irshad danish

**Child Rights, Program Development and M&E Specialist**

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Expertise

**Thematic Areas** – Program Development, Proposal writing, Resource Mobilization, Grant Management, Report Writing, Capacity Strengthening Planning Monitoring and Human Rights and Development (specialization in Child Rights, UN Conventions i.e. CRC, CEDAW, UPR etc. Implementation of CRC including follow up on concluding observations and recommendations, Juvenile Justice, ILO conventions and NGOs Management)

**Analytical** – Complex problem solving, adaptable, innovative thinker

**Communication** – Report writing, presentation, public speaking, negotiation, participation in

Media Programs

**Diplomacy** – Advocacy and lobbying, political and cultural awareness/sensitivity, respect diversity

Professional Experience

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| 1. Children First, NGO | March 2012 to December 2012 |

Head of Programs

Joined Children First (CF) as Head of Program; CF is contributing towards realisation of child rights

through research, advocacy, institutional building and direct support in field of education,

child protection, child rights governance and disaster risk reduction by engaging key stakeholders.

CF programs is supported by the Save the Children International, Research and Advocacy Fund (British

Council, AusAid), UNICEF, USAID, OneUN, World Vision International, European Union and British High Commission.

**Responsibilities and achievements:**

* Supervise Program Development, Design and Quality
* Lead program team as Child Rights Expert for implementation of Child Rights Program
* Provide insight as program advisor to Child Rights Movement (CRM), a coalition of 108 Child

Focus organizations.

* Supervises the program Managers and coordinators so as to ensure a proactive and strong integration and engagement of the PD department functions, skills and capacity across the HO, as well as with Children First as a whole.
* Leads in ensuring capacities, processes and procedures reflect a strong commitment to impact throughout the HO.
* Continually strives to enhance the skills, expertise and capacity of the HO in program development & design process and RBA, civil society/ partnership strengthening, governance, advocacy, and quality and accountability standards.
* Oversee development of communication and advocacy strategies and related campaigns so as to leverage the impact and influence of Children First‘s work and ensure proactive learning across the organization and partners.
* Actively participate as a SMT member in governing the organization in delivering on strategies and plans, and adhering to policies and procedure.

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| 1. **SPARC (Society for Protection of the Rights of the Child)**   **Pakistan Based NGO with international Operations** | Jan 2009-Feb 2012 |

National Manager

Joined SPARC as National Manager, SPARC is working for the promotion and protection of child rights drawing inspiration from the United Nations Convention on the Rights of the Child. SPARC's programme outreach is throughout Pakistan and project outreach is in 50 districts of Pakistan. SPARC is working on issues dealing with child rights, juvenile justice, child labour, violence against children and social discriminative practices that impact children with the support of Norwegian Government, Swiss Agency for Development and Cooperation, Trocaire, Solidarity Center, Friedrich Nauman Foundation, ILO, Save the Children, Kindernothilfe, etc. SPARC is one of the few civil society organizations in Pakistan specialized in advocacy on child rights, supported by awareness raising, research, capacity building and service delivery. SPARC has major achievements in the arena of Juvenile Justice in Pakistan.

***Key Responsibilities***

* To act as a resource to SPARC in Pakistan in business development including identifying funding opportunities, building donor relationships, proposal development and building staff capacity to improve the lives of children, families and communities following the Strategic Plan of SPARC.

Resource Mobilization

* Write grant proposals in close coordination with Programme Managers
* Research donors and identify grant opportunities locally and internationally.
* Ensure that all categories of program costs are taken into account at the conceptualization and submission stage of grant preparation.
* Act as SPARC representative on grant matters, representing the interests of SPARC in donor organizations and other stakeholders.
* Develop, manage and maintain strategic partnerships with local actors, including bilateral, multilaterals, corporate donors and external networks.
* Manage the link between Programme departments, Provincial Offices, donors and external networks.
* Develop and maintain a strong and professional image of SPARC among relevant donors.

Staff Development

* Strengthen the capacity of staff in building donor relations, developing grant proposals and managing/reporting on grant-funded programs and projects.

Grant Management Support

* Work with the Finance, Programme Departments to monitor grant project progress, implementation and reporting.
* Work with the Finance, Programme Departments to ensure compliance with donor requirements.

Monitoring

* Facilitate and ensure Participatory Monitoring and Evaluation system in community projects
* Review monitoring, evaluation and research reports from program units, partner organizations and consultants
* Work closely with Communication department to manage and disseminate best practices in program
* Prepare Yearly Plan of Operations

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| 1. **Society for Empowering Human Resources SEHER –**   **A national development organization** | **Jan 2007 to Dec 2008** |

**Manager Health, Research and Capacity Building**

Key Responsibilities

* Develop Proposals related to reproductive and sexual health and primary healthcare
* Manage and Supervise Health Projects
* Liaison with government and non government health actors
* Develop research Proposals
* Design and supervise research studies
* Prepare capacity building plans
* Conduct research studies with support of SEHER partners
* Prepare capacity building plans for SEHER and Partners
* Conduct trainings sessions for SEHER and Partners
* Donor liaison and reporting to donors

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| 1. **The Legends Society/ Provincial AIDS Control Program**   **(HIV Prevention among injecting drug users a World Bank Supported Project)** | **Jan 2004-Dec 2006** |

Project Manager

Key Responsibilities:

* Lead and supervise 30 members team
* Prepare monthly work plans of the project
* Represent the Legends society and PACP in different forums
* Liaison with UNAIDS, UNODC, NACP, WHO and other relevant stakeholders
* Design Behavior Change Communication Material
* Supervise Needle Syringe Exchange Program
* Supervise STDs prevention and curative services provided by the project
* Supervise Voluntary Counseling and Testing Program
* Supervise IDUs Rehabilitation Program
* Refer PLHIVs for care and support services
* Conduct capacity building sessions of project staff
* Field Monitoring and Reporting

