

CURRICULUM VITAE

Dr. KUSH VERMA

I.A.S. (Retd.)



1. **Name:** Dr. KUSH VERMA
I.A.S. (Retd.)
2. **Residential Details:** 84, Uday Park,
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e-mail: kush56@hotmail.com
3. **(Permanent)** 18, Jopling Road, Lucknow, U.P. 226001.
4. **Date of Birth:** 09.01.1956
5. **Service Details:** Indian Administrative Service, 1979 Batch.
(U.P. Cadre).
6. **Sex:** Male.
7. **Marital Status:** Married.
8. **Nationality:** Indian.
9. **Children:** Two: Son (37 yrs.), Daughter (29 yrs.).
10. **Languages known:** English and Hindi.

11. Academic & Professional Qualifications:

S. No.	Institution Attended	Period	Degree/ Diploma	Division	Remarks
1.	St. Francis' High School, Lucknow	1963-70	Indian School Certificate	I	Stood first in School
2.	Colvin Taluqdars' College, Lucknow	1970-72	Intermediate	I	Stood first in College
3.	Lucknow University, Lucknow	1972-74	Bachelor of Arts	I	Stood first in University
4.	Lucknow University, Lucknow	1975-77	Master of Arts	I	Stood first in University
5.	Indian Institute of Public Administration, New Delhi	1995-96	M. Phil. (Social Science)/ Diploma in Public Administration.	I	Obtained distinction in assessment (77.78%)
6.	Jamia Millia Islamia, New Delhi	2008-14	Ph.D.	N.A.	

12. **Academic Honours:**
- (i) Father Romano Scholarship, St. Francis High School, 1968

 - ii.) Smt. Monica Ghosh Memorial Silver Medal, Colvin Taluqdars' College, 1972.

 - iii.) Maharaja Jhallawar Gold Medal, Lucknow University, 1974.

 - iv.) Sri Sarada Prasad Banerji Memorial Gold Medal Lucknow University, 1974.

 - v.) Dr. V.S. Ram Parliament Prize, Lucknow University, 1974.

13. Posts held/Nature of duties performed: (As a Civil Servant)

Designation	Time Frame From – To	Nature of duties	Pay-scale
Asstt. Collector and Sub - Divisional Magistrate, Pratapgarh	08/1981 – 10/1982	General Administration	Rs.700-1300 Junior Scale
City Magistrate, Mathura	11/1982 – 06/1983	-do-	Sr. Scale Rs.1200-2000 granted from 20/7/1983

Under/Deputy/ Joint Secy. (APC Branch), Lucknow	07/1983 – 09/1987	Rural Development Sector	Rs.1200-2000
D i s t r i c t Magistrate, Uttarkashi	10/1987 – 05/1990	General Administration	Junior Administrative grade Rs.3950-5700 (from 1/7/1988.)
Deputy Secretary/ Director, Joint Secretary, Department of Industrial Development, Govt. of India	06/1990– 06/1995	I n d u s t r i a l Development/ Worker Safety Nets	-----do-----
Professional Training	07/1995 – 03/1996	U n d e r t o o k t h e Advanced Professional Programme of Public Administration at the Indian Institute for Public Administration, New Delhi.	Rs.4800 – 5700

World Bank Consultancy Assignments	04/1996 – 10/1996	Industrial Development	Super-time Scale Rs. 18400 - 22400 from 6/11/1996
M a n a g i n g Director, U.P. State Food & E s s e n t i a l Commodities Corporation, Lucknow	11/1996 – 06/1997	Social Service Sector	Rs.18400-22400
F o o d Commissioner, Govt. of U.P.	10/1997 – 03/2000	Social Service Sector	Rs.18400-22400
Secretary, Home C o n f i d e n t i a l Affairs, Govt. of U.P.	03/2000 – 10/2000	Regulatory Sector	Rs.18400-22400
Zonal Manager (North), Food Corporation of India, New Delhi	10/2000 – 5/2004	Procurement and Food Distribution	Rs.18400-22400

Executive Director, Tribal Cooperative Marketing Development Federation of India Ltd. (TRIFED) , New Delhi.	05/2004 – 05/2007	Marketing of tribal products/produce	Rs.18400-22400
Study Leave	06/2007— 05/2010	Enrolled for Doctorate Studies at Jamia Millia Islamia, New Delhi	—do—
Principal Secretary, Administrative Reforms, Govt. of Uttar Pradesh, Lucknow	05/2010- 08/2010	A d m i n i s t r a t i v e streamlining & reforms	Rs.22400-24500 (Pre-revised)

Director General, National Institute of Administrative Research, Mussoorie. (Upgraded and re-named as the National Centre for Good Governance, since Feb.2014)	08/2010 - 07/2014	Research, training and capacity building for good Governance.	Rs.37,400-67000 (Rs. 12,000 Grade Pay) Apex Scale Rs.80,000 p.m. from 9/09/2012
Commissioner, NCR, Uttar Pradesh	09/2014 till 31/01/2016 (Date of Retirement)	Urban Planning	Apex Scale revised to Rs. 2, 25,000/- w.e.f. Jan. 1, 2016.

