

CURRICULUM VITAE

Dr. BASHIR NOORMAL

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PERSONAL HISTORY

Date of Birth: 7th October 1957
Place of Birth: Kabul, Afghanistan
Marital Status: Married, 5 Children
Nationality: Afghan
Language: Pashto
Other Languages: Dari, English, Russian
Interest: Humanitarian activities, Training, Studying, Traveling

EDUCATION

1978 – 1985: Medical Faculty of Odessa Medical Institute (Ukraine Ex USSR)
1974 – 1976: American Afghan Institute of Technology (AAIT), Kabul
1972 – 1973: Kart-e-Se Secondary School, Kabul
1966 – 1972: Primary School in Laghman

CAREER HISTORY

**July 2006 till Now: Director General Afghan Public Health Institute, MoPH
Afghanistan**

Duties and responsibilities:

Job Summary: As APHI director is responsible for the overall functioning of the Afghan Public Health Institute within Ministry of Public Health; which is the academic and intellectual body of MoPH I supervise training and development of HR for public health; coordinate and conduct researches; gathers, and analyzes health data and synthesizes required health information for making and advocating decisions, policies and plans; to improve the quality of health system performance and attain the long term goals of the MoPH.

The following are my overall Terms of Reference:

1. Ensure and supervise Designing, coordination, organizing and conducting public health related courses and workshops, on health management, PHC, Epidemiology, diseases surveillance, HMIS and monitoring and evaluation with the assistance of national and international relevant entities.
2. Ensure and supervise Designing, conducting and coordination of high quality research, studies and surveys to measure impact of the programs and health services provided,
3. Facilitates implementation of needed research by partners, prevent duplications and ensure effectiveness by leading and coordinating these studies, and Ensures that all research conducted in the health sector are ethically and technically sound,
4. Ensure and supervise proper analyses of data and syntheses of required information for leadership of the ministry and managers in national level for making and advocating decisions, policies and plans,
5. Ensure and supervise Establishment and enhancement of the Disease Early Warning System (DEWS) and surveillance and its related labs in the country,
6. Based on the availed information and public health situation in the country technically assists DG P&P and other relevant depts. In designing, revision and development of the policies and strategies
7. Develops policies, strategies and guidelines for IEC/BCC as well as health related messages for MoPH programs, and assist governmental and none governmental organizations to increase their capacity in this field.

8. Introduce informatics and other health technologies for improving efficiency of public health interventions, monitoring and evaluation
9. Support and supervise the development of public health labs with and emphasize on the diseases which have national and global priority.
10. Maintain quality of drug, food and cosmetics by testing their samples in our food and drug QC labs at national level.

April 2004 till May 2006: Human Resource Director General, MoPH Afghanistan

Duties and responsibilities:

Job Summary: Responsible for the overall functioning of the Human Resources general Directorate to ensure planning, production, management, distribution, training, certification and monitoring of quality human resources to provide appropriate health care within MoPH defined health care delivery system.

Job Details:

- 1 Be the source of advice to the Minister and EB on matters of HR
- 2 Ensure development and implementation of National HR Policies within the overall MoPH policy development process
- 2 Ensure setting up and ongoing maintenance of National HR Database to support MoPH service and HR planning
- 3 Responsible for development of overall national health workforce and educational planning based on the MoPH defined service approach
- 4 Represent HR issues within the MoPH and inter-sectoral areas of concern
- 5 Ensure proper recruitment and deployment system required for MoPH which are consistent with Civil Service Commission regulations
- 6 Ensure definition of the product of training as required by MoPH together with the setting of minimum acceptable standards for education and performance of health workers
- 7 Ensure the close liaison and monitoring of basic health professional training with MoHE, recognized medical schools and I H Ss in terms of quality and quantity of the health care providers and to ensure that products of training meets MoPH requirements
- 8 Ensure design & development of national training plans required for the health workers' education (pre service, in service and post-graduate)
- 9 Ensure capacity building of his line managers
- 10 Ensure fair and transparent systems of re/ certification and re/licensing of health workers

January 2002 till Dec 2006 WHO HRD Program Manager & National/Training Coordinator

Duties and responsibilities:

