

Multi-Dimensional Resource Center Nepal (MRC Nepal)

Organization Profile
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Abbreviations

CC	: Climate Change
DDC	: District Development Committee
DRR	: Disaster Risk Reduction
GIZ	: German technical Cooperation
GO	: Government Organisation
HR	: Human Resource
IAAS	: Institute of Agriculture and Animal Science
ICT	: Information Communication Technology
INGOs	: International Non-Governmental Organisations
IPM	: Integrated Pest Management
LSOs	: Local Service Organisations
NARC	: Nation Agricultural Research Council
NGOs	: Non-Governmental Organisations
NTFPs	: Non Timber Forest Products
MoAD	: Ministry of Agriculture Development
SDC	: Swiss Development Cooperation
SHGs	: Self Help Groups
SWC	: Social Welfare Council
UNDP	: United Nation Development Programme
VDC	: Village Development Committee

The Context

Multi-dimensional Resource Centre (MRC) Nepal is an alliance of multidisciplinary professionals working in the field of development. It is a member based non-governmental, non-profit and social development organization that has been committed to excellence in sustainable community development for over 15 years. MRC Nepal started its work as pilot since 1998 but it is registered at the District Administrative Office, Kathmandu in 2002 and affiliated to the Social Welfare Council (SWC), Nepal. The organization aims at reducing poverty of rural communities through integrated and sustainable development interventions. Since its humble beginning in 2002, MRC Nepal transformed itself into one of the paramount national level development organizations in Nepal. The MRC Nepal's well deserved recognition as professional and results oriented organization is largely due to the commitment of its exceptional human resources, technical competency, holistic and sustainable community development and empowerment approach.

The organization with its head office in Kathmandu district of Nepal and Main Operation Office at Hetauda of Makawanpur district, MRC Nepal implemented projects focusing on target groups/beneficiaries such as poor households, women, dalit, Janajati and children. Over the past 15 years, it has implemented more than 20 projects in 15 districts involving around 50,000 households.

MRC Nepal has been playing important roles in the national development process since its inception through the implementation of various pro-poor and community based development projects and initiatives. With the passage of time, it has scaled up its development interventions in terms of the magnitude as well as thematic and physiographical coverage by best utilising its human, financial, physical and other resources. Besides, MRC Nepal has also been contributing to development processes even during the critical circumstances where the State funds remains limited, political situations are fluid, natural disasters resulting from both predictable and unpredictable environmental conditions, focusing on the people whose social and economic capacity severely restrict them to afford to meet their own goods and needs. MRC Nepal's objectives to empower the communities in social, economical, cultural and political aspects are implementing with the multi-dimensional support

from its development partners including line agencies. Collective efforts and forum for discussion of multi-stakeholders are also established and contributed for enabling environment. MRC Nepal on the basis of learning by doing and creating learning environment as main working principles have gained current organisational growth and recognition.

Major Achievements

Application of participatory approach in all stages of project cycle is one of the main strategies of MRC Nepal in which needs of the targeted beneficiaries and marginalized people including concerned stakeholders have been well accounted. The application of participatory approaches in implementing MRC Nepal's development interventions have been made at various levels. The main achievements at various levels since last few years can be summarized and presented through various ways. MRC Nepal through various interventions institutionalized and strengthened more than 20 cooperatives and 600 CBOs and also promoted 30 marketing collection centers in the working districts. Supported to establish more than 240 model farms covering more than 500 hectare land adopted Integrated Pest Management (IPM) methods for vegetable and other production system in different crops prioritising organic system and remarkable improvement of rural livelihoods; more than 50 million Nepalese rupees of about 2800 households earned additional income from appropriate agricultural technologies and practices including IPM approaches.

More than 200, 400, 125, 900 and 900 households into 90 groups benefited from improved bee keeping enterprise; cereal seed enterprise, mushroom enterprise, improved small livestock husbandry and health hygiene including basic health services respectively. Similarly, more than 2000 households were capacitated with various types of entrepreneurship development training both in on-farm and off-farm programme. More than 1000 and 2500 households into 31 groups have been benefited from community literacy education and environmental protection including biodiversity conservation practices respectively. Furthermore, more tremendous number of youth in the targeted communities benefited from peace visioning and conflict mitigation programme.

Vision, Mission, Goal and Objectives

Vision

The MRC Nepal is a self-reliant organization with the vision of socially and economically sustainable communities built upon foundation of equity and peace in which all people live in dignity and prosperity.

Mission

MRC Nepal's mission is to facilitate the process in establishment of sustainable and self-reliant societies across Nepal.

Goal

The MRC Nepal aims to reduce poverty through integrated development interventions providing sustainable impacts on the community beneficiaries by meeting their immediate needs of infrastructures, basic services and income generation, and creating an enabling environment for their social protection and supporting peace building by strengthening their organisations so that the most vulnerable communities of the society can assure their basic rights and services are met and livelihoods improved.