14. Posts held/ Nature of duties performed: (In the Private Sector)

Designation	T i m e Frame From – To	Nature of duties	Pay-scale
Executive Director and Head of Civil Services Training, Jindal Institute of Leadership Development and Executive Education (JILDEE), O.P. Jindal Global University (JGU), Sonapat, Haryana.	04/2016-01/2017	Business Development, Designing and conducting Training Programmes for Civil Servants.	Rs.2,50,000/- p.m.
Principal Consultant, Public Sector Governance Portfolio, Oxford Policy Management, New Delhi.	01/2017-05/2019	Developing the Governance and Public Service Delivery Portfolio	Rs.3.75,000/- p.m.

15. Publications:

(A) Books Authored / Edited :

- ‘Unparalleled Uttarkashi’ – 1990, published by Shivam Publishers, Meerut.
- ‘Essays on issues of Sustainability’ (CSD paper series)– 1997
Publisher: Centre for Sustainable Development, Lal Bahadur Shastri National Academy of Administration, Mussoorie.
- ‘Decentralised Governance in Water and Sanitation in Rural India’
Ed., along with B.S. Bisht (Editor), Aidan Cronin (Editor).
Published February 1st 2015 by Academic Foundation, New Delhi.
- ‘Community Governance in India: Case Studies in MGNREGA’-- 2016.
Co- authored with Ms. Poonam Singh. Publisher: IK International Publishing House, New Delhi.
- Community Governance in India : Best Practices in MGNREGA—2016.
Co- authored with Ms. Poonam Singh. Publisher: IK International Publishing House, New Delhi.
- A-Z of The Civil Services : Publisher: Manas Publications (2019).

(B) Articles:

General Administration related:

- ‘The D.M. as District Manager’, in Northern Indian Patrika, Dec. 30, 1996.
- ‘An experiment in grass-root system-building, District Uttarkashi’, in Update, April-June, 1988.

- 'Reminiscences of a Bureaucrat' in Update, Jan-March, 1989.
- 'System Design for revenue functionaries in hill districts' in Journal of Land Management Vol.I, Jan. 1989 (reprinted in Vaichariki, Dec. 1994).
- 'Re-designing the Indian Administrative Service' in 'The Journal of Governance' (Vol.8), published in Jan.2014.

Development related:

- 'A Computerised IRDP Monitoring System: Uttar Pradesh', in Micro-Computers in Development Administration, ed. by Mukul Sanwal, 1987.
- 'Development Frame-Work for a district: A System Approach' in Kurukshetra, July, 1993.

Labour issues related:

- 'NRF: Cushioning Reform Impact', in the 'Economic Times', March, 1994.
- 'Workers Counselling, retraining and redeployment under N.R.F.' in Vaichariki, June, 1994.
- 'The role of the N.R.F. in workers' retraining and redeployment', in 'Redeployment of Labour in South Asia', published by A.M.D.I.S.A., Hyderabad, 1995.
- 'Liberalisation and work-force restructuring policy' in I.I.P.S.A.'s special number on 'Liberalisation Policy and social concerns', July-September, 1996.
- 'Worker Safety-nets: Global and Indian dimensions' in The Indian Journal of Labour Economics, April-June, 1997.

- 'NRF-Need for renewal' in 'The Financial Express', April 12, 1998.

Tribal Development related:

- 'Organising tribal communities through Co-operatives', published in the book 'Hundred years of Co-operative Development in India', March, 2007.

Tourism related:

- 'Azure skies and Icy Waters' in The Economic Times, October, 1991.
- 'Tourism in Garhwal: Problems and Prospects' in 'The Journal of Tourism', 1994.

16. Literary Activities:

Regarding 'A-Z of the Civil Services':

- Book Presentation at the Valley of Words Literary Festival, Dehradun, November 17, 2019.
- Book Author Conversation, IAS Literary Society of Rajasthan, Jaipur, January 5, 2020.
- Book and Author Session at the Civil Services Officers Institute, New Delhi, February 22, 2020.
- Book Presentation, Bhopal Literature and Arts Festival, January 8, 2021.

