





Consultant Pool



SL No	Name	Area of expertise	Qualification	Work Experience
1	 Alan David Gray, FCA ¹	International developing world public health project, community based program, hospital management, auditing, supervision, trustee fund management, donor compliance, project proposal and budget review, trainer, operations manual development	<ul style="list-style-type: none"> Fellow of Institute of Chartered Accountants, UK 	42+ Years
2	 Dr. Craig A. Meisner ²	Research and publication, capacity building and training, agricultural scientist, leadership, project proposal, community based program, CBOs, evaluation, report writing	<ul style="list-style-type: none"> Ph. D. University of Georgia. Dissertation Topic: Water stress effects on peanut root growth and development Masters of Agriculture North Carolina State University B.S. North Carolina State University 	35+ years
3	 Labio Bala, FCCA (Financial Specialist, NGOAB &	Currently he works as Finance Specialist with UNOPS, Austria as Retainer consultant for Capacity assessment of Grantees for various countries in the World. In addition, he performs the role as Chairman of Musketeers Idea Ltd. He is a development practitioner	<ul style="list-style-type: none"> Masters in Management, Jagannath University MBA, International Council for Higher Education, Switzerland Fellow member of the Association of 	33+ years



¹ Alan David Gray supports Musketeers Idea Ltd from the UK base. He provides support in reviewing assessment reports, Evaluation reports, Project Proposal, facilitating training & workshop through online.

² Dr Craig A Meisner is based in the USA and will conduct online training where required. He provides support to review research and survey report, analysis, facilitating training and workshop through online.

	Regulatory Technical Expert; and Lead Consultant)	in the development sector both national and international including UN agencies. He is an expert on NGOAB regulations and lead trainer, Main expertise in: Organizational capacity assessment, Due diligence for Grantees, Capacity building, Strategy development, Recruitment, Policy/Manual/ guidelines development, Financial mgt, VAT & Tax compliance, NGOAB regulatory compliance, Donor compliance, Internal audit, fund management, proposal writing, project management, Mentoring and leadership	<ul style="list-style-type: none"> Chartered Certified Accountants (ACCA) PRINCE2 Certification in project management Sustainable procurement from UNOPS, Bangkok 	
4	 <p>Shamol Sarker ACCA, ITP (System development expert)</p>	<p>Currently he performs as managing Director role in Musketeers Idea Ltd.</p> <p>IT expert, system developer, Excel & ERP trainer, VAT & Tax compliance, His main expertise is in Accounting & Financial Management, ERP software development & implementation, System review, Process and strategy development, Data management and analysis. He has excellent training skills to conduct and facilitate various training and workshops as lead resource person. He has conducted several trainings for CA Firm, NGOs and universities.</p>	<ul style="list-style-type: none"> Chartered Certified Accountant from Association of Chartered Certified Accountants (ACCA) Affiliation : Dec 2015; Membership: July 2016 Bachelor of Business Studies (BBS) From Bangladesh National University Completion Year: 2012 Founder & CEO Musketeers Idea Ltd. Leading BPO, Software and Automation team, Financial and Management reporting to shareholders. 	12+ Years


			<ul style="list-style-type: none"> ▪ Chairman & ED TaxHouse Bangladesh Ltd. Leading Business development & operation team and reporting to board of directors. ▪ Deputy Manager Snehasish Mahmud & Co., Chartered Accountants Leading one of the core team -“Center for Professional Services (CPS)“ 	
5	 Md. Abdullah Al Amin, FCA (Audit and Tax Practitioner)	<p>Md. Abdullah Al Amin is one of the Directors of Musketeers Ida Ltd. He is a seasoned financial expert and hands-on experience in audit, taxation, VAT consultancy, and financial advisory. He currently serves as a Partner at Ahsan Manzur & Co., a Senior Consultant at AZ Consultancy & BPO Ltd and Director of Musketeers Idea Ltd. where he has led strategic engagements for SMEs, corporates, and international clients.</p> <p>As a licensed VAT Consultant and Income Tax Practitioner approved by the National Board of Revenue (NBR), Mr. Al Amin brings deep expertise in tax planning, compliance, VAT structuring, and regulatory matters.</p>	<ul style="list-style-type: none"> ▪ Fellow Member of the Institute of Chartered Accountants of Bangladesh (ICAB) 	17+ Years

