



Dr. Micheal Thair

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Specialisation

- Teacher education, training and accreditation
- Curriculum and material development
- Vocational and technical training
- Human Resources in education

Personal information

Nationality: British & Australian

Date of Birth: 7 March 1951

Education

Ph.D., Curtin University of Technology, Western Australia, (2000).

Master of Science (Science Education), Curtin University, (1997).

Graduate Diploma in Education (Higher and Further Education), Curtin University, (1988).

Graduate Diploma in Science Education, Curtin University, (1982).

Bachelor of Applied Science, Curtin University, (1976).

Membership of professional societies

Comparative and International Education Society

Other professional development

Certificate in Fluency in Indonesian, Yogyakarta Indonesian Language Center, 1993.

R.S.A Certificate in Teaching English as a Foreign Language (TEFL), Milner International College of English, Western Australia, 1991

Countries of work experience

Australia, Belgium, Cambodia, Indonesia, Malaysia, Maldives, Nepal, Pakistan, Papua New Guinea, Qatar, Romania, Singapore, Vietnam.

Employment

09/98 - date

Freelance consultant

Position held and description of duties

Since January 2008, Senior Associate of Education for Change, UK.

Projects include:

Dec 2007 – to date: **Indochine Natural, Malaysia/Viet Nam**, Managing Director.

Responsible for day-to-day operations and overall management including company production facilities and oversight of Fair Trade activities aimed at improving the economic well-being of marginalised communities.

Oct – Dec 2008: **HR Development Specialist, Maldives Environmental Management Project** (IDA Credit: 44270-MAL) (Environment Research Centre).

Develop action plan for capacity building including local & overseas training, a Financial and Resource Management Plan, and M & E of programs and

participants.

May 08: **Education expert, Thanh Hoa Socio – Economic Development Strategy, Viet Nam**, (ADB TA 4976)

Review vocational training available in the Province and recommend mitigation measures to address the skills gaps as well as measures to increase the participation of vulnerable groups.

July – Aug 2007: **Education expert, Earthquake & Tsunami Emergency Support Project (Education Component – Package 30), Indonesia**, (ADB Grant No. 0002-INO):

Assist the schools to prepare and finalise block grant proposals for teaching & learning materials and ensure that the library facilities are upgraded. Established M & E guidelines for procurement and the receipt and storage of the materials.

Jan – Mar 2007: **Education expert, Final Evaluation of the Managing Basic Education (MBE) Indonesia** (USAID):

Designed M & E approach and undertook the Final Evaluation of the MBE Project to identify key accomplishments, strengths & weaknesses, lessons learned, and recommend strategies and approaches on how elements of the MBE can be continued.

Aug – Sept 2006: **Team Leader, Mid-Term Evaluation of the Pathways to Higher Education (PHE) Programme, Viet Nam** (Ford Foundation):

Conducted mid-term evaluation of the PHE program in terms of effectiveness in improving access of disadvantaged students to undergraduate programs, their graduation rates, and readiness for post-graduate study. Supervised evaluation team members, designed and implemented the evaluation.

Nov - Dec 2005, March – May 2006 (3 months): **Expert–Staff Development, Accreditation and Reward Systems: European Commission Policy Informing Studies Cambodia** (EuropeAid/120724/C/SV/KH) (SPAN Consultants).

Prepared situational analysis of existing accreditation and reward systems covering teaching, managerial and technical staff and institutional arrangements for staff development. Examined comparative cost effectiveness for local, regional and international providers. Prepared phased and sequenced action plan for expansion of MoEYS staff development and priorities.

Jan – Feb 2006, Aug - Sept 2005 (3.5 months): **Teacher Training & Curriculum Specialist: ADB Madrasah Education Development Project, TA 4547-Indonesia** (SMEC International Pty Ltd).

Assessed and reviewed teacher-subject mismatch and under-qualification of teachers, and issues associated with widespread hiring of part-time teachers. Developed a costed five-year plan for upgrading unqualified teachers.

May - June 2005 (22 days): **Team Leader: Luxembourg Development Bac Kan Vocational Education and Training Viet Nam** (Proman SA)

Coordinated the work of the other Team members. Established the cost effectiveness of the proposed Project. Consulted with relevant stakeholders. Prepared an architectural Design Brief. Planned and costed a Project for the establishment a new vocational school including human resource development requirements.

March -April 2005 (1 month): **Education Specialist: ADB Balochistan**

Devolved Social Services Project, TA 4356 Pakistan (Halcrow Pakistan (Pvt) Limited).

Prepared an education sector analysis and prepared an education policy reform agenda. Proposed Project inputs and for each item determined the quantity, unit cost, and total cost for each district.

Nov 2004 - Feb 2005 (2.5 months): **Project Manager: DFID/SEACAP 11 National Training Program on Rural Road Management, Viet Nam.** (Hyder Consulting Pty Ltd).

Leadership to Project Team, project planning, progress and quality evaluation, client liaison, and financial management for the delivery of supply and demand driven training programs to local communities.