17. Papers presented in International/ National Seminars & Workshops:

- Paper on 'Worker Safety Net Mechanisms: concepts, practices and trends' presented in an International Seminar organised by ICPE, COMPSEC & DPE, India, at New Delhi, October, 11, 1993.
- Paper on 'Role of NRF, as a Worker Safety Net' presented in a National Workshop on NRF, organised by IMI, ILO, DPE & SCOPE, New Delhi, January 6-7, 1994.
- Paper on 'The Worker Retraining Initiative under NRF' presented in a National workshop on 'Implementation of Worker Retraining Pilot Projects', organised by Gandhi Labour Institute (GLI) Ahmedabad, June 7-8, 1994.
- Paper on 'The Role of the National Renewal Fund in Industrial Restructuring', presented in an International Seminar organised by DPE & ICPE in New Delhi, October 28-29, 1994.
- Paper on 'Evaluation of NRF as Safety Net', presented in an International Round table on Safety Net and Social Implications of Structural Adjustment Programmes, organised by SCOPE, CIER & UNDP, New Delhi, December 13-15, 1994.
- Paper on 'Role of NRF in assisting worker retraining and redeployment' presented in a National Seminar on 'Rehabilitation of Surplus Workers' organised by the Institute of Labour Deployment at Jaipur, February 17-18, 1995.

18. Consultancies / Assignments Undertaken:

- Undertook a World Bank Consultancy for the preparation of Operational Manuals for the National Renewal Fund (April'96 – September'96).

- Undertook a World Bank-aided Consultancy for the Gandhi Labour Institute, Ahmedabad, and authored a Report on Labour Re-structuring to Coal India, Calcutta (October, 1996).
- Co-authored (with Smt. Veena Rao, IAS, retd.) a Training Module on Nutrition, for use by the Lal Bahadur Shastri National Academy of Administration, Mussoorie (2010).

19. Training courses attended:

- 'Training of Trainers' ATI, Nainital, April 13-18, 1981.
- 'Management Development Programme' IMD, Lucknow, July 20-Nov.3,1983.
- 'Integrated Rural Development', ATI, Lucknow, May 20-June 1, 1985.
- 'Management of Public Utilities' ATI, Mysore, May 12-17, 1986.
- 'Policy Planning and Analysis', IIPA, Delhi, Feb.23-27, 1987.
- 'Management Concepts in Government', MIDA, Pune, August 31-Sept.30, 1987.
- 'Management of Economic Change', ISTM, Delhi, Jan. 13-17, 1992.
- 'Management Concepts in Government' ASCI, Hyderabad, Nov.22-Dec.10, 1993.
- 'Issues in Organisation Behaviour', Tata Management Training Centre, Pune, Sept., 1994.
- 'Management Training Programme for Senior IAS Officers' I.I.M., Calcutta, August 18-Sept. 5, 1997.
- 'Modular Programme on Food Security', LBS, NAA, Mussoorie, March 18-22, 1998.
- 'MS-Office & Internet Applications' at National Informatics Centre, CGO Complex, Lodhi Road, New Delhi, July 26-30, 1999.

- ‘WTO and the New Trade Regime’, Administrative Staff College, Hyderabad, January 15-19, 2001.
- ‘Governance Challenges for India’ – a Mid-Career Programme for IAS officers, Phase V, organised by the John F. Kennedy School of Government, Harvard University and the Indian Institute of Management, Ahmedabad, at IIM, Ahmedabad, January 1-25, 2007.
- ‘Academic Leadership Program’, Indian Institute of Technology, New Delhi, March 10-15, 2014.

20. International Study Tours/Workshops/Seminars attended

- Seminar organised by WIPO at Singapore, on ‘Industrial Licensing and Intellectual Property Rights’, November 7-11, 1991.
- Part of 15 member Indian delegation to study worker safety-nets in U.K. and Hungary, September 22-October 4, 1992.
- Training Course organised by CED, Washington on ‘Industrial Restructuring and Valuation Strategies’, May 18-June 1, 1994.
- Delegate to the Fifth Conference of the Non-aligned and other Developing Countries, New Delhi, January 19-23, 1995.
- South Asia Conference on ‘Promoting Women’s Political Leadership and Governance in India and South Asia’ organized by UN Women (U. N. Entity for Gender Equality and the Empowerment of Women) at Thimpu , Bhutan, March 2-3 ,2012.
- Head of Delegation to Australia, to study responses to Climate Change, March 29-April 6, 2012.

