance utilization, investment priorities of migrants and their families, available financial inclusion services at the local and national level, the stakeholder and donor landscape, and policy gaps hindering productive use of remittances.</p> <p><u>Focus on:</u></p> <p><b>Using Remittance to foster market engagement through skills development, entrepreneurship, assessing capacity, linkage support and sustainability.</b></p> <p><u>Activity:</u> conduct Needs Assessment on 75 migrants, FGDs, KIIs, Case Studies. Male/Female respondent ratio: 50:50.</p> <p><u>Team:</u> S N Azad, Masrura Khaled. 12 Research Assistants for field and desk based analysis and reporting.</p> <p><b>National Consultant:</b> S N Azad.</p>
February – mid-March ’21	CARE, Bangladesh	USA – Bangladesh Office	<p><b>Developing an interactive and dialogical Training Module</b> on Life skills based pre-decision orientation on safe migration, risk &amp; vulnerabilities, women empowerment, rights &amp; legal support, communication etc.</p>

			<p><u>Activity:</u> Module covered 12 topics from soft / life skills.</p> <p><u>Team:</u> Dr. Rozana Rashid, Dr. Mohammad Jalal Uddin Shikder, S N Azad. And two Research Assistants.</p> <p><u>Lead Consultant:</u> S N Azad.</p>
January – February '21	United Purpose (UP)	UK – Bangladesh Chapter	<p><b>Impact Evaluation of Women Business Centre (WBC) Model.</b> Qualitative Assessment. KII, FGD, Case Study, Business Case Evaluation. Total interviews in all categories – 100. Districts covered: Khulna, Bagerhat, Jamalpur.</p> <p><u>Focus on:</u></p> <p><b>Market Access and Linkage Support and Sustainability.</b></p> <p><u>Team:</u> S N Azad &amp; Masrura Khaled. Field team: 10 members.</p> <p><u>Lead Consultant:</u> S N Azad</p>
Nov. '20 – April '22	An ILO – RMMRU Initiative	ILO – Geneva & Dhaka Office	<p><b>Skilling of Returnee Migrants through Skills and Enterprise Development Programmes (in the Post Covid-19 situation).</b> RMMRU, as the <u>Knowledge Partner</u> of ILO, is engaged to guide the implementing organization/consortia by:</p> <p>(a) analysing existing best practices in the sector,</p> <p>(b) documenting partnership initiative's best practices and lessons,</p> <p>(c) developing knowledge products, and</p> <p>(d) generating knowledge products and evidence through research to suggest policy options for sustainable economic reintegration of returnee migrants.</p> <p><u>Activities:</u> desk based analysis, review assessment, generation of knowledge for publication on varied platforms, developing training module for GoB/govt. and its agencies, policy brief, etc.</p> <p><u>Team:</u> Dr. Tasneem Siddiqui as Senior Advisor, S N Azad, Towheedul Islam (PhD candidate) as Consultants, 3 RAs, Admin Support staff of RMMRU, Methodology Expert, 30 RAs for field survey.</p> <p><u>Team &amp; Initiative Lead from RMMRU:</u> S N Azad.</p>
June – July 2019	ILO	Bangladesh	<p>Qualitative <b>Study</b> for Evaluation of ILO Programme – <b>Application of Migration Policy for Decent Work for Migrant Workers.</b></p> <p>Team is comprised of 4 researchers. Azad was a member.</p>
August 2018 – February 2019	Project by: RMMRU Commissioned by: ILO	Bangladesh	<p><b>A Detailed Scoping and Evaluation Study on Decent Work Deficits in Domestic Work in Bangladesh.</b></p> <p>Sample size: 500</p> <p>Team was comprised of 4 researchers. Azad was a member.</p>
April – July 2018	CRDM – Center for Research for Development and Market  Commissioned by: United Purpose  Donor: DIFD, UK	Bangladesh	<p><b>Final Evaluation – Improving Food Security and Livelihoods of Poor Farming Households Project (IFSL).</b></p> <p><u>Details of Project:</u> To assess the impact of the project in terms of increasing income, nutritional situation, improved agricultural technologies adoption and improved marketing opportunities as well as more sustainable livelihoods of the targeted households and of the different stakeholders in the project.</p> <p>The evaluation structure has been designed in line with OECD-DAC and DCED evaluation criteria.</p> <p>Focus on: Market Access, Linkage Support, Sustainability.</p> <p><u>Role:</u> Lead Consultant.</p>
May 2018	United Purpose Donor: DIFD, UK	Bangladesh	<p><b>Household Baseline Survey Analysis on Rohingya – the Forcefully Displaced Myanmar Nationals in Bangladesh.</b></p> <p>Balukhali Assistance through Collaborative Humanitarian Action – BACHA Project. Assistance being provided to the Rohingya in 25 categories.</p> <p>Designed through OECD/DAC guideline.</p> <p>Partnered with Islamic Relief Bangladesh.</p>

