

CURRICULUM VITAE

Dr. Roomi S. Hayat

Nationality: Pakistani

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EDUCATION & QUALIFICATIONS

- Doctorate in Anthropology, Quaid-e-Azam University, Islamabad, Pakistan
- Executive Management Course, Harvard Business School, USA
- Masters in Rural Sociology, NWFP University of Agriculture, Peshawar, Pakistan
- International Course (One Year) on Improving Training Quality, University of Illinois at Urbana-Champaign - USA and AIT – Thailand Campus
- Master of Science in Mechanical Engineering, New Jersey Institute of Technology, USA

PROFESSIONAL AFFILIATIONS

- Chairperson of Board of Directors, HRD Network
- Chairperson of Certification Panel-Pakistan Centre for Philanthropy (PCP)
- Chairperson Climate Action Forum (CAF)
- Visiting Faculty - Quaid-i-Azam University, Islamabad
- Former Chairperson, Pakistan National Committee of IUCN
- Member, Board of Directors, IRM International
- Member, Board of Directors, Rural Support Programmes Network (RSPN)
- Member, IUCN - Commission on Education and Communication, Geneva
- Member, International Society for Improving Training Quality (isitQ)
- Former Member, National Selection Committee for Reproductive Health Training in USA
- Fellow, LEAD International, London, UK

EMPLOYMENT

Chief Executive Officer, Institute of Rural Management (IRM), since 2010. Pakistan

- Leading the largest training and research service provider in Pakistan.
- Managing over 100 regional/sub-regional offices across the country.
- Conducting national and international training programs for professionals.
- Designing and executing donor-funded projects in partnership with UN, ILO, USAID, and World Bank.
- Specialized in social entrepreneurship, capacity building, and community mobilization.
- Provided technical assistance to multiple organizations in HR development, youth employment, and skills enhancement.
- Developed innovative models of training, integrating technology for improved outreach.

- Strengthened partnerships with global and national stakeholders for rural development initiatives.

Executive Director, National Rural Support Programme (NRSP), 1992-2010

- Led and managed NRSP's capacity development unit
- Developed and implemented nationwide poverty alleviation and capacity-building initiatives.
- Spearheaded rural development programs targeting marginalized communities.
- Designed strategic interventions for sustainable rural livelihoods and economic growth.
- Facilitated community-driven development through microfinance and enterprise programs.

HRD Specialist, Rural Support Programme Network (RSPN), 1998-2002

- Guided social development and rural support programs across Pakistan.
- Designed and implemented skill development initiatives for community empowerment.
- Provided capacity-building support to local NGOs and institutions in implementing sustainable development projects.
- Conducted research and policy advocacy for improving livelihood opportunities.

Joint Director, Small Industries Development Board, Govt. of KP (NWFP), 1986-1992

- Managed planning and execution of economic and social development projects.
- Conducted forecasting, research, and analysis on industrial development.
- Supervised management information systems and project evaluations.
- Led efforts to strengthen small industries and promote entrepreneurship through policy reforms.
- Conducted training programs for small business owners and artisans to improve competitiveness.

SUMMARY OF PUBLICATIONS

- **2024** – *Transforming Landscape Tharparkar: An Ethnography of the Lives of Amazing Desert People* – A comprehensive study on the socio-economic and cultural resilience of Tharparkar's desert communities.
- **2019** – *Combating Poverty: Achieving SDGs in Tharparkar* – Published in *Global Regional Review (GRR)*, this paper examines strategies to alleviate poverty and achieve Sustainable Development Goals (SDGs) in Tharparkar.
- **2017** – *Future of Jobs* – Research study conducted at IRM, Islamabad, exploring employment trends and workforce evolution.
- **2017** – *Migration and Its Effect on Public Services* – Analysis of migration trends and their impact on government services, published for the Govt. of Punjab, Lahore.
- **2014** – *Migration on Children's Education, Nutrition, Socialization, Health, and Development* – A study conducted at Quaid-e-Azam University (QAU), Islamabad, on the impact of migration on child well-being.