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| **5. UNODC / Aaghosh**  **HIV Prevention among IDUs and their spouses** | **Jan 2002-Dec 2004** |

Project officer

Key Responsibilities

* Establish Drop In Centers for IDUs
* Establish Mobile Harm Reduction Unit
* Establish Outreach program for injecting drug users
* Devised Harm Reduction Plan for IDUs and their suppose
* Conduct training on Needle Syringe Exchange (NSE), Protective Sexual Behavior and Prevention of STIs
* Conduct Family counseling session
* Refer IDUs for detoxification and Rehabilitation Services
* Supervise VCT Services
* Supervise STDs services
* Link PLHIVs with Center of Excellence for Care and support services
* Liaison with Provincial AIDS control Program, National AIDS program , National AIDS consortium, UNODC and UNAIDS
* Project review, monitoring and reporting.

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| **5. Nai Zindagi (Project supported by AusAid and EC)**  **Harm Reduction Services Project for IDUs** | **Jan 2000-Dec 2001** |

Harm Reduction Officer/ Psychologist

Key Responsibilities

* Provide harm reduction counseling services to IDUs
* Counseling services-Pre and Post Rehab
* Voluntary Counseling and referrals for testing
* Devise Behavior Change Communication Plan for IDUs
* Facilitate outreach/harm reduction team in running Needle Syringe Exchange
* Conduct training sessions on HIV/AIDS and STIs Prevention
* Represent organization in different meetings/seminars

Research and Evaluations Related Experience

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| S# | Name of study | Supported by : |
| 1 | Behavioral and sero- surveillance of HIV among IDUs in Quetta, Lahore and Peshawar | John Hopken University school of Medicine |
| 2 | Behavioral surveillance of High risk groups | Pakistan National AIDS Consortium |
| 3 | Integrated Biological and behavioral Surveillance among High risk groups | Canada Pakistan HIV surveillance Project |
| 4 | Why youth is vulnerable for smoking | WHO(Bloomberg initiatives) |
| 5 | Measuring the nature and extent of Gender Based Violence | ARC International |
| 6 | Behavioral and biological surveillance of HIV among IDUs in Quetta | World Bank/Balochistan AIDS Control Program |
| 7 | Rapid Situation Assessment regarding Children involved in commercial sex exploitation | UNICEF |
| 8 | Exploring the reasons of Gender Based Violence among Afghan refugees and host communities | ARC international |
| 9 | Midterm Evaluation of Positive Project “"Strengthening human rights: Creating good practices in preventing child abuse and strengthening self-reliant resistance against corporal punishment in schools in NWFP" | BMZ and Kindernothilfe |
| 10 | Research on “Effects Of Post Flood Migration On Children” | Kindernothhilfe+ SPARC |
| 11 | Project Evaluation of Child Protection Program Implemented by Mehran Welfare Trust and Azad Foundation | UNICEF |
| 12 | Global Research on Child Protection in Islam- Ongoing | Islamic Relief Worldwide /International solution Group USA |
| 13 | Situation Analysis “Child Protection during disasters” | PDMA-Gender and Child Cell Punjab |

Trainings

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| **Facilitated** |  |
| **Conducted numerous trainings on Child Rights and Child Protection Issues (Child Labor, Child Trafficking, Child Sexual Abuse, Juvenile Justice, etc), Child Rights Programming, Advocacy for Civil Society Organisations, Media Sensitization Trainings on Reporting of Child Sexual Abuse Cases, Teacher’s Training on Children Safety,** ToT on interpersonal communication skills related to HIV/AIDS, Voluntary Counseling and Testing Skills , Drug Rehab-Therapeutic Community Module, Gender Based Violence, Care and Support of People living with HIV/AIDS, Harm Reduction Services for IDUs, Monitoring and Evaluation for HIV/AIDS Programs, Child protection in emergencies , Leadership in Sexual and Reproductive Health , **Development of Proposals using Logical Framework Analysis, Role of Teachers Associations/ Unions in Promoting Education, Strategic Planning Workshops for Non-governmental organisations, etc** | |

**Attended**

A number of trainings including on child rights/protection and development i.e. international and national legal framework for human/child rights , gender based violence, communication skills for HIV/AIDS workers, monitoring and evaluation skills , project cycle management ,result based monitoring and evaluation, care and Support services for PLHIV, TOT on reproductive health and rights ,research methodologies and many others

Memberships /Affiliations

* Fellow – Leadership development Mechanism for Reproductive Health and Rights
* Member- Pakistan Reproductive Health and Rights Network
* Founder Secretary –Pakistan Mental Health Society
* Member- Child Rights movement
* Member- Baluchistan Anti TB Association
* Member -Mental and Psychosocial Support Network

Commuter Skills

MS WORD-MS PowerPoint- MS Excel -SPSS

Languages

English, Urdu, Punjabi, Pashto, Seraiki, Sindhi

Education

PhD (Psychology)

Masters in Psychology

Diploma in Project Management

Executive diploma in English Proficiency

Certificate in Resource Mobilisation

Personal

Father Name: Jan Muhmmad

Date of Birth: 01-06-1976

Marital Status: Married

References

1. Mr Arshad Mahmood (Acting Director Child Protection/Child Rights Governance , Save the Children International)

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1. Mr Abdul Aziz Usmani (Development Advisor , Royal Norwegian Embassy)

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3. Mr Qindeel Shujaat, Executive Director, Child Rights Legal Center

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