- 1 Assist MoPH in formulating national policy and implementation strategy on human resource development,
- 2 Assist the human resource department of MoH in developing comprehensive national plan of action for HRD,
- 3 Responsible for organizing, compiling and disseminating WHO standard training materials for various health categories training and education,
- 4 Responsible for WHO teaching/learning materials and ensure proper utilization of these materials in training programs. Assist in preparation and documentation of WHO/MoPH workshops, seminars, conferences and study tours
- 5 Provide technical guidance to MoH national and provincial training officers to develop and implement their capacity building plans,
- 6 Assist MoPH in reformulating and revising the curricula for higher and intermediate Medical education. Contribute to the integration process of community health in medical education
- 7 Facilitate Training sessions on Management, PHC and Epidemiology for different health categories.
- 8 Oversee WHO fellowships provided to MoH and assist in documentation and follow-up. Advise MoH staff on necessary procedures before and after the fellowship
- 9 Submit periodic progress reports on the above mentioned responsibilities

March - Dec 2001: Acting officer in-charge WHO, Kabul Sub office

Duties and responsibilities:

- 1 Assist MoPH central region in updating regional health profiles, with emphasis on district and provincial health system and participates in the process of identifying regional priorities and the formulation of the plan of action.
- 2 Assist MoPH in the implementation of strategies for diseases control and prevention.
- 3 Assist MoPH in the process of strengthening and promoting the human and institutional capabilities at all levels in the region.
- 4 Assist the regional health management team in micro planning of PHC activates.
- 5 Provide necessary technical support to MoPH program managers (EPI, PHC, TB, MAL, MCH and NGOs) in promoting integrated services mainly at district level.
- 6 Manage the office work in a very critical period of time (after 11 September 02) when all the international staff have been evacuated and the agencies were under strict control of Taliban.
- 7 Prepare periodic progress report and submit to WHO main office in Islamabad.

Nov 1997- End of 2001: Educationist, Training Coordinator WHO Kabul and Jalalabad Offices

July – October 1997: Contractual service agreement with WHO for translation of some WHO publication

March – June 1997: Coordinator of three months certificate course on district health practice support by WHO and Liverpool school of tropical medicine in Jalalabad.

Oct. 1996 – Feb. 1997: Worked with WHO on Daily wage services preparing translating teaching material for certificate course on district health practices.

May 1994 – Oct. 1996: Assistant Dean of Kabul Medical School, temporary located in Jalalabad

March 1993 – April 1994: Dean of Stomatology faculty of Kabul Medical Institute

June 1989 – March 1993: Assistant Dean of Stomatology faculty of Kabul Medical Institute

July 1985 – October 1996: Lecturer and then associate professor of Histology and Embryology dept. of Kabul Medical institute

Present Academic Rank: POHANDOE (Associate Professor)

PROFESSIONAL EXPERIENCE

Physician, assistant professor of Kabul medical Institute with about twelve years experiences in teaching students of medical faculty. Worked as assistant dean and then dean of Stomatology/ Dentistry School for four years and is experienced in making medical curricula.

Experienced in designing and implementing of different public health oriented training courses, such as certificate course on district health practices, public health management courses, PHC management courses, TBA training and most other short period trainings.

Experienced in disease control and diseases surveillance system, organizing, National immunization days (NIDs), ARI and CDD campaigns, and strengthening the health information system.

Have written, translated and edited over 110 books, subjects and articles.

PARTICIPATED THE FOLLOWING COURSES AND WORKSHOPS

1. Workshop on Training of trainers for Afghanistan Health information system organized by WHO in Feb 1999 in Peshawar **Pakistan**.
2. Workshop on Community nutrition for Trainers organized by WHO from 30 April – 5th March 2001 in Peshawar **Pakistan**.
3. Workshop on national health policy development, conducted in August 2002, **Kabul**.
4. Workshop on revision of nursing curriculum organized by MoH and AKDN in March 2003, **Kabul**.
5. Workshop on Basic Security in the Field – Staff Safety, Health, and welfare on Sep 03, 2003, in **Kabul**

