

C. B. Fernando



What competences will you get through me?

1. Competency Charting of employees and its divisions in an organization
2. Development of Business and HR Strategies for organizations
3. Succession Planning
4. Performance Management
5. Development of Service Standards

What's my academic and professional background?

- **Chartered F.C.I.P.D. [U.K.]** - Chartered Fellow of the Chartered Institute of Personnel & Development (UK)
- **M.C.M.I [U.K.]** – Member of the Chartered Management Institute (UK)
- **Ing. [U.S.A.]** - Senior Member of The Institute of Industrial Engineers
- **FITD (UK) - Fellow of Institute of Training & Development (UK)**
- **Diploma in Training and Assessment Systems and Diploma of Business (Front Line Management) both from** Victorian Qualifications Authority [Australia]
- **Certified Master Trainer in Child & Family Resiliency** - Ben Gurion University, Israel & National Council for Mental Health, Sri Lanka
- **TOT on Sustainable Livelihoods Enhancement & Diversification (SLED)** through IMM Ltd, Innovation Centre, University of Exeter, UK

Who am I?

Committed, Confident, Competent and Creative – Specialist in Engineering, TEVT and HR based approaches

How best would you contact me?

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Address: No. 26, Collingwood Place,
Colombo 6,
Sri Lanka.

How would you assess my competences?

- **NAB/NAITA -General, Project & Training Management in five provinces;** CITP/ICTAD; N, E, NW, Uva & Sabaragamuwa Provinces; Curriculum Development, Performance Assessment, Training and National Trade Testing of formal and informal sector artisans including those funded by IDA/ World Bank..
- **UNIDO / Ministry of Research & Appl. Technology, Kenya - Analysis, Design & Development of the Training Programme;** Curriculum/Syllabi, Performance Assessment, Implementation of Skills Upgrading & Technological Development of **Jua Kali** (Hot sun Workers) **Metal Workers & Motor Vehicle Workers**, Testing & Certification of skills; Project Management
- **UNDP / ILO - Skills Development Fund - SDF - Marketing and design of training programmes; Training Needs Analysis, Development, Conduct, Monitoring and Evaluation. Total organizational responsibility for all training arranged for the Industry;** Analyse Training Needs, Design, Develop, Conduct, Monitor and Evaluate all such training programmes
- **ADB funded Skills Development Project-** Development of Skills Standards & Trade Tests for Sri Lanka through the **Sri Lankan National Vocational Qualifications (NVQ) framework** initially for 45 selected trade areas listed for introduction of Competency Based Training (CBT) by developing resources under the participating agencies TVEC, NITESL, DTET, NAITA, VTA, NYSC and the relevant private sector industries.
- **Loadstar:** Selected Engineers from Southern Province and trained them as Assessors for Engineering Assessments; within a stipulated time; Conduct of over 275 Engineering Assessments in over 12 different engineering occupations and release of results for Engineering workers' employment confirmations, upgrading and salary increments.
- **BAFF:** Conduct of TNA on all staff at **Building A Future Foundation**, identification of the possible 16 occupations for training, introduction of NVQ principles and related training of Instructors; Development of Curricula for all trades and promotion towards TVEC requirements in Registration and Accreditation;
- **RSA:** Started 6 Training Centers for Sailing of the coastal youth for **Ruhunu Sailing Association** from Galle to Tangalle; trained trainers on all aspects of training & Assessments and trained over 200 youth, developed & conducted Assessments on par with international sailing requirements and certified the successful.
- **RDA -** Develop the HR Strategy for the **Road Development Authority** through the ADB funded National Highways Sector Project, decide on the suitable skills mix in delivering the required responsibilities at all operational levels and made suggestions in obtaining the necessary competencies for road development functions such as road surveys. etc.

How would you assess my credibility?

1. Negotiating a Programme of “Competency Charting” to draw up the competency profiles of a set of state organizational heads.
2. Conducting a Survey to identify the TEVT development needs of the Regional Training Providers as the National Consultant for a UN agency
3. Developing the final report to conclude the consultation of “Development of HR Strategy” for a leading State Authority through an ADB funded project; the tool used was the “Competency Charting” which may be continued through the MOPMR.

What could be the working arrangement?

Contact either,

- The Ministry of Public Management Reforms or
- Myself directly in writing – prefer E Mail or mobile telephone as provided herein.