Jun - Aug 2004, Oct – Nov 2004 (3 months): **Agricultural Education Specialist: ADB Technical Assistance to Viet Nam for Preparing the Agricultural Science & Technology Project,** TA No. 4194, Viet Nam (Lincoln International Ltd).

Assessed the curricula of agricultural universities, colleges and technical/vocational schools. Prepared costed Loan components and strategies to upgrade human resources, physical facilities and equipment.

March - April 2004 (2 months): **Human Resource Development Specialist: European Commission Program Appraisal Mission, Support for Basic Education Capacity Building in Indonesia** (Design SA).

Prepared a project-financing proposal for integrated intervention as forerunner to a SWAP. Focus areas included: institutional and human resources capacity building; school-based management & governance; decentralized management; public participation; and crosscutting issues of equity, gender, rights, and poverty.

Jan - Feb 2004, Sept 2003 - Nov 2003, Feb 2003 – March 2003 (5 months): **Education Materials Expert: EC Phare Access to Education for Disadvantaged Groups with a Special Focus on Roma Project, Romania** (IMC Consulting Limited).

Capacity building in school-based curricula and local training for educational materials development. Facilitated extensive stakeholder consultations to develop content outlines for new teaching/learning materials. Provided input into monitoring and evaluation tools. Prepared procurement documentation and Technical Specifications for educational materials and textbooks. Provided recommendations on Second Chance program integration with the Technical & Vocational Education system.

Dec 2003 (16 days): Team Leader: **European Commission Delegation Mid-Term Review European Studies Program, Viet Nam** (Proman, SA).

As Team Leader managed mission implementation. Through stakeholder consultations reviewed ESPV activities and financial management, making suggestions to ensure post-project sustainability.

Oct 2003 (14 days): **Assessor: European Commission, Belgium** (Proman, SA).

Assessed and scored proposals for relevance, methodology, sustainability, cost effectiveness, management capacity and expertise.

April 2003 – Aug 2003, Sept 2002 – Dec 2002, Oct 2001 – March 2002 (13 months): **Staff Development Specialist: ADB Vocational and Technical Education Project - Package 1, Viet Nam** (ITA).

Based on stakeholder consultations, developed and implemented a US\$9.7 million Human Resources Development Master Plan. Broad focused training activities included system-wide VTE management, teaching/learning methodologies, school-based management, good governance, gender, and disadvantaged people. Developed a comprehensive Monitoring and Evaluation system for all human resource development activities.

May 2002 – July 2002 (3 months): **Multimedia Development Specialist (Teaching & Learning Resources):** Asian Development Bank VTEP - Package 2, **Viet Nam** (TEAMS (Pvt.) Ltd.).

Prepared educational & technical specifications for teaching and learning resources and created the best design for each resource. Advised on local and international procurement procedures and prepared production cost estimates.

Aug 2001 – Sep 2001 (2 months): **Transfer of Knowledge Trainer, Academic and Financial Monitoring Survey: World Bank Higher Education Project, Viet Nam** (ILA Viet Nam).

Prepared survey training manual and updated the survey instrument. Prepared a post-survey evaluation instrument.

Sept 2000 – Feb 2001 (5 months): **Teacher Training Curriculum Design and Textbook Writing Specialist: ADB Capacity Building for Teacher Training Project, TA No. 3322, Viet Nam** (Canadian Higher Education Group).

Reviewed international experience in the modernization of teacher training programs. Utilizing extensive stakeholder consultations, developed frameworks for the development of a preservice teacher training curriculum and textbooks. Delivered training in teacher in-service curriculum development, textbook development and use of the Internet for the delivery of professional development.

June – Aug 2000 (3 months): **Teacher Training Curriculum Development Specialist: ADB Nepal Basic Education Project, TA No. 3217, Nepal** (Polytechnics International Ltd).

Reviewed primary school teacher training effectiveness and conducted a Training Needs Analysis. Reviewed existing primary school teacher training materials and developed revised training modules. Developed training curriculum for gender and ethnic minorities sensitization.

May - June 2000, Sept- Oct 1999 (4 months): **Lower Secondary In-service Science Teacher Training Curriculum/Materials Development Specialist: ADB Lower Secondary Education Development Project, Viet Nam** (Transtec)

Conducted stakeholder consultations and developed curricula guidelines for school-based lower secondary science in-service teacher training. Produced guidelines for School-Based Science Teacher Mentor Handbooks, Science Teacher Trainer Handbooks, and School Administrator Manuals. Developed guidelines for a Gender & Ethnic Minorities Sensitivity Training Manual. Assisted in developing outlines of student science textbooks.

Nov - Dec 1999, Sept- Oct 1998, Feb -March 1998 (6 months): **Training Specialist: Higher Education Project - Package 2, ADB Loan No. 1253, Indonesia** (Euroconsult/BMB Management Consultants).

Reviewed training needs and delivered specialist training to academic and technical staff. Implemented and monitored train-the-trainer activities.