			Working in collaboration with DEC – Disaster Emergency Committee.
February – March 2018	Project by: RMMRU Commissioned by: BRAC – IOM Funded by: EU	Bangladesh	<b>Baseline Assessment of Returnee Migrants from EU.</b> <u>Project:</u> A baseline assessment of the returnee's situation for the programme on return and reintegration of the Bangladeshi returnee migrants from the EU. <u>Methodology:</u> Both quantitative and qualitative methods. Poisson-based 'data generating process', cluster network sampling for pre-testing, FGDs in 4 + 4 select districts. <u>Role:</u> Coordinator & Researcher for the Qualitative part.
July 2017 – January 2018	Project by: RMMRU Commissioned by: ILO – Decent Work Project Funded by: SDC	Bangladesh	<b>Four Technical Reports researched and published from ILO – Application of Migration Policy for Decent Work for Migrant Workers:</b> <u>Project:</u> An assessment into Migrant Workers Information System and Labour Market Information System in Bangladesh. To develop institutional capacity of the government to support and monitor labour market, for fair labour migration. <u>Collaboration Partner:</u> DIIT Team, Daffodil Education Group. <u>Activities performed:</u> KII – IDI – FGD = 210 interviews. 5 districts covered. 5 categories of target group covered. Consultations, Secondary Literature Review, GO–NGO Database Analysis, Review of comparable foreign country systems, Data gap and need analysis, Database Design recommendation. <u>Role:</u> Project Lead and Analyst.
September 2017	Prokash Project – British Council	Bangladesh	Title: <b>Recommendations on Global Compact for Safe, Orderly and Regular Migration (GCM).</b> <u>Role:</u> Workshop group moderator and recommendation author.
August – September 2017	IOM – Bangladesh Global Joint Programme on “Mainstreaming Migration into National Development Strategies”. Supported by Swiss Agency for Development and Cooperation (SDC).	Bangladesh	Title: <b>Six (6) Policy Briefs on GCM</b> <u>Project:</u> Policy Brief preparation on Six (6) Thematic Areas of the Global Compact for Safe, Orderly & Regular Migration GCM. Published by IOM in November 2017. <u>Activities performed:</u> KII, Secondary Literature <u>Role:</u> Coordinator of the Project. Author of 1 Policy Brief. CO-author of 1 Policy Brief.
May – October 2017	FLM (Fairer Labour Migration) Project under Prokash – British Council	Bangladesh	Title: <b>Migration Experiences of the Socially Excluded</b> <u>Project:</u> To identify and seek protection for the socially excluded and seek ways to bring them in the migration process. <u>Activities performed:</u> 5400 Household Listing, 694 In-depth Interview, Case Study, Secondary Literature. <u>Role:</u> Researcher & Survey Manager
November 2016 – February 2017	ILO-WIF project, (Under ILO-DFID Partnership Prog. on Fair Recruitment and Decent Work for Women Migrant Workers in South Asia & the Middle East). Donor: UKaid	Bangladesh	Title: <b>Policy Brief on Poverty Trends</b> <u>Project:</u> Policy Briefs on convergence between migration, employment, and social protection in empowering women in communities of origin. <u>Activities performed:</u> KII, Secondary Literature <u>Role:</u> Coordinator and Analyst
February, 2011 May – June 2011	RMMRU & University of Sussex Donor: Foresight, Government Office for Science, UK www.bis.gov.uk/foresight/migration	Bangladesh	<b>Migration and Global Environmental Change: Bangladesh, Low Elevation Coastal Zones and Islands.</b> <u>Location:</u> Dhaka Published in October, 2011 from Foresight, UK. <u>Activities:</u> Rapporteur and country report writing <u>Role:</u> Rapporteur & Country Report Writer (Migration Expert)