- Head of Delegation to the International Conference on ‘Addressing Poverty and Vulnerability in the Hindu Kush Himalayas’, at Kathmandu, Nepal organized by the International Centre for Integrated Mountain Development and the National Planning Commission of Nepal, 1-4 December, 2013.
- Attended the XVIII World Congress of Sociology ‘Facing an Unequal World: Challenges for World Sociology’ Yokohama, Japan, July 13-16, 2014.
- International Symposium on Excellence in Public Service/ Public Administration in New Delhi, India, organized by the Department of Administrative Reforms & Public Grievances (DARPG), Ministry of Personnel, Public Grievances & Pensions, Government of India, with support from the United Nations Development Programme (UNDP), New Delhi, 7 - 9 October 2014.
- Eminent Speaker and Session Chair on ‘Making Execution Easy’ for the American Society for Quality’s South Asia Conference on Quality & Improvement, held at Hotel Taj, Dwarka, New Delhi on Dec.16, 2016.
- Attended an International Workshop on ‘Doing Development Differently: A Workshop on Thinking and Working Politically, and Problem Driven Iterative Adaptation’ on 15-16 March 2017 in Jakarta, hosted by the Knowledge Sector Initiative (KSI), the KOMPAK (Indonesia Governance for Growth) Program and The World Bank in Indonesia.
- Paper titled "Managing integrity in the Public Sector" presented at the 2018 EROPA Conference on “Public Administration and Global Megatrends: People, Public Services, Institutions, and Ethics”, held in Bali, Indonesia, on 16-20 September 2018.

- Paper titled 'Public Service Delivery--- The Key to Good Governance' accepted for presentation at the XIXth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), held in Hong Kong , on September 25 – 26, 2019.
- Paper titled "Public Service Delivery - The Key to Good Governance" accepted for oral presentation at the 2020 Antalya International Academic Conference on Humanities & Social Sciences, held at Antalya, Turkey between 22nd to 25th March, 2020.

21. National Study Tours/ Workshops/ Seminars attended:

- Participated in the National Seminar on 'Preparation of Training Material for IAS Officers', organised by L.B.S. National Academy of Administration, Mussoorie, October 16-18, 1994.
- Delegate to the 28th National Conference on Labour Economics, National Labour Institute, Noida, December 22-24, 1996.
- Workshop on 'Foodgrain Marketing Policies to meet Food Security needs in the 21st Century' at Dehradun, jointly organised by the Ministry of Food and Consumer Affairs, Government of India, The World Bank and the National Society for the Promotion of Development Administration, Research & Training, Mussoorie, India, June 14-15, 1999.
- ToT Workshop on e- Governance at the Lal Bahadur Shastri National Academy of Administration, Mussoorie, organized by the United Nations Asian and Pacific

Training Centre for Information and Communication Technology for Development, 14-16 February, 2011.

- National Conference on Public Procurement Reforms, at the Lal Bahadur Shastri National Academy of Administration, Mussoorie, February 19, 2011.
- National e-Government Workshop at the NDMC Convention Centre, New Delhi, Feb.28 - Mar.1, 2011.
- National level Training Workshop on Rural Water Supply and Sanitation, at the Lal Bahadur Shastri National Academy of Administration, Mussoorie, April 4-8, 2011.
- National Conference on Human Resource Management: Towards competency-based performance management for the Civil Service, organized by the Department of Personnel and Training (DoPT) / Ministry of Personnel, Public Grievances and Pensions (MoP) and the United Nations Development Programme (UNDP), New Delhi, 29-30 November 2011.
- National Consultation Workshop on Training Modules on Gender at the Lal Bahadur Shastri National Academy of Administration, Mussoorie, sponsored by UN – Women, New Delhi, 8-9 December 2011.
- Special Guest at the National Conference On Risk to Resilience 2014, titled ‘Mainstreaming Climate Change Adaptation and Disaster Risk Reduction Measures into Developmental Planning’ organised by National Institute of Disaster Management, (Ministry of Home Affairs, Govt. of India), at New Delhi, January 28, 2014.
- National Workshop on ‘Uttarakhand Recovery Action: Sharing of Experience’, organized by the National Centre of Good Governance, New Delhi and the United Nations Disaster Management Team at New Delhi, August 27, 2014.

- Delegate to the National Symposium on Excellence in Training, Vigyan Bhavan, New Delhi, May 27-28, 2016.
- Delivered the Keynote Address at the National Workshop on Non-networked Sanitation Systems for India, held at Hotel The Savoy, Mussoorie, 27-28 February, 2019.