Objectives

The objectives of MRC Nepal are guided by its organizational values and principles. The followings are the specific objectives;

- To improve food and nutritional security of rural and vulnerable communities;
- To reduce the poverty by increasing sustainable income and contributing for better environment and self-reliant society
- To increase the application of appropriate on-farm and off-farm technologies, enterprises and business promotion;
- To raise awareness and build the technical and managerial capacity of women and disadvantaged communities;
- To facilitate rural communities for sustainable

environmental management and to respond DRR and climate change and improve community resilience;

- To facilitate process for conservation of natural resource management and utilization of local biodiversity;
- To promote local initiatives and establish local level mechanism for improved access to finance and basic services such as health, sanitation, education, human right and others;
- To develop and strengthen local level institutions and mechanisms for sustainable development;
- To develop and validate agricultural technologies using participatory research and development approaches;
- To coordinate and develop linkage with marketing services and improve market information system for the appropriate interventions into regional, national as well as foreign markets; and
- To advocate for developing and implementing appropriate policies and approaches that improve access of farmers to resources and public services.

Values and Principles

MRC Nepal believes on learning by doing and sharing culture for the management of organisational growth and effectiveness. The followings are the values and principles that guide the organizational programme and strategy.

- Promoting local initiatives and innovations
- Focusing on process and facilitation with respect and trust
- Mobilising local resource and building local level human resource and institutions
- Participatory planning, monitoring and evaluation
- Participatory technology development and promotion
- Gender and social inclusion, transparency and accountability
- Neutralism in terms of political, cultural, race and others

Major Programme Areas

MRC Nepal has been implementing various types of interventions under different thematic programme areas, which are summarized as below;

Food and Nutritional Security

Food and nutritional security for the rural and vulnerable communities through establishing system and mechanisms to ensure food and nutritional security and adopting different approaches and strategies will be the main focus areas. Availability, accessibility and stability will be the main areas for food and nutritional security programme. MRC Nepal works on the basis of food security strategy.

Knowledge and skill promoted by MRC helped to turn local Liquor making drums for botanical pesticide preparation said Naumaya Gurung of Saktikhor Chitwan

“Vegetable farming after a four days training programme organized by MRC Nepal empowered me to work commercial vegetable farming and supported to improve our household income and status”.
- Rabina Gurung Chitwan

Ecological Agriculture and Watershed Management

Promotion of ecological agriculture, permaculture and watershed management will be one of the important priority areas for the organization. It is believed that effective ecological agriculture, landscape and watershed management model would be the best to create an appropriate and enabling environment for the improvement of access and sustainable rural livelihoods. MRC Nepal will facilitate ecological agriculture, landscape and watershed management theme through different approaches and strategies for the livelihood improvement of the targeted groups.

Entrepreneurship Development

MRC Nepal supports to tackle with poverty among the poorest of the poor people, women and children so as enable farmers to break through the subsistence level into cash economy by promoting entrepreneurship in agriculture and non-agricultural base enterprises such as goats, pigs, fishery, ducks, off-season vegetables, fruits, NTFP and herbal promotion, dairy, handicrafts and marketing, promotion of small to medium enterprises/business promotion.

Integrated Community Development

Nepal is an agriculture dependent country where majority of population with subsistence agriculture system have been applied or adopted since time immemorial. Considering the socio-economic and geo-political situation in Nepal, MRC Nepal has promoted integrated community development as important and crucial development interventions for sustainable rural livelihoods.

Natural Resources and Biodiversity Management

MRC Nepal believes on natural resource and biodiversity management, which are most important aspects for improving rural development and sustainable livelihoods. In this regard, our focus would be to develop resource endowments like land, forestry and renewable energy, promote safe technologies, and manage biodiversity.

Basic Infrastructures and Services

Within the context of poor and marginalized situation of the targeted groups, support to improve access to basic infrastructures and services are most important aspects, which has been considered as important elements in MRC Nepal's initiated development interventions. Access to basic infrastructure (inputs, small technologies and market) and services (health, sanitation, education and human rights) would help in

empowering targeted group from various perspectives and will be able to establish foundations for better and sustainable rural livelihoods.

Renewable Energy

Energy especially renewable energy has been considered as important aspects not only for the rural livelihoods but also for overall national development. So, MRC Nepal in this regard, will provide appropriate supports to the targeted beneficiaries for improving access to energy. The support will also be focused on both primary use as well as end use.

Conflict Resolution and Peace Building

Conflict sensitive approach will be an integral part in different kinds of development initiatives MRC Nepal undertaken into its targeted locations. Peace building and conflict mitigation strategies will also be included during implementing and managing project cycle.

4.9 Conservation of Local Species and Heritages
MRC Nepal also believes on locally proven species and technologies, which has been tested and used since long time in the concerned locations and communities. In this regard, MRC Nepal also works in the area of natural heritage and local species conservation.