August – November 2010	Oxfam – Hong Kong	Bangladesh	<p><b>Country Strategy Paper – Research on Haor Livelihood Strategy and Proposing a Strategy for Oxfam Hong Kong (OHK)</b>  <u>Location:</u> Sylhet, Kishoreganj (Haor areas), Bangladesh  <u>Activities performed:</u> Questionnaire survey, KIS, FGD, Report writing, Presentation. Assessment of current livelihood options and practices, ascertaining problems and means of improvement, proposing alternative livelihoods options for people living in the haor areas.  <u>Role:</u> Lead Consultant (Livelihood expert)</p>
November – December 2009	ACT (Actions for Combating Trafficking-in-Person) Program WINROCK International. Donor Agency: USAID	Bangladesh	<p><b>Scoping/Mapping Study of Sources &amp; needs for Rehabilitation of Victims of Labour Trafficking in Bangladesh.</b>  <u>Location:</u> Cox's Bazar, Teknaf (Ukhia), Chittagong, Cumilla  <u>Activities performed:</u> Questionnaire survey, KIS, FGD, Report writing, Presentation. Assessment of current practices in migration, options in legal and economic remedies, problems and scope of improvement, resettlement and reintegration options for the returned and cheated people living in the border area.  <u>Role:</u> Lead Consultant (Migration expert)</p>
Dec. '04 – Jan. 2005	Commissioning Org.: Disaster Management Programme (PPDP), AAB (ActionAid Bangladesh)	Bangladesh	<p><b>Effects of Flood on Education, Health and WATSAN and Effects of Sand Casting on Life and Livelihoods – 3 Preliminary Surveys.</b>  <u>Location:</u> 3 Upazillas in 2 Districts – Kurigram, Sirajganj.  <u>Activities performed:</u> Schedule Interview, FGD, Case Study, Key informants Report writing, Presentation.  <u>Role:</u> Lead Researcher (Resettlement expert)</p>
September 2004 – March 2005	Commissioning Org.: Disaster Management Programme (PPDP), AAB (ActionAid Bangladesh)		<p><b>Vulnerability Indicators for disaster effected people.</b>  <u>Location:</u> 3 Districts – Kurigram, Chittagong, Rangamati.  <u>Activities performed:</u> FGD, Case Study, Life History, Key informants' interview.  <u>Role:</u> Lead Researcher (Livelihoods &amp; Resettlement)</p>
November 2002 – June 2003	Rangpur Dinajpur Rural Services (RDRS)  Donor: Swiss Agency for Development and Cooperation (SDC)	Bangladesh	<p><b>Impact Assessment survey on Riverbank Erosion Affected and Displaced People and their Coping Mechanisms.</b>  <u>Location:</u> four districts in North Bengal, Bangladesh  <u>Main project features:</u> Impact Assessment, coping mechanisms, resettlement reality and standards.  <u>Activities performed:</u> Pre-survey work on planning of assessment, questionnaire set up, Field work, data management, report writing.  <u>Role:</u> Co-Researcher, (Resettlement and Livelihood)</p>
April – June 2000	RMMRU  Donor: International Organization for Migration (IOM), Regional Office, Dhaka	Bangladesh	<p><b>State of the Returnee Migrant Workers: Case of Bangladesh.</b>  <u>Location:</u> Madaripur, Shariatpur  <u>Activities performed:</u> FGD, Case Studies, schedule interviews. Report writing.  <u>Role:</u> Research Associate (Migration specialist)</p>
September 1998 – January 1999	RMMRU – Refugee and Migratory Movement Research Unit	Bangladesh	<p><b>Disaster Related Displacement in Jamalpur Flood</b>  <u>Location:</u> 3 upazillas of Jamalpur district  <u>Activities performed:</u> qualitative field research with FGD, Case Studies, transect walks, schedule interviews. Report writing.  <u>Role:</u> Researcher (Resettlement specialist)</p>
September 1998 – January 1999	RMMRU – Refugee and Migratory Movement Research Unit	Bangladesh	<p><b>Disaster Related Displacement in Magurchara Gas Explosion</b>  <u>Location:</u> 3 upazillas of Jamalpur district  <u>Activities performed:</u> qualitative field research with FGD, Case Studies, transect walks, schedule interviews. Report writing.  <u>Role:</u> Researcher (Resettlement specialist)</p>

July – December 1996	Economic Research Unit, Dept. Of Economics, University of Dhaka  Project Lead: Dr. Tasneem Siddiqui, RMMRU – Refugee and Migratory Movements research Unit	Bangladesh	<b>Jamuna Bridge Project and the Displaced: An inquiry into the Resettlement Policy and its Operational Process.</b> <u>Location:</u> Tangail district, Bangladesh <u>Main project features:</u> Impact Assessment of loss, resettlement standardization, resettlement planning methods, compensation entitlement and award, evaluation of process and result. <u>Activities performed:</u> Pre-survey work on planning of assessment, questionnaire set up, Field work, data management, report writing. <u>Role:</u> Researcher (Social Scientist)
March – August 2001	Sussex Migration Center	UK	<b>Investment Pattern of Social Capital in Transnational Spaces by the Sylhetis living in Brighton Area of UK.</b> <u>Location:</u> Brighton area, UK. <u>Activities performed:</u> qualitative field research with FGD, Case Studies, transect walks, schedule interviews. Report writing. <u>Role:</u> Researcher – Thesis on migration and coping.

