

EXECUTIVE SUMMARY

This report presents the findings of existing human resources training and development policy, strategies and practices followed by International Centre for Diarrheal Disease Research, Bangladesh (ICDDR,B) an international health research institution located in Dhaka has expanded its activities to address some of the most critical global health needs. In collaboration with partners from academic and research institutions throughout the world, the centre conducts research, training and extension activities as well as programmed based activities.

ICDDR,B has a mix of national and international staff, including public health scientists, Laboratory scientists, clinicians, nutritionists, epidemiologists, demographers, social and behavioral scientists, IT Professionals, vaccine scientists. The centre has a cross cultural environment with 95% local staff that includes researchers, medical officers, administrators, and health workers. 5% international staff primarily from academics and research institution engaged in global health research. Currently, there is about 3500 regular staff. There are five divisions which includes Clinical sciences division, Public health sciences division, Laboratory sciences division, Health systems and infectious diseases division. The study used a participatory approaches and mix of data gathering techniques including document analysis, observations and focus group discussion. ICDDR,B is in need of strengthening human and institutional capacity. To initiate the organizational strengthening and capacity building process, has adopted a current and up-to-date human resource training and development plan.

Training is divided into two broad categories such as Scientific and Non- scientific training. In another way, these are divided into two skills such as hard skill and soft skill. Hard skills are how to operate a piece of equipment, procedure for documenting research and computer operating skills. Soft skills are communication techniques, time management, team building, writing skills and interviewing method. The training conducted at ICDDR,B are specified in 11 broad areas

namely, Information technology, Management Development, Repair and Maintenance, Training and Development, Research, Clinical training, Laboratory training, General training, Finance and Accounting, Human Resources Management and Information and communication management.

There are many strengths of as a highly reputed research organization with outstanding international exposure, efficient management, written down policies, a unique combination of strategy, structure and technology, competitive advantage in areas of technology, quality and service delivery with adequate financial strength. Human resources development plan are well accepted and appreciated by the employees and stakeholders. On the other hand, they have shortcomings also. Among these, contractual job service, training need assessment is seldom conducted, HRD is lacking adequate people, less coordination for staff development activities among divisions and insufficient resources caused incomprehensive staff development activities. The centre has no sufficient trained facilitators to successfully develop and deliver in-house training. Overseas training is largely confined to scientific personnel. To overcome these shortcomings, a number of recommendations have been formulated at the end of the report which we believe could be helpful in order to enrich the staff development process at ICDDR,B.