		His role as Chairman of Bion Furniture Ltd. and Bion Limited showcases his entrepreneurial mindset and leadership in business development.		
6	 <p>Advocate Suffat Rafsan Shohag Shah (Labour Law & PF/Gratuity Specialist)</p>	<p>He is one of the consultants of Musketeers Idea Ltd looking at Company registrations and regulatory compliance. Highly motivated law graduate with experience as a legal advisor assistant and research assistant. Skilled in research, legal documentation, and analytical thinking.</p>	<ul style="list-style-type: none"> BACHELOR OF LAWS (LL.B. HONORS) 	5+ Years
7	 <p>Flora Tripty Ratna (Research and Survey expert)</p>	<p>She is one of the consultants of Musketeers Idea Ltd in the area of Gender, baseline survey and evaluation. Her main expertise on Research, Survey, Community mobilization and Training.</p>	<ul style="list-style-type: none"> Bachelor of Arts (B.A) Extensive hands-on experience on research and survey with Marie Stops Bangladesh; Population Council, icddr,b; BRAC James P Grant School of Public Health (JPG), BRAC University; Bangladesh Bureau of Statistics; Centre for Injury Prevention and Research, Bangladesh (CIPRB); National Heart Foundation Hospital & Research Institution; Helen Keller International Bangladesh; CNRS (Center for Natural Research Studies); TDH (Terree Des Homes Netherlands); 	29+ years

			BCAS (Bangladesh Center for Advanced Studies); Institute of Health Economics University of Dhaka and World Vision.	
8	 Duke Sabyasachi Mazumder, (HR Expert)	Currently he performs HRM and Admin Manager roles in Musketeers Idea Ltd as a permanent staff. Previously worked as HR & Business Development Consultant; Manager - People & Culture, Admin & ICT Services in World Vision Bangladesh, Manager – Admin & HRD Department	<ul style="list-style-type: none"> ▪ Master in Management (MIM), HR & General Management at Taylor’s University, (#1 private university in Malaysia). ▪ Master of Social Science (MSS), Sociology, National University. ▪ Extensive work experience on HR Management, Training, Talent Acquisition and Administration. 	23+ years
9	 Hasan Ahmed MSc on Environment (DU) (Environmental and Research expert)	Currently he is an Environmental and Research staff with Musketeers Idea Ltd. He is an Environmental Expert and Researcher with extensive experience at national and regional level including UNOPS in program management, circular economy, and sustainable water and waste mgt systems, with a strong focus on private sector-driven solutions. His main expertise in the area of project management, Baseline survey, Research, recycling value chains, establishing Public-Private-Community Partnerships (PPCPs) and developing recycling Business Units (RBUs), underpinned by	<ul style="list-style-type: none"> • Bachelor of Science (B.Sc.) in Leather Engineering; Faculty of Mechanical Engineering, Khulna University of Engineering and Technology (KUET) • Professional Master’s in Soil, Water, and Environment, University Of Dhaka (DU) 	5+ years

		Environmental and Social Management Plans (ESMPs).		
10	 <p>Elish Arun Majumder (Expert DiDRR & CCA)</p>	<p>Elish Arun Majumder is professionally more than 30 years of experience in the field of <i>Disability inclusive Disaster Risk Management</i>, Disaster Risk Reduction (DRR), Climate Change Adaptation (CCA), Local Adaptation Plan of Action (LAPA), Humanitarian Capacity Building and Resilience programming focus on Humanitarian-Development nexus with international and national development organizations. Highly experienced on inclusive program design, manage strategic implementation of emergency response/recovery activities, DRR & CCA projects through mainstreaming disability inclusive & Gender-based approach along with advocacy lobbying to relevant actors. Strong background to maintain high level coordination and collaboration with country humanitarian architecture such as MoDMR, UN-Clusters, JNA/Need Assessment Working Group and other platforms/forums such as Forecast based Action (FbA), Cash Working Group etc. Experienced to work in Rohingya Response operation at Cox’sBazar on project development and maintain coordination with ISCG, RRRC, Sectors and other actors.</p>	<ul style="list-style-type: none"> • Master of Commerce (M.Com.), Major in Management, Under the National University • Experience to work with CDD, CCDB, TearFund, Dipti Foundation, ADRA, World Concern, HEED Bangladesh. 	30+ years