### Mentionable Projects as an Awareness / BCC / Strategic Communication Expert:

January – March 2018	<b>MSH – USAID</b>	Bangladesh	<b>SIAPS (health sector) programme of MSH, project winding communication support for:</b> Advising on all end reports, print materials, messages, creative contents like: video documentary, national closing event, etc.
June – July 2008	Breast Feeding Foundation (BBF) and <b>Save the Children USA.</b> <u>Donor:</u> GATES Foundation	Bangladesh	<b>BCC Strategy and Communication Material Development, National Breast Feeding Week</b> <u>Role:</u> Communication Consultant <u>Activities performed:</u> Strategies and creative design
2008-09	<b>Save the Children USA</b> and OGSB. <u>Donor:</u> GATES Foundation	Bangladesh	<b>BCC Strategy and Communication Material Development, based on PNC Study.</b> <u>Role:</u> Communication Consultant <u>Activities performed:</u> Strategies and creative design/print.
28-30 May 2009	<b>NRB</b>	Bangladesh	<b>NRB Human Capital Development Conference (focus on International Labour Migrants from Bangladesh).</b> <u>Role:</u> Communication Consultant <u>Activities performed:</u> Strategic adviser, Event Planner & Director
August – September 2005	<b>AED – Academy for Educational Development</b> <u>Donor:</u> USAID funded technical assistance projects – 7 partners (MACH – Winrock Int'l, RPPR – NRECA, NSDP – Pathfinder, SUCCEED – Save the Children USA, Nishorgo Support Project – IRG, LG – ARD, BHRAP–AED).	Bangladesh	<b>Rights Reference Manual for Zone of Good Governance</b> <u>Role:</u> <b>Consultant / Communication Editor.</b> <u>Main project features:</u> Child Marriage, Marriage & Dowry, De-watering of Beels, Haors & Other Fishing Sites, Rights to Access to Information on Reproductive Health, Accessible & All-inclusive Education, Empowerment of Rural Electricity Cooperative Members / Owners, Conversion of Reserve Forests to Khas Lands, Brick Fields Located in or Near Reserve Forests. <u>Activities performed:</u> Communication editing.
2008-09	<b>RMMRU</b> (under Remittance Partnership Project – RPP) <u>Donor:</u> Bangladesh Bank and <b>DFID UK.</b>	Bangladesh	<b>BCC (Behavior change communication) Campaign (360 degree) of</b> <u>Role:</u> Team Leader ( <b>Awareness expert</b> ) <u>Location:</u> Bangladesh <u>Activities performed:</u> full scale ATL and BTL activities

December 2003 – March 2004	“Gender, Knowledge, Networking and Human Rights (GKNHRIB) Project” – <b>Bangladesh Legal Aid and Services Trust (BLAST)</b> Donor: Academy for Educational Development (AED)	Bangladesh	<b>Human Rights Advocacy Theatre (HRAT)</b>  <u>Role:</u> Team Leader ( <b>Awareness expert</b> ) <u>Location:</u> Service rendering in 13 districts <u>Activities performed:</u> Theatre based Behaviour Change Communication (BCC) campaign on <i>Ensuring Human Rights &amp; Gender Empowerment</i> .
May 2003 – March 2004	Saving New-born Lives (SNL) Initiative, Save the Children – USA  Donor: <b>Bill and Melinda Gates Foundation</b>	Bangladesh	<b>Theatre based campaign for BCC on Essential New Born Care</b>  <u>Role:</u> Team Leader ( <b>Awareness expert</b> ) <u>Location:</u> 10 Upazillas. <u>Activities performed:</u> Theatre based Behaviour Change Communication (BCC) campaign on <i>Ensuring Human Rights &amp; Gender Empowerment</i> .
10 February 2000	RMMRU	Bangladesh	Organized a <b>Consultation on Ratification of 1990 International Convention on the Protection of Rights of the Migrant Workers and Members of Their Families.</b> <u>Role:</u> Team leader (Event organizer) <u>Location:</u> Dhaka <u>Activities performed:</u> attended by ministers, senior academics, lawyers and representatives of NGOs, human rights and migrant workers' organizations.
December, 1997	RMMRU	Bangladesh	<b>National Conference by RMMRU on Dimensions and Dynamics of Population Movement and Displacement entitled Refugees, Migrants and Stateless Persons: Towards a National Consensus</b> <u>Role:</u> Team leader (Event organizer) <u>Location:</u> Dhaka <u>Activities performed:</u> attended by ministers, senior academics, lawyers and representatives of NGOs, land settlement experts, human rights and migrant workers' organizations.

