

MD. ALI AHSAN

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Summery

Well-qualified HR professional and academic with proven success in improving operations and solving problems. Highly proficient in building lasting relationships with key decision-makers, customers and team members to further company goals. Ready to leverage training and experience to take on new professional challenges.

Professional Experience

TCL Global Ltd.

Senior Manager, Human Resources

Dhaka, Bangladesh

October 2022 – present

- Setting objectives for the global HR team and tracking progress.
- Providing day-to-day direction in all aspects of international human resources for several overseas offices.
- Designing and implementing company policies that promote a global work environment.
- Interacting with senior business managers and provide strategic advice on people issues and HR needs.
- Ensuring HR strategies, plans, and programs, are in accordance with international employment laws.

TCL Global Ltd.

Manager, HR & Administration

Dhaka, Bangladesh

November 2021 – September 2022

- Develop and implement HR strategies and initiatives aligned with the overall business strategy.
- Bridge management and employee relations by addressing demands, grievances or other issues.
- Manage the recruitment and selection process.
- Support business needs through the development, engagement, motivation and preservation of human capital.
- Develop and monitor overall HR strategies, systems, tactics and procedures across the organization.

Achievement: Implemented 02 (two) days' weekend at the workplace for better work-life balance.

Project Headway Grammar School

Vice Principal

Rajshahi, Bangladesh

December 2018 – October 2021

- Teaching classes, supervising disciplinary issues, and filling in for the principal when required.
- Support staff development by providing training opportunities.
- Provide management, organization, guidance and leadership for groups or individual staff members.
- Develop and implement policies and procedures.
- Recruitment, training, performance evaluation and counselling of academic staff.

Achievement: Received the “Best Employee of the Year – 2020” award for best performance.

University of Information Technology and Sciences (UITS)

Lecturer

Rajshahi, Bangladesh

September 2011 – August 2013

- Use appropriate learning, teaching, support, and assessment methods.
- Supervise student projects and the academic elements of field trips, and, where appropriate, placements.
- Engage in scholarship as required to support teaching activities and continually update knowledge.
- Conduct individual research or work on collaborative research projects.
- Administrative duties in areas such as examinations, and assessment of progress and student attendance.

Runner System Technology – Runner Group of Companies

Executive – Training and Workflow Control

Dhaka, Bangladesh

April 2011 – August 2011

- Monitor and evaluate hiring needs and determine responsibilities and requirements of the specific position.
- Identifying training and development needs within the organisation through job analysis, appraisal schemes.
- Coordination with other departments to support the learning process of new employees.
- Advising the staff on their rights, and entitlements, and assist them in interpreting organisations rules.
- Planning and coordinating administrative procedures and systems and devise ways to streamline processes.

Research Experience

Space and Environment Research Center (SERC)

Research Fellow

Rajshahi, Bangladesh

August 2020 – present

- Act as principal investigator or co-investigator on research projects.
- Develop research objectives, projects, and proposals.
- Conduct individual or collaborative research projects.
- Identify sources of funding and contributing to the process of securing funds.
- Extend and apply the knowledge acquired from scholarship to research appropriate to the discipline.

Education

Universiti Malaysia Sarawak, Faculty of Cognitive Sciences and Human Development

PhD, Human Resource Development

Sarawak, Malaysia

June 2020

- Concentrations: Human Resource Practices, Organisational Development
- Dissertation: *Strategic Role in the Implementation of Organisational Learning among Mid-level Managers in an Agriculture Bank of Bangladesh*

University of Rajshahi, Faculty of Social Science

Master of Social Science, Public Administration

Rajshahi, Bangladesh

December 2009

- Research Monograph: *E-government: A Study on www.erajshahi.gov.bd the Web Portal of Rajshahi City Corporation* (in Bengali)

University of Rajshahi, Faculty of Social Science

Bachelor of Social Science (Honours), Public Administration

Rajshahi, Bangladesh

December 2008

New Govt. Degree College

Higher Secondary Certificate, Business Studies

Rajshahi, Bangladesh

September 2004

Masjid Mission Academy

Secondary School Certificate, Science

Rajshahi, Bangladesh

July 2002

Professional Certification

ProfQual

Post Graduate Diploma in Human Resource Management (PGDHRM)

London, United Kingdom

February 2023

Training

Mental Health First Aid Bangladesh and MenSpeak BD

Standard Mental Health First Aid and Lay Counseling Training

Dhaka, Bangladesh

July 2021

World Academy for Research and Development

Bangladesh Labor Law & Labor Rules – 2015

Dhaka, Bangladesh

October 2018

Skills

Management and leadership: Decision making, Employee relations, Performance mgt., Training, Recruitment.

Research and Academia: Teaching, Academic research, Education management, Student counseling.

Languages: Bengali (Native), English (Proficient).

Affiliations

- **Society for Human Resource Management (SHRM)**
Member
Virginia, United States
January 2023 – present
- **Bangladesh Organisation for Learning and Development (BOLD)**
General Member
Dhaka, Bangladesh
June 2017 – present
- **Bangladesh Society for Human Resource Management (BSHRM)**
Member
Dhaka, Bangladesh
October 2016 – present

Publications

- Rana, J., & Ahsan, M. A. (2019). Social Learning and Governance, In: Farazmand A. (eds) Global Encyclopaedia of Public Administration, Public Policy, and Governance. Springer Nature Switzerland AG.

Reference will be provided upon request.