<p>11</p>	 <p>ICT and MIS Management Consultant</p>	<p>A seasoned and exceptional ICT professional with over 35 years of distinguished experience in the information technology sector, recognized for extraordinary performance and remarkable versatility across diverse technological domains. Significantly contributed serving to multi-domain business verticals such as military, government, non-government organizations, global service companies, multi-national companies, financial institutions, manufacturing industries, IT software & solution companies, and other private sectors in Bangladesh. Implemented hundreds of ICT/ITES/ITS solutions country-wide with 100% success rate.</p>	<ul style="list-style-type: none"> • B.Sc in CSE (Hons.) America Bangladesh University • Bachelor of Science University of Calcutta, India • Working experience to work with Mysoft Heaven (BD) Ltd., Brain Code Ltd., Banga Garments Ltd., Graphics Textiles Ltd., e.Gen Consultants Ltd. & Australia, Bangladesh Institute for Policy, Advocacy & Governance (IPAG), Lakhsma Sweaters Ltd, The Second Rural Transport Improvement Project (RTIP-II) Local Government Engineering Department (LGED) Government of People's Republic of Bangladesh, Land Reform Board, Lionstar Enterprises Ltd., American Express Bank Ltd. (TRS), VFS(BD)PVT. Ltd., Information Technology Consultants Ltd. and Computer Solutions Ltd. 	<p>35+ years</p>
<p>12</p>	 <p>S.M. Arifuzzaman</p>	<p>S.M. Arifuzzaman is a seasoned educator, great mentor and corporate trainer with almost fifteen years of experience providing outstanding knowledge products for</p>	<p>Euro Asian Dual Degrees- Master in Management, Finance from ESCP Europe, Paris and MBA from Asian Institute of Technology (AIT) along</p>	<p>15+ years</p>

		<p>hundreds and hundreds of students, managers and employees. Arif has been in the teaching field since 2004 and is known for his dynamic, motivating and humorous speaking style. Taking his speaking talents into the world of work, Arif brings a variety of training like Leadership, Coaching & Mentoring, Teamwork, Presentation Skills, Career counseling, Bootstrapped financing, and Emotional Intelligence to the corporate world. He is a recipient of French Govt. Scholarship and AIT Fellowship,</p>	<p>with a B.Sc. in Computer Science & Engineering from BUET. He has also earned a PgDMC (Post Graduate Diploma in Management Consultancy) from Institute of Management Consultants Bangladesh (IMCB).</p>	
13	 <p>Rowshon Akhtar Urmee</p>	<p>Rowshon Akhtar Urmee has over 10 years of experience in designing module and facilitate training on gender, VAWC, SRHR. She also has experience in lead school campaign on engaging men towards reducing violence. She has commendable dedication towards furthering the cause of gender equality and human rights through various advocacy and networking efforts. She is engaged with many youth platforms and strives for</p>	<p>Bachelor and Masters of Social Science in Woman & Gender Studies from University of Dhaka.</p>	+7 Years

		promoting women's advancement & gender equality.		
14	 <p>Rabeya Sultana</p>	<p>Development practitioner with extensive hands-on experience with National and International organizations including Government projects for professional capacity development of all stakeholders • Design, coordinate and facilitate capacity-building training for downstream partners, local Government representatives, GO and NGOs program personnel, grassroots participants, peer learners, Master Trainers by using PRA/RRA tools, etc. • Have advanced knowledge and practical experience in designing and facilitating Training Needs Assessment, curriculum, module development, course coordination, budget management, and course evaluation of 3 months- long training program. • Develop impact assessment interactive tools for training-related interventions which have been used in the development sector for decades. • Outstanding facilitation and effective communication skills. Developed about 57 Training packages (manuals and materials) for social protection and inclusion of widows, elderly citizens, and women-headed households, persons with disabilities,</p>	<p>Masters in Social Science (Political Science) • Batchelor in Law • Bangladesh Technical Education Board – Competent Level 2-3 for Caregiving Occupation (Skills Part) • National Skills Development Authority – Competent and Certified Trainer and Assessor-Level 4 (Pedagogy) • Appear in Level 5 as Master Trainer under National Skills Development Authority</p>	28+ years

