

'Ensure honest candidates in elections'

STAFF CORRESPONDENT

Speakers at a roundtable yesterday urged the government to create congenial atmosphere in the country to ensure that only honest and competent leaders will participate in the upcoming

general election.

Real democracy is yet to be established in the country even after 37 years since the liberation war due to incompetent leadership and massive corruption in politics, they added.

Society for Peace and Progress

(SPP), a non-government organisation, organised the roundtable titled "Honest and Competent Leadership is Needed for Establishing Good Governance" at the National Press Club in the city where the participants said countrymen do not want to go

back before 1/11.

Former army chief Lt Col (Retd) Mahbubur Rahman said it is a matter of disappointment that the nation is yet to establish real democracy even after 15 years of elected governments.

SPP Secretary General Jamal Uddin Jamal presented a keynote paper, while former state minister Golam Sarwar Milon, former legislator Seraj-uddin Ahmed, Prof Humayun Kabir Hiru and Sheikh Mohammad Serajul Islam also addressed.

FCC golden jubilee celebrations May 9

STAFF CORRESPONDENT, CTG

Old Faujians' Association (OFA), Chittagong Chapter organises the 'Golden Jubilee Celebrations' of Dhardar Cadet College (FCC) on May 9.

FCC, the country's first cadet college, was established in 1959.

Old Faujians have been requested to attend the programme, which will be held from 3:00pm to 9:00pm on the college premises, along with their family members, says an OFA press release yesterday.

Interested Faujians have been requested to contact OFN Dr Mesbah at 01819323529 or OFN Rokon for further details.

VACANCY ANNOUNCEMENT

National Programme Associate - Human Resources

An international development agency, working for promotion of right of every woman, man and child to enjoy a life of health and equal opportunity, seeks applications from qualified professionals for the position of National Programme Associate - Human Resources. The incumbent will work under direct supervision of the Operations Manager.

The Role

- Assist Operations Manager in assessing operational and staffing requirements for the implementation of the country programme and its component projects.
- Assist in ensuring optimal staffing of office and projects through timely provision and organize need based training of the existing human resources using best HR practices and tools.
- Assist in bringing about a qualitative improvement in the existing HR policies and ensure monitoring and evaluation of inter agency HR policies and systems including performance management.
- Ensure efficient personnel management at the work place.
- Assist in developing different appraisal documents, such as PAD, PAR and IPP and ensure confidentiality of staff documentation.
- Assist in the process of selection and recruitment, and monitoring and implementing the probationary periods of project staff and local consultants.
- Perform other responsibilities, as required.

The Qualifications and Experiences

- Masters/Bachelors degree from a reputed institution in Business Administration, Management, Public Administration or other relevant disciplines.
- 5+ years' professional experience with multinational, public or private organization in Human Resource management & development.

The Skills and Competencies

- A team player with well developed interpersonal skills.
- Ability to work independently and perform multifarious responsibilities.
- Proactive, dynamic and flexible.
- Ability to communicate effectively in written and oral Bangla and English.
- Proficient in MS-Word, Excel, PowerPoint, E-mail and the internet is essential.

Additional Information

- The job is of contractual nature, renewable on an annual basis based on performance and also on mutual agreement.
- The international development agency is committed to maintaining a balanced gender distribution and therefore, encourages women to apply.
- Only short-listed candidates will be contacted and detailed TOR will be provided to them.

Remuneration

- Remuneration package will be in line with organization's pay policy based on experiences and competencies.

Applications

- All applications will be treated on merit and in strict confidence.
- To apply, please forward an updated résumé and a one page statement outlining your suitability for the position by Monday, 12th May 2008 to:

MONOWER ASSOCIATES

Management and HR Consulting

Bilquis Tower (3rd Floor), 6 Gulshan North C/A, Gulshan-2, Dhaka-1212
Tel: 8825100, 8825074 & 9882321 Fax: 8825086
E-mail: masso@masso-hr.com, Website: www.masso-hr.com

VACANCY ANNOUNCEMENT

National Project Professional Personnel (Population and Development)

An international development agency, working for promotion of right of every woman, man and child to enjoy a life of health and equal opportunity, seeks applications from qualified professionals for the position of National Project Professional Personnel (Population and Development). The incumbent will work with the Project Director directly reporting to the Assistant Country Representative under the overall guidance of the Country Representative. The job holder will be expected to make significant contribution to the effective management of the organization's project(s) and activities in the area of Population and Development.