- **2014** – *Women Leadership in Global Education Dialogues: South Asia* – A paper presented in Colombo, Sri Lanka, highlighting the role of women in leadership and education policy.
- **2014** – *Hyper Population Growth & Its Effect on Youth Employment in South Asia* – Research paper analyzing the employment crisis due to population growth, presented at QAU.
- **2013** – *SMEs Development for Employment Generation and Economic Development in the SAARC Region* – A study on small and medium enterprises (SMEs) in Colombo, Sri Lanka.
- **2012** – *PPP for Skills Development in South Asia* – Research presented in Dhaka, Bangladesh, exploring Public-Private Partnerships (PPP) in skills training.
- **2012** – *Skill Development for HRD in Rural Areas of South Asia* – Study conducted in Islamabad, Pakistan, focusing on human resource development strategies in rural settings.
- **2005** – *Role of Community Participation in Environment Management* – Research presented at QAU, Islamabad, discussing sustainable community-led environmental initiatives.
- **2002** – *Poverty for World Summit on Sustainable Development (WSSD)* – A critical policy paper presented in Johannesburg, South Africa.
- **2002** – *HRD Course on Human Dignity Initiative* – Published by the **United Nations ESCAP**, Thailand.
- **1999** – *HRD Course on Poverty Alleviation* – A specialized course publication by **United Nations ESCAP**, Bangkok, Thailand.
- **1993** – **Authored several reports and manuals** for various training and workshops on HRD, skills development, and poverty alleviation.

SUMMARY OF NATIONAL AND INTERNATIONAL ASSIGNMENTS (1992–2016)

- **United Nations Office of Counter-Terrorism (UNCCT) (2016):** Expert in managing training institutions.
- **International Labour Organization (ILO) (2010–2016):**
 - Expert for Job Centered Crisis Recovery.
 - Conducted Early Recovery Needs Assessment across Pakistan.
 - Led Post-Crisis Needs Assessment study requested by the Government of Pakistan.
- **UNDP/WB Conflict Early Recovery Needs Assessment (2009):** Led a team of specialists and enumerators to assess the needs of internally displaced persons (IDPs) in conflict areas.
- **UNDP Governance Unit (2009):** Strengthened and upgraded the Balochistan Rural Development Academy; conducted Training of Trainers (ToT).

- **United Nations - Refugee Rehabilitation (2008):** Developed a \$140 million project proposal for rehabilitating refugee-affected areas in NWFP and Balochistan.
- **ILO - Pakistan Workers Federation (2004):** Trained 200 working women in leadership and communication skills.
- **UNDP - Government of Maldives (2002):** Built capacity for local institutions using a bottom-up planning approach.
- **UN Economic & Social Commission for Asia and Pacific (2002):** Developed and conducted HRD training on the Human Dignity Initiative in Vietnam, Thailand, and Indonesia.
- **JBIC (2001):** Conducted a nationwide study on NGO developmental activities in Pakistan.
- **NRSP & PRSP (1999):** Designed and implemented a Training Needs Assessment (TNA) strategy for over 350 professionals in 22 regional offices.
- **UN Economic & Social Commission for Asia and Pacific (1999):** Developed an HRD course on Poverty Alleviation, available to 60+ countries.
- **UNDP - Pakistan (1998–1999):** HRD Specialist for a \$785 million National Drainage Project, conducting training needs assessments and advising on training structures.
- **World Bank/UNDP Water & Sanitation Programme (1998):** Consulted on gender and demand responsibilities in sanitation and water supply.
- **UN Economic & Social Commission for Asia and Pacific (1997–1998):** Developed training modules for post-literacy programs in India, Nepal, Bangladesh, and Pakistan.
- **Development of a Master Plan for Youth in Cambodia (1996):** Advisory mission for the Government of Cambodia.
- **Sarhad Rural Support Programme (SRSP) (1996):** Designed a capacity-building package for a World Food Programme-funded project.
- **CAMI Project, Mian Channu, Pakistan (1995):** Developed vocational and managerial training plans for the Punjab Small Industries Corporation and the Netherlands-funded agricultural machinery project.