



MD. REAJUL ISLAM

MEAL Professional | Impact Evaluation Expert |
Program Development and Design Expert

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SKILLS

- MEAL System development
- Theory of Change
- Research Methodology
- Resource Mobilization
- Leadership
- Proposal development
- Develop ESG Matrix
- Database development
- Private sector Development
- Result Based M&E
- Gender focused M&E

SECTOR SPECIALISATION

- Sustainable Livelihood
- Women Economic Empowerment
- Market System Development
- Private sector Development
- Health
- Education
- Local Economic Development
- Humanitarian program
- Climate Change
- Disability Inclusion
- Impact Investment
- Youth Empowerment

LANGUAGES

- English (Fluent)
- Bengali (native)
- Hindi (basic)
- Arabic (basic)

APPROACH/METHOD

- Graduation Approach
- RIMA
- Social Return of Investment
- WEEI
- Value for Money
- MPI
- IRIS+
- OCED
- DECD
- CHS
- SPHERE
- RCT
- MPI
- SASA!

PERSONAL PROFILE

With over 12 years of progressive experience in Monitoring, Evaluation, Accountability, and Learning (MEAL) and Knowledge Management (KM), I have built a career centered on impact-driven program leadership and innovation. I've spent the last 8 years in strategic and leadership roles, managing multi-country programs across diverse sectors, including gender equality, health, climate change, education, and emergency response. My journey has taken me through leading MEAL and KM in development organizations like Swisscontact, BRAC, ActionAid, ASEAB and IIX Global, where I designed and led MEAL frameworks, ESG strategies, and impact assessments that informed data-driven decision-making. I bring strong expertise in creating Theories of Change, conducting complex evaluations, and translating research into actionable learning. I'm also highly skilled in tools like SPSS, STATA, Power BI, Tableau, and mobile data platforms such as KoBo and SurveyCTO. Throughout my career, I've been deeply involved in donor engagement, resource mobilization, and capacity building—crafting successful proposals, managing high-impact grants, and mentoring teams across borders. I'm passionate about aligning evidence with equity, and I strive to ensure that every project I support contributes meaningfully to sustainable, inclusive development.

WORK EXPERIENCE

Manager (Head)- Monitoring, and Result Measurement and Communication unit, PRABRIDHI program

Swisscontact Bangladesh | March 01, 2025 to Continue

Responsibility

- Support the Team Leader in implementing the project in line with donor mandates.
- Oversee all Monitoring & Results Measurement (MRM) activities and regularly report to the Team Leader.
- Lead the development and integration of MRM strategies, results chains, and measurement plans in accordance with DCED standards.
- Design project-specific quantitative and qualitative MRM tools.
- Lead baseline studies, evaluations, and other surveys to measure project impact and progress.
- Supervise data collection and management; interpret and aggregate data for accountability, learning, and adaptive project management.
- Present findings internally to support evidence-based decision-making and continuous improvement.
- Analyze pilot interventions and contribute to the development of a country-specific Local Economic Development (LED) concept and toolkit.
- Identify and document good practices, success stories, and lessons learned for reporting and knowledge sharing.
- Engage with stakeholders to identify innovative LED approaches relevant to the Bangladesh context.
- Contribute to the project's overall learning and knowledge management processes.
- Serve as the Gender Focal Person, leading integration of gender and social inclusion in project planning and implementation.

Major Achievement

- Developed Theory of Change (ToC) for phase 3
- Prepared narrative Yearly Plan of Operation (YPO) 2025
- Prepared phase-out strategy of PRABRIDHI program along with implementation team and shared with SDC.
- Developed phaseout communication and knowledge management strategy

Director- MEAL and Resource Mobilization

ASEAB

| October 16, 2024- February 28, 2025

Responsibility

- Head and In-charge of MEAL and Resource Mobilization department of ASEAB
- Develop ToC and MEAL framework for different donor funded project
- Develop and implement a comprehensive resource mobilization strategy in line with the ASEAB Strategic plan

IT SKILLS

- SPSS
- STATA
- Power Bi
- Jamovi
- ODK
- KOBO Toolbox
- SurveyCTO
- Looker studio
- Canva
- MS Word, Power Point, Excel
- MS Outlook, Publisher
- Nvivo

DONOR EXPERIENCE

- GAC
- EKN
- USAID
- DFAT
- FCDO
- UNHCR
- ILO
- SDC
- UNDP
- Metlife Foundation
- Clinton Global Initiatives

