

## EPES Mandala Consulting

**Bushra Gohar is a member of the Pakistan National Advisory Board on Women Development, and is a leader of civil society. She runs in Peshawar an NGO working on institutional development and capacity building of NGOs, communities and government through training.**

**1. Family Name: GOHAR Ms**

**2. First names: Bushra**

**3. Date of birth: 1958**

**4. Nationality: Pakistan**

### 5: Education:

<b>Institution and dates</b>	<b>Degree or Diploma obtained</b>
University of Pennsylvania, Philadelphia, USA <b>1992</b>	Post Graduate Credit Courses in South Asian Development followed during 1991 and 1992
Wilmington College, Wilmington, Delaware, USA <b>1991</b>	Master of Science, Human Resources Management
Wilmington College, New Castle, Delaware USA <b>1988</b>	Additional Graduate Credit Courses in Labour Relations, Public Sector Management and Advance Computer Ops
University of Peshawar <b>1981</b>	Bachelor of Science, College of Home Economics

**6. Language skills:** competence on a scale of 1-5 (1 = excellent, 5 = basic)

<b>Language</b>	<b>Reading</b>	<b>Speaking</b>	<b>Writing</b>
Pakhtu	mother tongue	mother tongue	mother tongue
English	<b>1</b>	<b>1</b>	<b>1</b>
Urdu	<b>1</b>	<b>1</b>	<b>1</b>
French	<b>4</b>	<b>3</b>	<b>4</b>

**7. Membership of professional bodies:** Member National Commission on the Status of Women (2000 – 2003), Member National Council on Social Welfare, Pakistan Ministry of Women's Development, Member Pakistan National Advisory Board on Women Development, Vice

Chairperson, South Asia Partnership-International (2000 – 2003), Global Vice President and Regional President—South and Central Asia, International Council on Social Welfare (ICSW), Member and Former Chairperson, Frontier NGOs Resource Centre (FRC), etc.

**8. Other skills:** (computer literacy etc)      Computer specialist

**9. Present position:**                      Director, Human Resources Management & Development Centre (HRMDC), Peshawar, Pakistan

HRMDC is a private not for profit non-governmental organisation working on institutional development and capacity building of NGOs, Communities, Projects and Government Organisations through training, community development, networking and research. HRMDC focuses on Democracy and Human Rights, Capacity Building of Local Government Elected Representatives, Enterprise Development, Primary and Adult Education, Institutional Development and Organisational Strengthening.

**10. Years with firm:**                      **10**

**11. Key qualifications relevant to project:**

- Broad international experience of women’s development problems and cross-cultural issues including Islam.
- Extensive track record as evaluator, planner and manager in the NGO sector
- Excellent geographical knowledge of South and Central Asia, USA and UK.
- Thorough practical knowledge of small business and literacy promotion especially for women
- Wide understanding of donors, governments and their institutional needs (member of several government boards)

**12. professional experience:**

<b>Date from-to</b>	<b>Location</b>	<b>Company</b>	<b>Position</b>	<b>Description of tasks and achievements</b>
March 1994-present	Peshawar, Pakistan	Human Resources Management & Development Centre	Director	responsible for policy development, project designing, planning, and overall evaluation of programme impact in addition to direction for future development of HRMDC
1994-present	South Asia & Central Asia	USAID, UN, ADB, UK-DFID, NGOs, Pakistan Gov’t	Consultant	Poverty, education and enterprise development for women, gender analyses, social aspects of health, repatriation of Afghan refugees, RRA, evaluation and monitoring, statistics
February 1993 to	Peshawar,	GTZ/FECT-Fuel	Human Resource	As HRD Specialist my responsibilities included all aspects of

January 1994	Pakistan	Saving Technologies Project	Development Specialist	Human Resources Management, Recruitment and Development, identifying and designing staff training, seminars and meetings and acting as Chief Technical Advisor in the absence of my superiors
1989-1990 and 1991-1992	Delaware, U.S.A.	Wilmington College	Computer Specialist/Adjunct Professor	Train college employees in the use of computer software (dBase II plus/IV, Lotus 1-2-3, Word Perfect, Desktop Publishing, Windows etc.); develop computer application software training manuals and user guides; conduct statistical analysis for an accreditation report using SPSS (Statistical Package for Social Scientists) software.
March 1986 to September 1988	Pakistan	International Rescue Committee Inc. IRC	Personnel/Computer Manager	Design, develop and implement tailor made computerised system for employee records, benefit packages, accounts and refugee camps medical statistics; Administer monthly payroll, and benefit programmes for all employees; Conduct orientation to new programme managers, liaison between the international, afghan refugee and local staff of IRC
July 1985 to February 1986	Mardan, Peshawar, Pakistan	Salinity Control and Reclamation Project	Field Investigator/ Data Processor	Collection, compilation and processing of socio-economic data for a baseline study in Charsadda and Mardan areas. Both male and female members of the households were interviewed in order to gather comprehensive socio-economic data of the villages in the project area before the project implementation to provide a baseline for impact analysis of the project.
September 1981 to June 1985	Peshawar, Pakistan	International Kindergarten	Pre-School Teacher	Followed a standard American pre-school curriculum, including pre-reading programme for children between the ages of 2 ½ to 5 ½.