Saving Credit & Micro Financing

Access to finance including appropriate mechanisms at local level is also the most important interventions for accelerating effective and inclusive development process. So, MRC Nepal promotes awareness on financial education and management, effective market system, linkage/coordination with micro credit institution & fund raising/management and saving and credit mobilization at local level. Promotion of saving credit and micro financing would help to improve in better access for local level finance.

Cross Cutting Themes

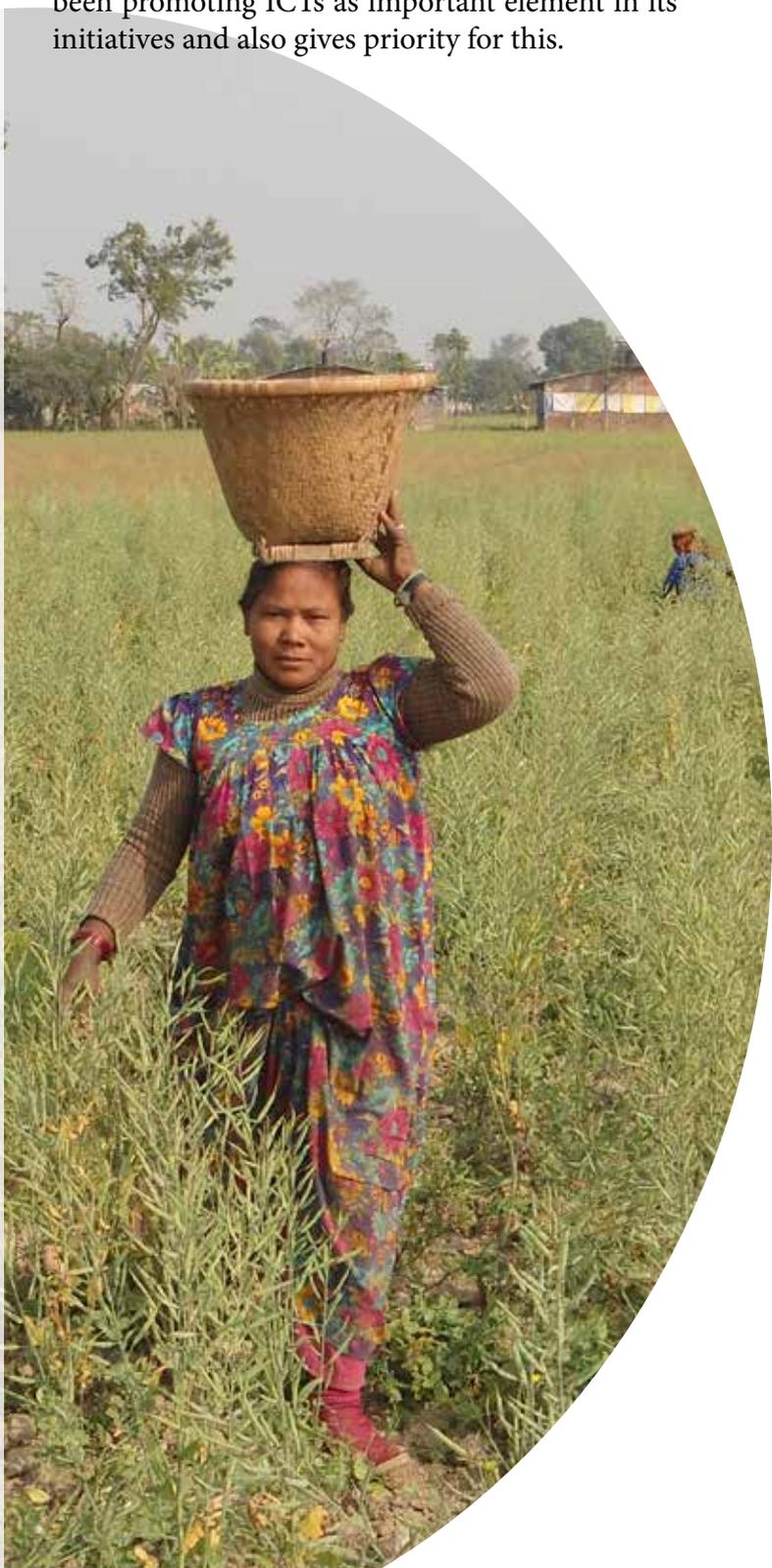
✿ *DRR and Climate Change*

MRC Nepal always provides emphasis disaster risk reduction (DRR) and climate resilience for its development interventions. It promotes community level disaster coping system and mechanisms, prevent the vulnerable people from

being hit hardest by the calamities and carry out rehabilitation. Develop climate resilience society through building capacity at local level.

✿ *Information Communication Technology (ICT)*

Use of information and communication technology (ICT) in current development context have found important roles in adding values from various perspectives especially on access to information and efficiency. MRC Nepal has been promoting ICTs as important element in its initiatives and also gives priority for this.



