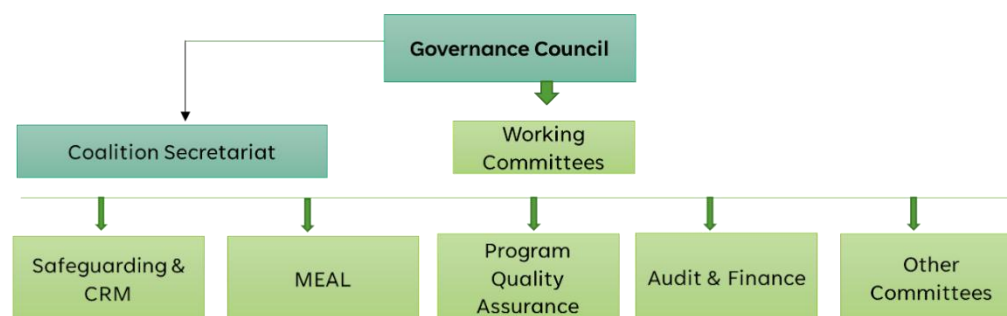


## Working Committee of the Sundarban Coalition:



### Decision Making Body



## Working Committee of the Sundarban Coalition:

| Working Committee                                             | Proposed Members of the working committee                                                       | Selection Criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | ToR                                                                                                                  |
|---------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
| Safeguarding and Compliant Response Mechanism (CRM) Committee | 1. Sonjoy Kumar Biswas (Focal)<br>Safeguarding Focal<br>AVAS, Barishal                          | <p><b>1. Knowledge of Safeguarding Policies and Procedures:</b> Familiarity with relevant safeguarding policies, procedures, and legal frameworks is essential for effective committee members.</p> <p><b>2. Commitment to Safeguarding and Human Rights:</b> Individuals should demonstrate a strong commitment to safeguarding principles and human rights, including gender equality, non-discrimination, and respect for diversity.</p> <p><b>3. Experience in Safeguarding and Compliance:</b> Preference should be given to candidates with previous experience in safeguarding and compliance-related roles, such as human rights activism, legal advocacy, or working with vulnerable populations.</p> <p><b>4. Understanding of Local Context:</b> It's important for committee members to have a deep understanding of the local context, including cultural norms, social dynamics, and legal frameworks related to safeguarding and complaints handling.</p> <p><b>5. Ethical Standards and Integrity:</b> Committee members should uphold high ethical standards and demonstrate integrity in their actions and decision-making processes.</p> <p><b>6. Ability to Maintain Confidentiality:</b> Given the sensitive nature of safeguarding issues, individuals should be able to maintain strict confidentiality and handle information with discretion and</p> | <input type="checkbox"/> Developed<br><input type="checkbox"/> In progress<br><input type="checkbox"/> Not developed |
|                                                               | 2. Ms. Shampa Goswami (PSEA Focal)<br>Executive Director,<br>Prerona, Satkhira                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                      |
|                                                               | 3. Zakir Hossain Miraz, Executive Director, Community Based Development Project (CBDP), Barguna |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                      |
|                                                               | 4. Temera Biswas<br>Finance and Admin Specialist<br>Sundarban Coalition                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                      |