The Role

- Identify emerging research topics in the area of population and development and provide qualitative technical support to ongoing research and programme implementation.
- Provide technical advice and analytical support in reviewing the population and development related data; TFR related and policy research activities and provide suggestions on ways to improve the quality of the data.
- Assist and coordinate capacity among the projects under component programme.
- Provide technical guidance in preparing thematic GIS maps and their proper storage.
- Provide technical guidance to establish an effective Data bank in the country and ensure its use by stakeholders, gender poverty and age segregated data.
- Assist in advocacy and resource mobilization efforts of the Country Office by developing relevant documentation.
- Perform other duties, as required.

The Qualifications and Experiences

- Post graduate degree from a reputed institution in Population, Statistics, Demography or other relevant disciplines.
- 8+ years' professional experience in development sector programme/project management out of which at least 3 years in the relevant field.
- Good understanding of Bangladesh's social, economic, development and political situation.

The Skills and Competencies

- Demonstrated ability to manage development programme/project.
- Strategic and analytical thinking to be able to write analytical and narrative reports.
- Ability and experience to develop and maintain working relationship with senior contacts in the government and development agencies.
- Ability to set clear and appropriate priorities focusing on tasks and activities.
- Ability to deal with sensitive issues.
- Ability to communicate effectively in written and oral Bangla and English.
- Proficient in MS-Word, Excel, PowerPoint, E-mail and the internet is essential.

Additional Information

- The job is of contractual nature, renewable on an annual basis based on performance and also on mutual agreement.
- The international development agency is committed to maintaining a balanced gender distribution and therefore, encourages women to apply.
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WANTED

VACANCY ANNOUNCEMENT

National Programme Officer – Gender

An international development agency, working for promotion of right of every woman, man and child to enjoy a life of health and equal opportunity, seeks applications from qualified professionals for the position of National Programme Officer - Gender. The incumbent will directly report to the Deputy/Assistant Country Representative to lead the Gender sub-programme of country office under the overall guidance of the Country Representative.

The Role

- Work in close collaboration with Government counterparts and facilitate the work of Consultants, Advisors and Experts.
- Develop and maintain effective communication with multi lateral and bilateral donor agencies and civil society to address emerging issues related to gender, violence against women and HRBA.
- Advocate and articulate clearly the gender and rights issues with different stakeholders including donors.
- Design new Gender sub programme.
- Make, in collaboration with Government counterparts, NGOs and other stakeholders, significant input to the formulation and design of the new country programme and sub-programme with component projects in line with the government priorities and according to the organization programme policies and sub-programme procedures, with a gender and HRBA focused approach.
- Ensure that gender is incorporated in all sub-projects of the country programmes.
- Ensure continuous dialogue in SWAP, MDGs, PRSP and analysis of mainstreaming and institutionalizing process of gender.
- Participate in the evaluation of projects and the country programme including thematic reviews and evaluations.
- Develop project proposals for multi-bi funds. Keep abreast of donor's mandate and organizational needs and country priority.
- Perform other duties, as required.

The Qualifications and Experiences

- Masters degree from a reputed institution in Development Studies, Women and Development, Law or other disciplines relevant to Gender and Human Rights.
- 8+ years' professional experience in development sector programme/project management out of which at least 3 years in the relevant field.
- Meaningful contribution in gender policy making and/or incorporating or assessing human rights issues at country or global level will be an advantage.
- Good understanding of Bangladesh's social, economic, development and political situation.

The Skills and Competencies

- Demonstrated ability to manage development programme/project.
- Ability to act as a policy advisor.
- Strategic and analytical thinking to be able to write analytical and narrative reports.
- Ability to represent the organization at different fora, as necessary.
- Ability and experience to develop and maintain working relationship with senior contacts in the government and development agencies.
- Ability to communicate effectively in written and oral Bangla and English.
- Proficient in MS-Word, Excel, PowerPoint, E-mail and the internet is essential.

Additional Information