Working Approach and Strategy

Working Approach

✿ ***Demand Driven and Need Based***

MRC Nepal adopts a need based and demand driven programme to support the concerned communities with different development interventions. It envisages the target groups as the central point and front liner for the projects and programme. The communities will be identified, prioritized, planned and executed activities based on their needs, capacity and resource as well as market potentials. MRC Nepal facilitates the process for bottom up planning and participatory monitoring and evaluation process.

✿ ***Social Mobilization***

MRC Nepal follows the process so that there will be effective social mobilization for ensuring active participation of the target communities in development interventions. In this regard, emphasis will be given in capacity building of communities and local institutional development for the sustainability of development programmes.

✿ ***Income Based and Self-help Group***

Working through group approach establishes local level institutions and mechanisms for creating ownership and environment in continuity of development initiatives at various levels. Furthermore, working through group helps in local level institutional capacity building so as relational capital in the targeted areas and groups will be established.

✿ ***Innovation and Innovativeness***

MRC Nepal always seeks to generate and promote innovations in its programme and management interventions, approaches and policies. It assists the concerned community and development actors to use locally available knowledge, skills and resources efficiently to sustainably enhance livelihoods of the rural poor.

✿ ***Value Chain and Market-led Approach***

MRC Nepal supports different initiatives and

efforts at local level to develop sustainable incomes for enhanced economic opportunities of the targeted groups. It follows the value chain approach as one of the basis for designing appropriate market-led and income based interventions. This approach involves analysis and involvement of all stakeholders in production, input and output marketing, and policy issues in the programme. There is the active role of private sectors as service providers for the promotion of on farm and off farm businesses.

✿ ***Participatory and Inclusiveness***

Ensure the participation of beneficiaries and important stakeholders into planning, implementation, monitoring and evaluation of the interventions, which will also ensure the effectiveness on phase over and continuity of the interventions. Participation on financial contribution and involvement on resource mobilisation promotes the ownership feeling towards the project and enhance sustainability. MRC Nepal also recognizes the widespread social disparity in the rural community, and emphasizes the need for special attention to mainstreaming the excluded and disadvantaged groups into development process.

✿ ***Right Based and Economic Empowerment***

MRC Nepal will adopt both right based and economic empowerment approaches as per the beneficiaries' needs, interests and issues. MRC Nepal will always take the strategies of complementarity on right based and economic empowerment process so as creates synergy for the effectiveness and efficiency. MRC Nepal will use different tools and techniques for awareness as well as economic empowerment process for the achievement of objectives. MRC Nepal as far as possible tries to harmonise between right based and economic empowerment approaches.

✿ ***Advocacy and Counseling***

Learning by doing and evidence base policy advocacy is important policy advocacy or

influence. Engage in policy advocate on different issues like rights of children, women, ethnic communities, people with different abilities and overall protection of natural resources and the environment – nationally and internationally.

✿ ***Learning Sharing***

Learning sharing environment is other important elements, which enables and creates organization more cable to manage growth within the changing context. In order to facilitate the learning process, organization has established different mechanisms and process including effective communication. This will help to develop learning sharing environment within and outside organization.

✿ ***Flexibility and Diversity***

MRC Nepal believes on flexibility and diversity so as able to make the interventions more relevant and potential impact within the given context and needs. Rigidity in the programme may lead to conflict and less opportunities for change management. The flexibility or change in the plan will also be held with the consensus of the concerning agencies.

✿ ***Human Resource Development***

HRD in the organization focuses into two areas i.e. organizational and local level. Human resource development through the use of different tools and techniques would help to develop capacity for managing change because of various initiatives and efforts. MRC Nepal will adopt approaches to develop institutional capacity as well as human resource development at local level. These capacity building will mainly focus on education, technical and management skills, health and sanitation, agriculture, enterprises, preservation of cultural heritage and environment, group management and institutional development.

✿ ***Partnership and Collaboration***

MRC Nepal works with different institutions like Government Organisations, I/NGOs, local organizations and the private sector for larger and sustainable impacts. Working in partnership with different organizations helps in scaling up/out of outputs, broadens experience and learning through innovation platforms/networks of different institutions, and thus promotes effectiveness and sustainability. MRC Nepal

has also developed collaboration with different institutions. They are mainly Nepal Agricultural Research Council (NARC); Institute of Agriculture and Animal Sciences (IAAS); Department of Agriculture (DoA) and District Agricultural Development Offices; INGOs working in Nepal (Plan International; Helvetas Nepal; and others); Asian Development Bank (ADB); German Technical Cooperation (GIZ, Nepal); Swiss Development Cooperation (SDC); OPEC Funds for International Development (OFID), Bilateral and Multi-lateral Organisations; (WHO and UNDP/GEF/SGP); Farmers' Groups, Cooperatives and Private sector Organisations.