## Working Committee of the Sundarban Coalition:

|                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                             |
|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
|                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>professionalism.</p> <p><b>7. Interpersonal and Communication Skills:</b> Committee members should possess excellent interpersonal and communication skills, including active listening, empathy, and the ability to communicate complex issues clearly and sensitively.</p> <p><b>8. Conflict Resolution Skills:</b> Given the potential for conflict in addressing safeguarding concerns and complaints, individuals with strong conflict resolution skills should be prioritized.</p> <p><b>09. Collaborative and Team-Oriented:</b> Committee members should be able to work collaboratively as part of a team, fostering a supportive and inclusive environment for addressing safeguarding concerns and complaints.</p> |                             |
| <b>Finance and Audit</b> | <ol style="list-style-type: none"> <li>1. Md. Zohurul Hasan, Director – Fund raising and Organizational Development, AVAS, Patuakhali</li> <li>2. Mr. Moshir Rahman, Center for Natural Resource Studies (CNRS), Khulna</li> <li>3. Md. Al Imran, Executive Director, Coastal Education and Diversity Improvement Organization (CEDIO), Satkhira</li> <li>4. Ms. Umme Hasfs Ripa, Executive Director, Dhulasar Upokul Sarbik Gram Unnyan Samabay Samiti L.T.D, Patuakhali</li> <li>5. Mr. Maung Chin Than,</li> </ol> | <p><b>Financial Expertise:</b> Demonstrated experience and expertise in financial management, accounting principles, budgeting, and financial analysis.</p> <p><b>Audit Experience:</b> Proven experience in conducting or overseeing audits, including familiarity with audit processes, standards, and best practices.</p> <p><b>Legal and Regulatory Compliance:</b> Knowledge of relevant laws, regulations, and compliance requirements related to financial management and reporting for nonprofits or coalitions.</p> <p><b>Understanding of Coalition Model:</b> Understanding of LCA coalition model including governance structures, policies, and procedures related to financial</p>                                 | Convener: Md. Zohurul Hasan |

## Working Committee of the Sundarban Coalition:

|                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                      |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|
|                           | Executive Director, Rakhain Social Development Organization, Barguna                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>management and audit.</p> <p><b>Risk Management Skills:</b> Ability to identify, assess, and manage financial risks effectively, including risk mitigation strategies and internal controls.</p> <p><b>Communication Skills:</b> Effective communication skills, including the ability to explain financial concepts and findings to non-financial stakeholders in a clear and understandable manner.</p> <p><b>Commitment to Transparency and Accountability:</b> Demonstrated commitment to transparency, integrity, and accountability in financial matters, including a track record of ethical behavior and fiduciary responsibility.</p> |                                                                      |
| <b>Programme and MEAL</b> | <b>Quality</b><br>1. Mr. Krishnapada Munda, Executive Director, Sundarban Adibasi Munda Sangstha (SAMS), Satkhira<br>2. Ms. Kashpia Talukder, Executive Director, ISANA NARI FOUNDATION, Barguna<br>3. Mr. Duke Ivn Amin, Director - Resource Mobilization & Communication, Jago Nari, Barguna<br>4. Mr. Moshiur Rahman, Center for Natural Resource Studies (CNRS), Khulna<br>5. Mr. Abdur Rahim, Executive Director, Golap Protibondi Unnayan Songstha, Patuakhali<br>6. Mr. Komollesh Mondal, Executive Director, Orarian Development Foundation, |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Convener: Mr. Krishnapada Munda<br>Co-Convener: Ms. Kashpia Talukder |

## Working Committee of the Sundarban Coalition:

|                                                     |                                                                                                                             |  |                              |
|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|--|------------------------------|
|                                                     | Khulna                                                                                                                      |  |                              |
|                                                     | 7. Ms. Mursheda Khatun,<br>Executive Director, Mohila O<br>Shishu Songothon, Khulna                                         |  |                              |
| <b>Resource Mobilization<br/>(Fund Raising)</b>     | 1. Ms. Shampa Goswami<br>Executive Director,<br>Prerona, Satkhira                                                           |  | Convener: Ms. Shampa Goswami |
|                                                     | 2. Mr. Duke Ivn Amin, Director -<br>Resource Mobilization &<br>Communication, Jago Nari,<br>Barguna                         |  |                              |
|                                                     | 3. Mr. Zahid Amin (Shashoto),<br>Head of Programs, Uttaran,<br>Satkhira                                                     |  |                              |
|                                                     | 4. Md. Zohurul Hasan, Director –<br>Fund raising and Organizational<br>Development, AVAS, Patuakhali                        |  |                              |
|                                                     | 5. Md. Al Imran,<br>Executive Director, Coastal<br>Education and Diversity<br>Improvement Organization<br>(CEDIO), Satkhira |  |                              |
| <b>Campaign,<br/>Communication and<br/>Branding</b> | Women Led:                                                                                                                  |  |                              |
|                                                     | Youth led:                                                                                                                  |  |                              |
|                                                     |                                                                                                                             |  |                              |