INDUSTRY STANDARDS

- GRI standards
- SASB
- ICMA
- TCFD

CONSULTANCY

- Results Measurement Survey- PRABRIDDI**
 - Org:** Swisscontact Bangladesh
 - Dur:** Jan 2025 to Feb 2025
- Baseline survey- Local Rights Programs**
 - Org:** ActionAid Bangladesh
 - Dur:** Oct 2024 to Nov 2024
- Resource Mobilization- for a education project from GSI USA**
 - Org:** Charity Platform
 - Dur:** August 2024
 - Status:** Successful (USD 100K)

EDUCATION

- 2025- 2026**
INDEPENDENT UNIVERSITY BD
Msc in Climate Change and Development
- 2012-2013**
KHULNA UNIVERSITY
Masters of Social Science
CPGA- 3.06 out of 4
- 2008-2012**
KHULNA UNIVERSITY
Bachelor of Social Science (BSS)
CGPA- 3.43 out of 4 (3rd in rank)

- Lead the development of high-quality funding proposals and grant applications.
- Work closely with program teams to align funding proposals with programmatic needs and priorities.

Major Achievement:

- Designed and implemented the MEAL strategy for ASEAB.
- Formulated a comprehensive resource mobilization strategy to support program sustainability.
- Secured over USD 2 million in funding from the BDes Foundation.
- Led the preparation and publication of ASEAB's 2024 Annual Report.
- Prepared donor reports for key partners, including the BDes Foundation and Imana.
- Developed and launched ASEAB's online reporting system to streamline data management and donor reporting.

Vice President- IIX Values (Impact Assessment Platform of IIX)

Impact Investment Exchange (IIX) Global | **January 22, 2024 to October 15, 2024**

Responsibility

- In-Charge and Managing impact assessment advisory projects and building strategic partnerships.
- Supporting proposal writing and business development efforts.
- Lead Environment Social Governance (ESG) and Inclusion & Diversity component of IIX
- Lead IIX Intelligence, a data management portal of IIX
- Lead monitoring and evaluation activities of IIX different social impact projects i.e. Orange Bond, IIX Growth Fund (IGF), Women Catalyst Fund (WCF)
- Lead methodological implication of Orange Bond Rating (OBR) system of IIX with Innovation Finance team
- Leading product development of IIX Values platform.
- Evaluating the effectiveness of the rating system for impact assessment.
- Collaborating with the technology team for data analytics and report generation.

Major Achievement

- Led the design the impact assessment methodology of IIX Values including Orange seal, IIX Impact assessment, Disability Inclusive business index
- Develop Environment, Social and Governance (ESG) matrix of iFarmer, Barix
- Led reporting of IIX Values donor reporting to DFAT, GAC
- Develop methodology of Orange Bond verification following the different international standards like GRI, IRIS+, SASB, ICMA, TCFD, and Equator principles.

Senior Manager- Monitoring, Evaluation, Accountability and Learning (MEAL)

BRAC

| October 01, 2019 to January 21, 2024

Responsibility

- Developing and overseeing the roll-out of the MEAL system for the UPG program
- Building strong relationships with colleagues to ensure MEAL system support.
- Managing MEAL team performance through performance management, coaching, mentoring, training, and development.
- Ensuring timely and high-quality donor reporting on program log frame indicators.
- Leading learning studies and action research to generate evidence for the program.
- Integrating MEAL into program design and proposal development.

Major Achievement

- Developed the MEAL plan and strategy for the UPG (Ultra-Poor Graduation) program.
- Prepared comprehensive annual reports for the UPG program covering the period from 2019 to 2024.
- Contributed as a technical team member in developing the Theory of Change for BRAC's organizational strategy and BRAC's FCRM strategy.
- Prepared donor-specific UPG reports for Strategic Partnership Agreement (SPA) donors, including FCDO, DFAT, and GAC.
- Led multiple quasi-experimental studies to assess and refine strategies under the UPG program.
- Provided technical support to Innovations for Poverty Action (IPA) in the implementation of a Randomized Controlled Trial (RCT) for the UPG program.

Monitoring and Evaluation Specialist

Friendship International

| October 2024- February 2025

Responsibility

- Led M&E activities for Reproductive and SRHR projects, developing an indicator reporting system for GCC-funded initiatives.
- Designed and implemented M&E tools tailored to project needs and donor requirements.