✿ ***Networking, Coordination and Linkages***

MRC Nepal has considered networking and alliance as important element for synergy development so as has developed/ engaged operational networking with like-minded organisations and professionals. MRC Nepal not only established its networking/alliance but also facilitate to establish networking of beneficiary and development actors. The focus on networking and alliances are mainly on different themes and issue.

✿ ***Research, Extension and Academia***

Development is a continuous process and will be based on learning from current and past. All interfaces have their own roles and contribution in overall development. In this regard, integration of research, extension and academia will have important contribution in the field of development so MRC Nepal always priorities for the integration of research, extension and academia while implementing development initiatives.

Implementation Strategy

Implementation strategy of the organization is an important aspect for achieving its goal and objectives. In order to improve the quality of life of the rural people as well as areas, MRC Nepal provides the special focus and attention on the poverty, remoteness and rural areas. 'People-driven development' will be at the heart of MRCN's programme and project implementation. MRC Nepal implements the programme and projects with the genuine participation of the targeted beneficiaries through their self-help groups, and in close coordination and collaboration with the relevant stakeholders.

Enabling environment through the use of different tools and techniques for implementation will be developed. Creating an enabling environment to address the development needs as seriously felt and experienced by the local people forms a logical base for our strategic intervention. Good governance, with a special attention to 'transparency' in handling the financial matters, and through mechanisms of participatory planning, monitoring and social audit, evaluation and strategic handing-over of the project to the concerned communities / users for its continuation will be the project implementation and completion principles.

schemes, drinking water and sanitation, ground water, rural roads, bridge/culverts, river bed farming, income generation activities, watershed management, etc.

MRC Nepal will provide sufficient efforts for the promotion of income base agricultural and non-agricultural enterprise and basic infrastructures and services. We will also build effective partnership with line agencies as well as different local and national development institutions for effective service delivery. Experiential learning will also be



Development of institutional networking and alliance among the stakeholders will also be strategic feature of effective and efficient implementation of the projects. Gender and social inclusion will be considered

considered as important strategies in project cycle management, which will allow us to learn from different initiatives and processes.

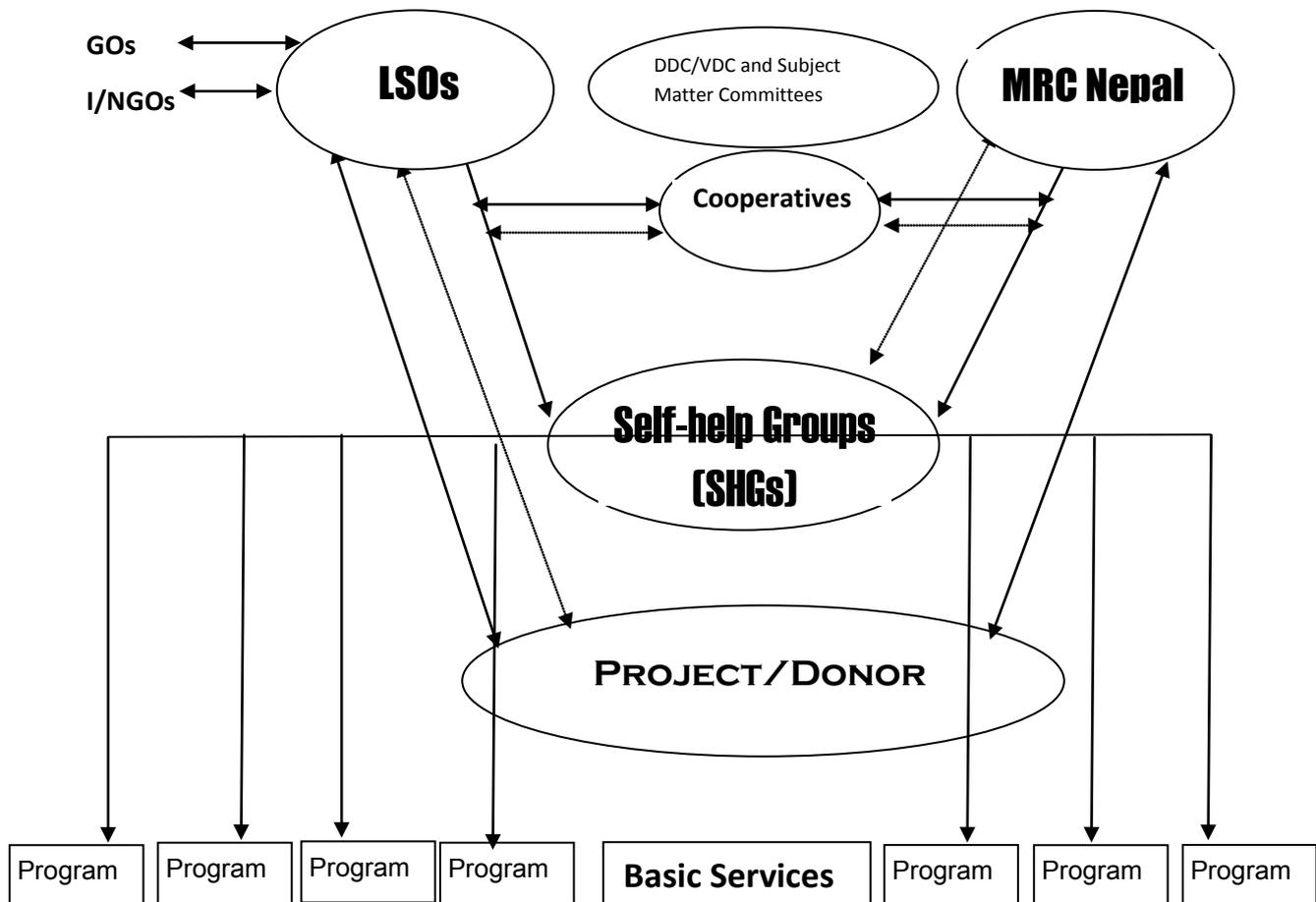
as important implementation strategy so that we will be achieving inclusive development process. Gender and social inclusion will be an integral part in the project cycle management –“Inclusive Development”.

