

# TERENCE PRADHAN

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## KEY SKILLS AND COMPETENCIES

- 15 years experience in providing strategic leadership to large development programmes at country level with international and national organizations;
- Demonstrated solid experience in empowering poor and improving quality of their life through promotion of sustainable livelihood strategies, micro finance, quality education, etc
- 6+ years experience in action research, teaching and capacity building
- Well developed project cycle management, strategic planning and right based programming skills
- Strong leadership, interpersonal and communications skills; proven conceptual, analytical, coordination, negotiation and organizational skills
- Well developed expertise in institutional fundraising and grant management
- Enthusiastic, dedicated individual with a strong work ethic
- Excellent listening skills and a good sense of humour
- Fluent in English, Hindi, Bengali; functional knowledge of Marathi, Oriya, Santhali and Khota
- Strong computer skills (word, excel, PowerPoint, email, internet)
- Published author/ writer; positive references

## RELEVANT PROFESSIONAL EXPERTISE

- Building and leading multi-disciplinary and multi-ethnic development teams and developing and putting in place performance management system
- Facilitating and conducting participatory organisational and programme reviews and managing change
- Extending strategic advice and capacity building of Govt. Officials and development functionaries from grassroots to senior manager levels in development vision building, PRA, project planning, proposal writing, livelihoods, quality education, etc
- Social mobilisation/ community organisation, formation and capacity building of self learning and action groups among target communities
- Strategically positioning and representing Organisation and target communities in external environment
- Thematic programme planning and proposal writing aimed at addressing livelihoods, child protection, quality education and other development issues
- Evolving and putting in place appropriate systems for and conducting process and impact monitoring to ensure cost effective and timely achievement of planned results
- Designing, commissioning and also undertaking action research studies, participatory appraisals, impact assessments and documenting lessons learnt

## CURRENT ASSIGNMENTS

- Consultant to La Martiniere SEOMP Society on livelihoods issues
- Conducting needs assessment of cotton producer organizations in India on behalf of Solidaridad – Netherlands and Rabobank Foundation and facilitating development of programmes

- Facilitating Organisational Self Assessments for SIMAVI and WPF Rutgers, Netherlands supported partners in India and Nepal
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### **ORGANISATIONS WORKED FOR:**

Aide et Action, North India Bureau - Bhopal  
Bureau Chief & Head – Operations - Feb 2003 – Nov 2006

Aide et Action, North India Bureau - Bhopal  
Head – Operations (Programmes) - April 2001 – January 2003

Aide et Action (France) - Calcutta  
Senior Coordinator – NGO Affairs - May '2000 till March 2001

Save the Children Fund (UK) - Orissa  
Social Development Officer - April '96 – April 2000

Gram Vikas - Orissa  
Coordinator - Planning, Monitoring and Evaluation - March '94 - March '96

Rural Institute for Human Advancement (RIHA) – Jamshedpur (Jharkhand)  
Administrative Officer - July '93 - Feb '94

Alternative for India Development - Bokaro (Jharkhand)  
Project Coordinator - Sept '89 - June '93

Shramajivi Unnayan - Regional Study Centre - Singhbhum (Jharkhand)  
Coordinator - June. '87 Aug '89

Free Press Journal - Bombay  
Sub-Editor - March '86 - June '87

Harrow Hall School. - Calcutta  
Teacher - Jan '81 - Feb '86

Farm Manager – Panchgani (Maharashtra) 1974 - 1980

### **PUBLICATIONS**

#### **Concept/ Discussion Papers, Articles and Manuals/Handbooks**

- Organisation Development manual for Gram Vikas
- Ironing out water – Tackling excessive iron content in groundwater in rural India, Indian Express
- Resource Centres and Sustainability – A discussion paper for the workshop in Togo, Africa
- Strategy document on 'Inclusive Education'
- Concept note on 'Strength Based Development Approach'
- Critique on 'Women Empowerment and Economic Progress'(WEEP)
- Development Planning – A field workers reference on good practices
- NGO Movement in India – A brief glimpse

- Study for systematization of best practices on the Internal Control Systems of Chetna Organic on behalf of Solidaridad, Netherlands.
- Strategy document for Govt. of West Bengal on livelihoods promotion for urban poor.
- Participated in and contributed to various pre-project appraisals, mid term and end of project evaluation assessments and reports