TRAINING

- **Impact Leadership-** IIX Institute, 2024
- **Investment readiness and impact assessment for business** – IIX Institute, 2024
- **Measuring impact for Sustainability-** IIX Institute, 2024
- **Mobilizing finance for SDGs-** IIX Institute, 2024
- **Value for Money (VFM) and Theory of Change** – IMA International, 2020
- **MEL System Development** – BRAC, MDF Bangladesh, 2020
- **Health Entrepreneurship Development (ToT)** – Friendship, 2019
- **STATA and Applied Statistics** – ISRT, Dhaka University, 2018

PUBLICATION

- **The Role of Zakat in Advancing Tertiary Education in Bangladesh: Insights from the Genius Scholarship Program**
https://issuu.com/reaajul.ku08/docs/the_role_of_zakat_in_advancing_tertiary_education_
- **"Socio-economic Condition of Slum Dwellers: A Study of Ambagan Slum of Chittagong,"** CZM Newsletter, October 2016
- **"Situational Analysis of Food Security and Climate Change in Coastal Areas,"** Published on Academia.edu
- **"Baseline Survey for Transformation of Extreme Poor Project,"** Published on Academia.edu, 2019

PERSONAL INFO

- **Father's Name:** Md. Abdul Rashid Khan
- **Mother's Name:** Sahanara Begum
- **Date of Birth:** December 12, 1989
- **Marital Status:** Married
- **Nationality:** Bangladeshi
- **Religion:** Muslim
- **Permanent Address:** H# 343, Choyghoria, Batiaghata, Khulna

REFERENCE

1. Markus Ehmann,
Team Leader, PRABRIDDI
Swisscontact Bangladesh
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Email: markus.ehmann@swisscontact.org

2. Tasnia Nabil Esha,
Head of Monitoring and Learning
BRAC International
Contact: 01708-812660
Email: tasnia.ne@brac.net

3. Nurul Islam
Deputy Executive Director
ASEAB
Contact: 880 1747-040971
Email: nurulded@aseab.org.bd

Major Achievement:

- Develop Result based M&E system of GCC funded project
- Develop digital reporting system of the project

Senior Officer- MEA

ActionAid Bangladesh

| August 01, 2017 to February 16, 2019

Responsibility

- Developed M&E plans for livelihood, youth development, Climate Change, Enterprise development and health projects, facilitated outsourced surveys, and led learning studies.
- Managed donor reporting, ensuring compliance with donor guidelines and maintaining program transparency.

Major Achievement

- Designed and led the MEAL system for Making Market Work for Women (MMWW), a gender-focused market systems development project
- Oversaw donor reporting to the Embassy of the Kingdom of the Netherlands (EKN)
- Led the program's Mid-Term Evaluation
- Conducted a value chain assessment focused on women entrepreneurs

Manager- M&E

Center for Zakat Management (CZM)

| December 09, 2015 to July 31, 2017

Responsibility

- Developed M&E frameworks for food security, healthcare, and nutrition programs.
- Conducted baseline surveys and evaluations, leading field-level monitoring efforts.

Major Achievement

- Develop MEAL Strategy for CZM
- Develop Reporting system using digitalized format
- Led Evaluation of Jeebika (Livelihood Program), Education and TVET program
- Led Evaluation of Genius Scholarship program

Assistant Manager- M&E

South Asia Partnership Bangladesh

| September 01, 2014 to December 12, 2015

Responsibility

- Developed Logframe, Theory of Change, M&E framework, M&E guidelines, data collection tools, and reporting systems for SAP Bangladesh
- Served as Focal Person for a disaster preparedness project. SRHR, Livelihood program
- Supported monitoring improvements, staff training on M&E and Reporting
- Contributed to the preparation of concept notes, project proposals

Major Achievement

- Developed the M&E system for SAP Bangladesh
- Facilitated result measurement for the M&E component of the USAID-funded Nobo Jibon Program
- Successfully secured funding for two projects (valued at BDT 3 crore) from Hope Foundation and Heifer International

Program Audit and Monitoring Officer

Ezone HRM Ltd (for ActionAid Bangladesh)

| February 16, 2014 to August 31, 2014

Responsibility

- Conduct monitoring and audit of LRPs' program implementation (process and quality) against LRP-wise performance and result indicators using participatory tools/methods/techniques in line with INGO's core standards stipulated in ALPS (Accountability, Learning and Planning System) and HRBA (Human Rights Based Approach).

Monitoring Officer

Bangladesh Development Society (BDS)

| September 1, 2013 to February 15, 2014

Responsibility

- Monitor and analyze the program successfulness in accordance with the M & E framework and review and implement M & E plan according to M & E framework.
- Monitor and support for quality functioning of M&E MIS system(Monitoring and Evaluation Management Information System)