The resource poor, socio-economically excluded indigenous people, dalits and women, and conflict affected people from the mountains, hills and Terai areas of the country will be the targeted beneficiaries. However, the interventions executed by MRC Nepal will also provide different kinds of supports to all people living in the society. These supports will mainly ranges awareness raising, community building and school, community managed small irrigation

MRC Nepal will work all over the country however the working locations or focus geographical locations will be categorized into three different clusters i.e. Focused Locations and Piloting Locations. MRC Nepal, as far as possible, targets only those geographical areas which are rural, remote and that is lacked or had only a minimal of development projects undertaken by other agencies including the governments. In terms of geographic coverage, it can works in all 75 districts but more reach will be on 30 districts spreading over all the three ecological zones (for detail please see annex).

Organizational Working Framework

MRC Nepal is a principle based organization and it works on focused themes with a defined working framework, which is summarized as below.

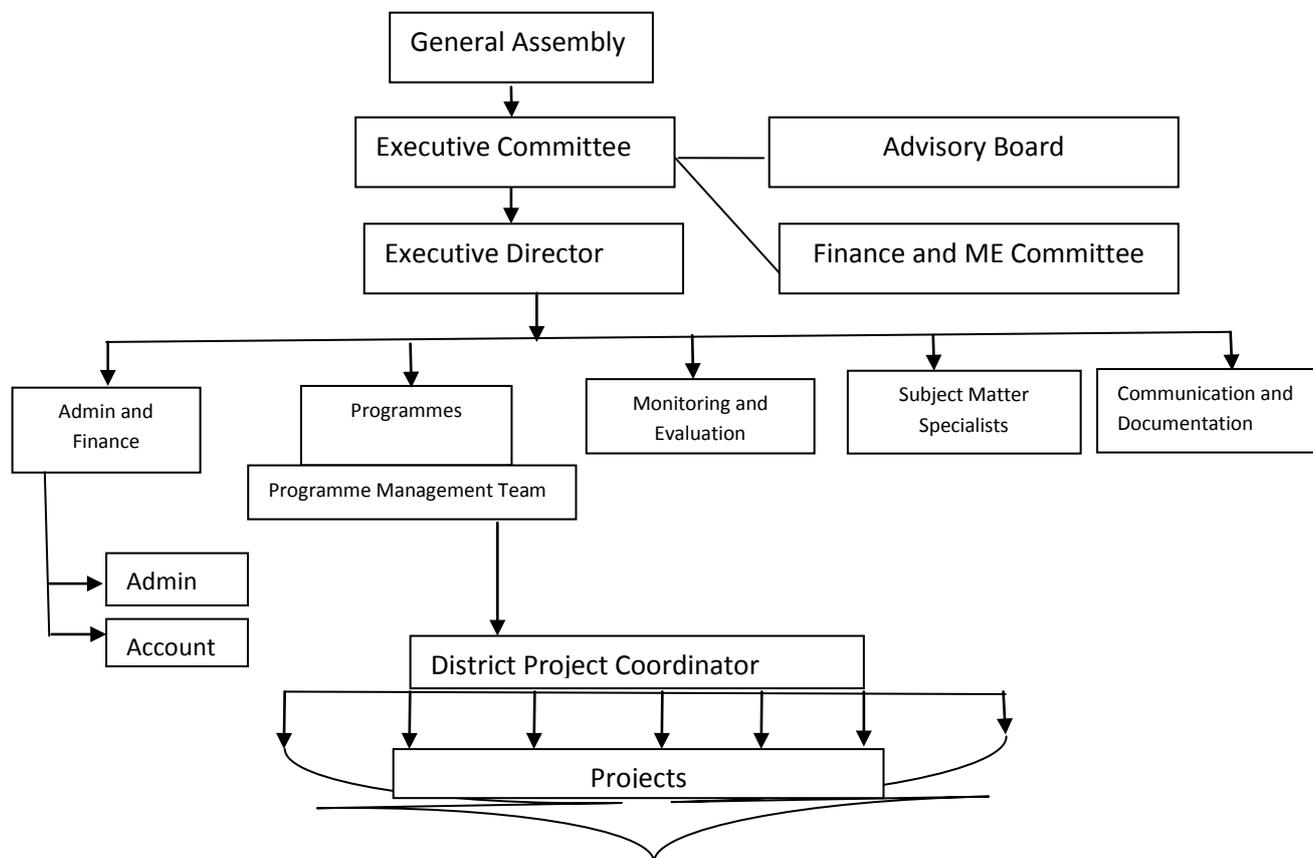


MRC Nepal will have specific working modules; two years and three years modules including social mobilization will be the integral part in all kinds of intervention. There will be different steps within the module. They are mainly;

- ➔ Awareness; group formation and recognition; capacity development and pilot testing;
- ➔ Participatory business plan; input supports; production of commodities; SHGs; skill development; coaching–2ndyear/step 2
- ➔ Commercialization of produces and sustainability; capacity on operation and management; strengthening SHGs; market linkage and others –3rdyear/step 3

Organizational Structure

MRC Nepal facilitates the process for development interventions on the basis of specify organizational structure, which are presented as below;



Sources of Funding and Resources

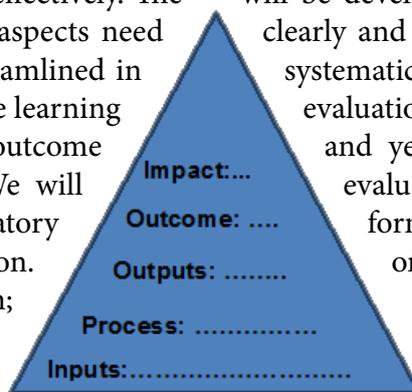
MRC Nepal has developed working relationship with various development organizations / actors including development partners at different levels. It has different types of fund for the implementation development initiatives to achieve the organizational goal and objectives. MRC Nepal, since last five years, has been spending around 20,000,000 NRs annually. Basically, it has different types of source for fund to implement the development interventions. They are mainly;

- Fee and supports from its member at various levels and stages;
- Member's donation and contributions for purposes;
- Grants and Donation from bilateral organisations; and
- Grants and Donation from National and

International Governmental and Non-Governmental Organization

Monitoring and Evaluation