6. ToT workshop for Prioritization Retreats, organized by UNAMA in partnership with UNSSC and the UNDGO, from 14 to 17 Sep 2003 in **Kabul**.
7. National conference on Socio-economic impact on the Regional Healthcare and Medical Education organized by Ariana Gulf Medical University Oct. 2003, **Kabul** Afghanistan.
8. Fellowship Course on Design and Development of Medical education System in EDC of Shaheed Beheshti University of Medical Sciences and Health Services Tehran **Iran**, Nov 29 to Dec 18, 2003, (Cert. Av).
9. Study tour to Loma Lind University **USA** to learn about Curriculum design and Teaching methodologies in that University From Jan 25 to March 5,2003.
10. Study Tour to Tokyo Medical and Dental University to discuss different aspects of joint research programs and the role of TMDU in Human Resource Development and Capacity Building of MoPH staff in Afghanistan and **Japan**, from Sep 25 to Oct 8, 2004.
11. Leadership Afghanistan Course by Memphis Afghan Friendship Summit in **Kabul** from Dec 4 to 9,2004
12. Program on Strategic Human Resource Management in Administrative Staff College of India (ASCI) in Bella Vesta Hyderabad **India**, organized from January 31 to February 04, 2005.
13. Study Tour on Strategic Human Resource Management to INTAN of **Malaysia** from February 5 to 12, 2005
14. Study visit to University of Nebraska Medical Center. Omaha **USA** to learn about Curriculum design and Teaching methodologies in that University from Oct 04 to 13, 2005.
15. Study visit to Loma Lind University **USA** to discuss different aspects of the joint Project in Wazir Akbar Khan Hospital Kabul, From Oct 14 to 17, 2005.
16. Courses on Management and Leadership for Senior Management of the Ministry of Public Health, (each for one week) organized in **Kabul** by REACH, USAID in June and November 2005.
17. Training Course in Health Administration for establishing the Health System for RH & MCH in International Medical Center and National Institute of Public Health of **Japan** from October 31 to November 11, 2005.
18. Technical Exchange Program on Health System Concerning Reproductive Health, Maternal and Child Health in **Indonesia** from November14 to 19, 2005 (Cert. Av.).
19. 7th Meeting of Regional Advisory Panel on Nursing and Consultation on planning for Nursing Human resources, Rabat- **Morocco** 28-30 Nov 2006.
20. Consultative Workshop on setting the Standards for Performance Improvement of Primary Health care services. Islamabad-**Pakistan** 12-16 March 2007.

FACILITATED THE FOLLOWING COURSES AND WORKSHOPS

1. 3 Months Certificate Course on District Health Practice(CCDHP)Organized by WHO with support from Liverpool School of Tropical Medicine(LSTM) from 15 March to 15 June 1997 Jalalabad.
2. Three 2 Months CCDHP Organized by WHO with support from LSTM for female health personnel in Kabul, Heart and Faizabad in1998,1999 and 2000 respectively.
3. Two 3 Months Public Health Management Courses organized by MoPH and WHO in 2001 and 2002 Kabul
4. 10 days PHC Management Course for district Health Management team of PHC model district in January 2001, Kabul.
5. VHV training Courses Conducted by MoPH During the period Jan-March 2001,Kabul.
6. preplanning Management Courses for MoPH central departments directors, provincial Health directors and PHC Managers in the beginning of 1999,2000,2001, Kabul
7. National Health sector planning Workshops Conducted by MoPH with the support of WHO in the beigning1998,1999,2000and 2001,Kabul
8. PHC training Course for provincial Health director conducted by WHO and HNI in July2001, Jalalabad.
9. PHC component of the Course on essential topics in public health organized by MoPH/WHO UNICEF and AMI from 17 to 27 Feb. 2001 in Baraki Hospital, Logar.
10. Intensive Course in Health Education Methodology conducted by MoPH and WHO(EMRO) 23-26 July 2001,Kabul.
11. Organogram workshop of MoPH conducted in March2002
12. 10 days ToT Course on Management of Primary Health Care, May 2002,Kabul
13. 6 Intensive courses(10 days each) on management of PHC for the health personnel of BHCs and MCH clinics of central region June-October 2002 (Cert. Av).

14. 10 days Course on Management of PHC for the responsible of MRRD clinics, November 2002, Kabul
15. Workshop on Community based Health care organized by MoPH and MSH, 25-27 Sept. 2002, Kabul
16. National Workshop on Human Resource Development organized by MoH/WHO and other partners 27-29 January 2003, Kabul
17. Workshop on Developing the new organogram in mission statement of MoH and its departments Feb. 2003, Kabul
18. First national emergency prepares and responds Workshop in health Sector conducted by MoH and WHO, 9-11 March 2003, Kabul.
19. Workshop on national drug policy organized by MoH, MSH and WHO, 17-19 March 2003, Kabul
20. National Workshop on Medical Education in Afghanistan, organized by Kabul medical institute sponsored by WHO, 8-10 June, 03, Kabul.

LANGUAGES

Language	Reading	Writing	Speaking
Pashto:	Excellent	Excellent	Excellent
Dari:	Excellent	Excellent	Excellent
English:	Fluently	V. Good	V. Good
Russian:	Fluently	V. Good	Fluently

OTHER SKILLS

Knowledge of Computer Soft Ware: MS. Windows, Ms. Word, Ms. Excel, Ms Power Point, Ms. outlook

REFERENCE:

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