		<p>Dalits, indigenous people, sex workers, adolescents, street children, city cleaners, and tea garden labor, elder persons, etc. on their rights issues. Developed and facilitated Gender integration in project cycle management, Gender, age, and disability-inclusive project planning and management-related courses for the National Academy for Planning and Development (NAPD), Ministry of Finance, Ministry of Planning, Ministry of Social Welfare, UNFPA, and other donor agencies.</p> <p>She served various organization in various capacity e.g. Chief Operating Officer (COO) , Disabled Rehabilitation and Research Association (DRRA); Chief Executive Officer (CEO) Saic Group; Development Consultant for IPHN, Ministry of Health and Family Planning, DRRA, Embassy of the Netherlands, PKSF; Country Director, Muslim Aid-UK, Bangladesh; Country Director, HelpAge International, Bangladesh; Social Protection Adviser (South Asia- Nepal, India, Pakistan & Bangladesh) HelpAge International, Bangladesh; Gender and Water Training Expert; Director – Training, Material & Skills Development Division, Dhaka Ahsania Mission; Head- Rights & Social Justice Sector, Action Aid Bangladesh; Projects’ Coordinator- Handicap International, Programme Manager (Sr.Consultant) FSVGD Project,</p>		
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		Ministry of Women and Children Affairs; Team Leader-Life Skills Core Team, Save the Children Australia.		
15	 <p>MD. IMAMUL AZAM</p>	<p>Seasoned development and humanitarian professional with a proven record of leading complex, multi-sectoral programmes across urban resilience, climate adaptation, disaster risk reduction, and humanitarian response. Specialized in designing and managing programmes for vulnerable populations, including displaced and climate-affected communities. Proven leadership in coordinating multi-agency humanitarian responses in both rapid and protracted crisis contexts. Experienced in government liaison, donor coordination, and policy advocacy aligned with national and global frameworks. Deep commitment to locally led action, gender equality and inclusive development principles, and innovation in waste management, and climate-resilient design. He serves in various Organizations in various positions e.g. Programme Head of BRAC's Urban Development Programme; Programme Head, Disaster Risk Management Programme at BRAC; Head of Disaster Risk Management and Climate Change at Plan International; Programme Manager, Child-Centred DRR and CCA at Plan International; Christian Commission for Development</p>	<p>Master of Social Science (MSS), Sociology - University of Rajshahi, Bangladesh</p> <ul style="list-style-type: none"> Bachelor of Social Science (BSS), Sociology - University of Rajshahi, Bangladesh <p>Project Management for Development Professionals (PMD Pro); Core Humanitarian Standard (CHS); Transformational Leadership Journey; Project Management – Cadence Management Corporation (UK).</p>	26+ years

16	 <p>MD. OBIDUL ISLAM</p>	<p>in Bangladesh (CCDB).</p> <p>Strategic Programme Manager with 12+ years leading multi-million-dollar portfolios (USD 10M+) across Bangladesh and South Asia. Proven expertise designing and delivering complex programmes in climate resilience, circular economy, urban development, and emergency response, including humanitarian operations during the Rohingya influx, COVID-19, and major cyclones. Extensive experience managing programmes supported by World Bank, UN agencies, EU, FCDO, Laudes Foundation, SIDA, and Unilever, and building high-impact partnerships with government, UN, private sector, civil society, and academia to deliver scalable SDG-aligned solutions. Accomplished leader of multidisciplinary teams with expertise in grant management, policy engagement, and inclusive development, advancing opportunities for women, children, youth, and vulnerable communities within UNOPS operational frameworks and multi-stakeholder governance systems. He serves in various Organizations in various capacity e.g. Programme Manager in UNOPS; Project Manager in Managed by Committed To Good (CTG) in UNOPS, Technical Specialist-Save the Children;</p>	<p>Master of Social Science (MSS) in Government and Politics Jahangirnagar University, Dhaka, Bangladesh. Bachelor of Social Science (BSS) in Government and Politics Jahangirnagar University, Dhaka, Bangladesh. Member, Multistakeholder Advisory Group (MAG) – National Plastic Action Partnership (UNDP); Coordinator, National Alliance on Cities for Children and Youth – Save the Children; Coordinator, Youth Adaptation Network; Core Team Member, Save the Children Strategic Plan Development Team; Member, Global Urban & Asia Pacific Climate Change Technical Working Group; Member, National GBV & Child Protection Clusters; Member, Urban INGO Forum.</p>	12+ years
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