The main objective of monitoring and evaluation is to strengthened institutional capacity of targeted people and stakeholders working in the areas so that they will be able to response the community demand on technical and other areas of services. In this regard, continuous and strategic efforts with cumbersome, practical and purposeful monitoring system for the inputs, process, outputs, outcomes and impact of the programs will be the central focus and will be developed accordingly so that the shortcomings in the particular stage are settled easily and effectively. The planning, monitoring and evaluation aspects need to be more effectively steered and streamlined in the programme and overall system. The learning sharing environment will be the main outcome of the monitoring and evaluation. We will use as much as possible the participatory approaches in monitoring and evaluation. The monitoring will be focused on; inputs monitoring; process monitoring; output monitoring; outcome and impact monitoring.



categorized into institutional and economical type. Regular and periodic as per the implementation of planned activity(ies) will be done output monitoring. MRC Nepal is also very keen and conscious to know the overall impact of its interventions, which will be captured based on the outcome monitoring.

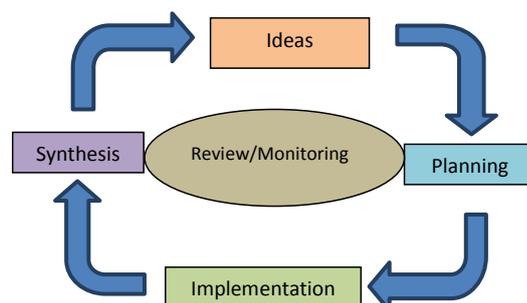
MRC Nepal facilitates process to adopt and ensure participatory approaches for all kinds of monitoring and evaluation. Indicators on each level of monitoring will be developed, which will help us to measure clearly and effectively. In order to make it more systematic, we will prepare monitoring and evaluation plan at the beginning of project and year. The findings of monitoring and evaluation will be captured into different forms like case studies, report and so on. The findings of monitoring and evaluation will not only share within team but also share with wider audience.

The input is the main areas of contribution in the targeted location(s) and or group(s) for the achievement of agreed objectives. The right inputs in the right place are the most important aspects for better results. MRC Nepal will consider input monitoring as organizational compliance in which we will also harmonise government and donors' requirement. The input monitoring will be done on monthly basis and report will be produce. Process is other important aspects that creates environment for the better results. Another important area of monitoring is outputs monitoring, which are also broadly

- Input: these are human, material, financial and other resources that are required to undertake activities.
- Activities: Actions taken or work performed to produce specific outputs through mobilizing inputs.
- Output: these are immediate results as a consequences of completed activities
- Outcome: these are likely or achieved short-term and medium-term effects of outputs.
- Impact: long-term effects that are the logical consequence of the achievement of the outcomes.