	<p>Jan - May 1999 (5 months): Consultant, Asia/Pacific Region: The Investigation of Partnership Models between Libraries and Cable Based Telecommunications Providers (Education for Change Ltd).</p>
	<p>Reviewed the Asia/Pacific region and prepared detailed case studies of Singapore, Malaysia, Hong Kong & Japan.</p>
	<p>July-Aug 1998 (2 months): Project Director: ADB Teacher Training Project TA No. 2970 – Viet Nam (PolyPlan International (Aust) Pty Ltd).</p>
	<p>Conducted project negotiations with ADB in Manila, and managed project mobilization. Responsible for overall project direction, management and reporting, and liaison with Government of Vietnam officials. Monitored project progress, expenditure and procurement of equipment.</p>
	<p>July 1997-Jan 1998 (3 months): Science Education Specialist: ADB Lower Secondary Education Project Viet Nam (Hawthorn International Education Ltd.).</p>
	<p>Designed framework to review existing science syllabi and textbooks. Produced curriculum framework for lower secondary science subjects, and using a range of participatory approaches, liaised with the teacher development groups on appropriate science teaching strategies.</p>
<p>1993- 1995</p>	<p><i>Indonesian Australian Technical & Vocational Education Project, Ujung Pandang, South Sulawesi, Indonesia Education/Human Resource Development Consultant</i></p>
<p>Position held and description of duties</p>	<p>Project: Human resource development and school facilities development for selected Technical & Vocational Education schools in Eastern Indonesia.</p> <p>Developed and implemented localized participatory model of in-service teacher development. Provided in-service teacher training in the area of implementing sustainable student-active training methodologies and the development of low cost learning resources.</p>
<p>Sept 1997-Aug 1998</p>	<p><i>PolyPlan International (Aust) Pty. Ltd.</i> <i>Director</i></p>
	<p>Developed and implemented marketing and business development activities in Vietnam, Cambodia, Laos, Malaysia and Indonesia for this independent consulting firm specializing in a wide range of human resource development activities</p>
<p>1996-1999</p>	<p><i>Curtin University of Technology,</i> <i>Research Fellow/ Tutor</i></p>
	<p>Evaluated the UNDP/UNESCO funded Permantapan Kerja Guru (PKG) (Strengthening the Work of Teachers) in-service secondary science teacher training project in Indonesia. Organized and delivered training for senior Indonesian science teacher-trainers in the areas of science facilities development, procurement, development and use of science teaching aids, student-active teaching methodologies, and student assessment.</p>
<p>1992</p>	<p><i>Qatar General Petroleum Company, Qatar</i> <i>Technical Instructor</i></p>
<p>Position & duties</p>	<p>Provided technical training to Arab oil company engineers and technicians.</p> <p><i>Curtin University, Western Australia (6 months)</i> <i>Tutor, TEFL</i></p>



Position & duties	Provided English language upgrading for overseas students entering undergraduate and postgraduate degree programs.
July 1989-January 1990	<i>Independent Consultant</i>
Position held and description of duties	Vocational Education Specialist: ADB Third Vocational Education Project: Malaysia, (Curtin University of Technology). <u>Project Description:</u> Capacity building in vocational education service delivery and management. Provided in-service teacher training to vocational teachers in curriculum design and development.
1982-1991	<i>TAFE Colleges Rockingham, and Sydney, Australia</i> <i>Technical and Further Education Lecturer</i>
Position & duties	Developed and delivered a range of science technician training courses.
1978-1981	<i>Lae Technical College, Papua New Guinea,</i> <i>Technical Trainer and Curriculum Development Specialist</i>
Position held and description of duties	Delivered a broad range of science technician training programs. Designed and implemented industrial surveys of training needs and based on results designed and implemented a new national science technician program. Managed a range of train-the-trainer activities.
Languages	English: Mother tongue Bahasa: Working knowledge Vietnamese: Beginner
Publications	Thair, M. (1995). Managing change in English language teaching in Indonesian technical and vocational schools. (Report). Ujung Pandang, Sulawesi Selatan: Ministry of Education and Culture. Thair, M., & Treagust, D., F (2003) A brief history of a science teacher professional development initiative in Indonesia and the implications for centralized teacher development. <i>International Journal of Educational Development</i> , 23, 201-213. Thair, M., & Treagust, D., F (1998). Student attitudes towards chemistry within the context of teacher development reforms in Indonesian secondary science. <i>Journal of Science and Mathematics Education in Southeast Asia</i> , 21(1), 39-48. Thair, M., & Treagust, D. F. (1997). A review of teacher development reforms in Indonesian secondary science: The effectiveness of practical work in biology. <i>Research in Science Education</i> , 27(4), 581-597. Thair, M., & Treagust, D. F. (1999). Teacher training reforms in Indonesian secondary science: The importance of practical work in physics. <i>Journal of Research in Science Teaching</i> , 36(3), 357-371.