#### Other Projects:

- Consultant / External Evaluator, Mid-term Evaluation – MTE, Second Phase, Programme on Empowerment of Horijon Community. Organization: CDMS – Chinishpur Dipshikha Mohila Samity, Funding partner: MJF – Manusher Jonno Foundation, Donor: DFID, Duration: January – February 2009.
- Lead Researcher, *Alternative MDGs: A Case of Freedom Lost – Evaluation of Targeted Issues and Report Writing*. Commissioning Org.: ActionAid Bangladesh / AA International, Coverage: 41 Districts – 700 villages in Bangladesh, 17 countries. Methods: Checklist based FGD, Schedule interview. Same and pre-tested methods followed in 17 countries. Tools of Analysis: Correlation Matrix, Regression, Multivariate Analysis, Case Studies. Consultant: Syeda Farzana Morshed, Research Analyst, Center for Development & Competitive Strategies (cdcs). Duration: 02 June – 03 July 2005.
- Lead Researcher, *Maternal Health Service Needs in Two selected areas of RDRS working area – Needs Assessment Survey*. Commissioning Org.: RDRS Bangladesh. Coverage: 2 Districts – Kurigram, and Rangpur. Methods: Schedule Interview, FGD, Case Study, Key informants. Duration: November – December 2004.
- Researcher, *The plight of the Bihari Children (7-18 Years) living in the Dhaka Camps*. Duration: October – November 1999 and January – February 2000.
- Research Assistant, *Experiences of the Bangladeshi Women fleeing from Iraq-Kuwait in 1991*, a project supervised by Dr. C R Abrar, Coordinator, Refugee and Migratory Movements Research Unit (RMMRU), 1999.
- Lead Researcher of a team working on *Handicapped Children: An Analytical Study on Their Social Rehabilitation*, an assignment for the Bachelor Honors Course on “Strategic Studies” under the supervision of Dr. Imtiaz Ahmed in 1995 and funded by the Grameen Trust.

**Professional and Business Engagements:**

#	Name of Organization	Duration		Position	Reason for leaving	Type of assignment
		From	To			
1	PSS, North South University	24 Jan. 2023	21 Jan. 2024	Adjunct Faculty, PSS, NSU. Member, CMS-SIPG.	NA	Teaching. Research.
	<p>Taught <i>Introduction to Sociology (Soc.-101)</i> to <u>3 sections</u> in <b>PSS, NSU</b> in the Spring semester, <u>4 sections</u> in the Summer semester, <u>2 sections</u> in Interession – Fall semester of 2023.</p>					
2	Daffodil International University & Daffodil Family (Education & Knowledge Management – focus on Entrepreneurship, Innovation & IT)	Mid January 2019	Mid January 2020	Adjunct Faculty, Dept. of Innovation & Entrepreneurship (DIE), Faculty of Business and Entrepreneurship Founder & Mentor, School of Entrepreneurship (SoE).	End of contract	<u>Scope:</u>  Students of Dept.  Overall all students of University and Affiliate Centres
<u>key responsibilities:</u> <p><b>Management &amp; Teaching</b></p> <ul style="list-style-type: none"> <li>mentoring students &amp; faculty on innovation &amp; entrepreneurship,</li> <li>setting up SoE,</li> <li>guiding research</li> <li>project hookup</li> <li>teaching in 2-3 courses DIE, MDS, BBA Dept.</li> </ul> <p><b>Coordination with BIDA, a2i (GoB) on innovation and entrepreneurship.</b></p>						
3	RMMRU – Refugee and Migratory Movements Research Unit (a Dhaka University affiliate working on migrants, refugees, displaced)	May 2017	Dec. 2018	<i>Senior Fellow</i>  Engaged in research, as theme lead, project lead.	NA	Consultant  <u>Team Strength: 20+</u>
<u>key responsibilities:</u> <ol style="list-style-type: none"> <li>1. Conceive and Develop the Projects</li> <li>2. Project Bidding &amp; Leadership</li> <li>3. Donor Liaison</li> <li>4. Advise on Strategic Communications issues</li> <li>5. Advise on Operational issues</li> </ol>						
4	Project Translatio  (A translation based knowledge sharing and dissemination project hosted by Media-mix Ent. in BD and for the Bangla Speaking Community around the world)	Oct. 2015	Present	<i>Coordinator - Bangla Wing</i>  In Collaboration with Project Translatio Inc. – Houston, USA.	NA	Permanent  <u>Team Strength: 8</u>
<u>key responsibilities:</u> <ol style="list-style-type: none"> <li>1. Conceive and Develop the Structure</li> <li>2. International Strategic Partnerships</li> </ol>						