22. Guest Lectures delivered/ Panel discussions attended:

- Lecture on 'Worker Safety Nets with special reference to NRF', at National Institute of Labour, Noida, March 31, 1995.
- Lecture on 'Systems Design in Rural Development Administration', at Lal Bahadur Shastri National Academy of Administration, Mussoorie, June 19, 1995.
- Lecture on 'Improving Delivery Systems relating to rural development programmes', at the Indian Institute of Public Administration, New Delhi, August 24, 1995.
- Lecture on 'Sustainable Rural Development: Concepts and Practice' at the Indian Institute of Public Administration, New Delhi, August 23, 1996.
- Lecture on 'Worker Safety Nets in India and abroad' at the Gaur Hari Singhania Institute of Research and Management, Kanpur, September 8, 1996.
- Lecture on 'Sustainable Rural Development and participatory mechanisms' at Manvodaya, Lucknow, February 17, 1999.
- Lecture on 'Overview of Rural Development Programme and Poverty Allievation Strategy' at Bankers Institute of Rural Development, Lucknow, May 24, 1999.
- Panelist in discussion on P.D.S. (Public Distribution System) at Lal Bahadur Shastri National Academy of Administration, Mussoorie, July 19, 1999.

- Talk on ‘Redesigning the Indian Civil Service: Meeting the Challenges of 21st Century Governance’ during the one week In-service Training Programme for Senior Indian Administrative Service (IAS) Officers on “21st Century Public Policy Making: Challenges of Governance in India” Organized by the Jindal School of Government and Public Policy (JSGP) & the Jindal Institute of Leadership Development and Executive Education (JILDEE), December 10-14, 2012.
- Lectures on ‘The Changing Paradigm of Governance’ and ‘Malnutrition-the silent killer’ to Officer Trainees of the Foundation Batch, Phases III- V , at the Lal Bahadur Shastri National Academy of Administration, Mussoorie , between 2010 – 2014.
- Panelist in a ‘Discussion: Emerging Framework of Accountability: Citizen's Grievance Redressal Bill and Whistle Blower's Bill’ during the One Week In-service Training Programme for IAS Officers and other Group ‘A’ Officers on ‘Fighting Corruption: Effective Corruption Eradication Strategies’, organized by the Jindal School of Government and Public Policy (JSGP) & the Jindal Institute of Leadership Development and Executive Education (JILDEE), February 19, 2014.
- Lectures on ‘Setting the Context on Public Sector HR’ and ‘HR Planning- Job Analysis & Forecasting’ to Civil Servants of Afghanistan, at the O. P. Jindal Global University, Sonapat, January 16, 2015.
- Lecture on ‘Setting the Context on Public Sector HR’ to Officers of the Indian Army attending the Management Development Programme, at the O.P. Jindal Global University, Sonapat, Feb.3, 2015.
- Talk on “Preventive Vigilance as a Tool of Good Governance” at Jamia Millia Islamia, New Delhi, on October 28, 2015.

- Lectures on ‘The Changing Paradigm of Administrative Governance’ and ‘Innovations in Public Administration’ to Officers of the Bhutan Civil Services attending the 4th Bhutan Executive Services Training Course at the Royal Institute of Governance and Strategic Studies, Phuentsholing, Bhutan, June 11, 2016.
- Lecture on ‘The Changing Paradigm of Administrative Governance’ at the Rafi Ahmed Kidwai National Postal Academy, Ghaziabad on March 7, 2017.
- Lectures on ‘Innovations in Public Administration’ and ‘Administrative Re - design in the Indian Context’ to the participants of the Advanced Professional Programme in Public Administration (APPPA), in the Indian Institute of Public Administration, New Delhi, on July 31, 2017.
- Address to participants on a Course titled "Ethics & Values in Public Governance" at AP Human Resource Development Institute (AP HRDI), Bapatla, Guntur District, Andhra Pradesh, on December 28, 2017.

23. Honours / Awards:

- Merit Certificate, Small Savings Scheme, 1981-1982.
- Certificate of Excellence in Management Development Programme, July 20-November 3, 1983.
- 1991 Census Silver Medal awarded by the President of India.

24. Hobbies/ Interests:

- Writing children’s poems (Published ‘The Queen could Sing’, co-authored by Lov Verma.)

- Playing tennis (played in several tournaments, represented U.P. in the All-India Civil Services Inter-State competition).
- Trekking.
- Listening to semi-classical music.
- Participating in / Authoring Quiz Competitions.
- Designing inventions (applied for patents: 2).