Reflection and Learning Cycle

MRC Nepal always respects the principles of learning by doing and has been used learning cycle at different levels. Planning, implementation, synthesis of learning of any idea or thoughts will be done on a systematic ways so that learning from its interventions and management procedures will be embedded into its future projects, programmes and management approaches. The learning cycle used in the organization are presented as below.



Annex 1: Summary of Major Implemented Projects

MRC Nepal has been implemented different types of development interventions since last five years. The summary of major implemented interventions / projects is presented as below;

1. “Social Mobilization and Economic Activities Promotion Project”
2. “Improving Livelihood and Sustainable Development of Pro-poor and Marginal People in Marginal Communities of Nepal”
3. “Capacity Building Training on Off-farm and On-farm IG Activities Project”
4. “Save the Disadvantaged and Marginal People of Far Rural Remote Areas from Tuberculosis in Makwanpur District”
5. “Promotion of Model Farm On High Value Crops Project”
6. “Strengthening Commercial Vegetable Producer through Developing Model Farm in Nepal”
7. “Socio-economic Empowerment of Disadvantaged People through Strengthening Model Farm”
8. “Promotion of Agriculture Income Generating Activities for Enhancing Livelihood of the Disadvantaged People”
9. “Skill Enhancement Training for Vegetable Production and Management”
10. “Management of Wild Honeybee Colonies for Biodiversity Conservation, Improving Crop Yield and Hive Products in Inner Terai of Nepal”
11. “Efficient Land Management for Socio-economic Enhancement in Southern Nepal”
12. “Strengthening Model Farm of Agricultural Income Generating Activities for Enhancing Livelihood for the Disadvantaged People”
13. “Promotion of Agricultural Income Generating Activities for Enhancing Livelihood of the disadvantaged People through Model Farm”
14. “Support on Strengthen Commercial Vegetable Producer thus Enhance Livelihood Options by Developing Model Farm as a Commercial Vegetable Production and Marketing Learning’s Models”

Annex 2: MRC Nepal Human Resources (Core)

SN	Name	Qualification	Areas of Expertise
1	B BKhadka	BSC Ag, MA Sociology	Twenty four years in social and economic development, policy making, programme development and management, administration and finance
2	Dr. Madhav Shrestha	Phd. Fish Culture	Thirty years in fisheries, policy and planning, program development and management
3	Mrs. Anju Adhikari	Msc. Horticulture	Three years in vegetable and flower, program execution and management.
4	Ms. Sumitra Sharma	MBS ongoing	Seven years in program management, gender, organizational development & mgmt, business promotion
5	D R Bishawkarma	Bsc Ag, MA Rural development	Twenty in agri inputs management and seed technology, community development
6	Dr. BB Adhikari	Msc Vet. science	Ten years in livestock management, promotion and veterinary services.
7	Mr. RB Magarati	Bsc Ag, MA finance	Twenty years in banking and micro finance, co-operative strengthening
8	Ms. SabitriChaudhary	MA Rural development ongoing	Five years in community development and gender, micro enterprises development
9	Ms. SangitaChaudhary	MA sociology on going	Two years in social development and community development
10	Mr. K P Sharma	Msc crop science	Twenty five years in horticulture, crop management, agriculture research
11	Mr. B Sharma	Msc Forestry	Fifteen years in agro forestry and forestry
12	Mr. Tirtha Raj Panthi	B Sc (Agri.), M Sc (Env. Mgmt.)	Ten years in development sector; Project/program formulation, Fund rising, Project planning, Implementation, Monitoring and Evaluation
13	Ms. BidhyaRai	MBS running	Five years in community development
14	Mr. Suresh Chaudhary	BA	Eight years in social mobilization, advocacy
15	Mr. Raj Kumar Shrestha	BA	Twenty five years in Business and enterprise development.
16	Ms. Mirina Pun	BA	Three years in social development
17	Mr. Anisur Ansari	Msc Ag	Twenty five years in crop management and plant protection
18	Dr. SurajLamichanne	MBBS	Two years in health and sanitation
19	Mrs. Jeevan Singh	MA Sociology	Nine years in community development
20	Dr. Tanka Prasai	Msc Vet. Science	Fifteen years in vet. Services and livestock promotion
21	Ms. Gita Bhusal	BA	Six years Program management and leadership development
22	Pradeep Shah	Msc Ag	Seven years in crop production and management
23	Amit Khanal	Msc Ag (Horticulture)	One year in development sector; capacity development, program implementation, monitoring and evaluation

Note: MRC Nepal has in hand in pool hired various expertise & resource person in different services as per need.

Annex 3: Map of Nepal and Programme Locations