3. Enlisting services of and Liaison with National and International level Advisors 4. Strategic Communications 5. Operations Direction						
5	ILI Incorporated Ltd.  (Biz integration & Consulting firm)	May 2014	Present	Managing Director	NA	Permanent (self-employment)  <u>Team Strength: 10</u>
<u>key responsibilities:</u> 1. Business Development with Public & Private sector 2. International Strategic Partnerships 3. Setting up of and Liaison with National level Advisors 4. Strategic Communications						
6	Sajna Industrial Catering – Sajna Ltd. (S-IC) & Sajna Group (Hospitality Industry)	January 2011	April 2014 (S-IC),  November 2016 (Sajna Group).	Executive Director	End of Client Contract,  Closure of Hotel at Baridhara, Dhaka.	Core Staff  <u>Team Strength: 210</u>
<u>key responsibilities:</u> 1. Policy Advising & Crisis Management support 2. HR and Change Management 3. New Business Development 4. EHS regime implementation 5. Strategic Communication						
7	CRDM – Center for Research in Development & Market (Consulting Firm)	August 2008	Present	Governance, Communication Specialist & Analyst – Population Dev.	NA	Permanent  <u>Team Strength between: 12 &amp; 30</u>
<u>key responsibilities:</u> 1. Research Lead 2. Team lead 3. Client liaison						
8	CDCS Ltd. – Center for Development and Competitive Strategies (Management Consulting Firm)	November 2004	July 2008	Director, Relationship  (was involved in SwasthyaSeba™ Programme)	Left to Focus on Communication	Core Staff & Member of Board (2004-2008)  <u>Team Strength: 10</u>
<u>key responsibilities:</u> 1. Business Development 2. Strategic Partnerships Development 3. Biz Communication						
9	Media-mix Enterprise Ltd.  (Strategic Communication Firm)	Oct. 2002  Incorporated since 2006	Present	<b>Current:</b> Director <b>Previous:</b> Founding Managing Director & CEO	NA	Permanent (self-employment)  <u>Team Strength between: 5 &amp; 33</u>
<u>key responsibilities:</u> 1. Business Development with Private sector 2. Setting up of network and Liaison with National level consultants 3. Organizing team for operations 4. Leading Strategic Communication Planning team 5. Client Presentation for Development and Corporate sector 6. Approving Annual Reports and Activity Reports						
10	RMMRU – Refugee and Migratory Movements Research Unit, DU	January 2003	May 2004	Research Fellow	End of Tenure	Consultant  <u>Team Strength: 12</u>
<u>key responsibilities:</u> 1. Co-lead Researcher: questionnaire framing, lead field team, survey as enumerator, data processing						



2. Report writing 3. Presentation with stakeholders and donor 4. Book writing and Publishing from RMMRU & NBI-RDRS						
<b>11</b>	<i>RMMRU – Refugee and Migratory Movements Research Unit, DU</i>	December 1998	August 2002	Research Associate	Left to set up Biz	Core Staff  <u>Team Strength</u> between: 8 & 20
<u>key responsibilities:</u>		1. Researcher – questionnaire framing, conduct survey (enumerator), report writing 2. Speech writing for dignitaries 3. Organizing programs for advocacy 4. Newsletter, Presentation prep. etc. 5. Training Prog. Coordination				

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NOTE: I do not take calls from unknown nos. Please send sms before calling.  
e-mail: [dondev73@gmail.com](mailto:dondev73@gmail.com) (for dev. sector)  
[donazadbd@yahoo.com](mailto:donazadbd@yahoo.com) (for corp. sector)
- References:** available upon request as per requirement.

NOTE: This CV does not include S N Azad's professional business /entrepreneurial engagements spanning 16 years.