

# Curriculum Vitae

Dr. Lalith Welamedage

## 1. Profile

I am an Enterprise / Economic Development Practitioner and Researcher with 20 years of international experience. I have contributed to industrial development/enterprise development and economic development initiatives at policy and practice levels as a senior manager, an international project consultant and a business adviser. Since 1999 I have been engaging in academic and policy research and consultancy in the areas of regional development, enterprise / entrepreneurship development, technology and innovation, skills, training and labour market issues, equality and diversity etc. I am also engaged in community and voluntary activities in the North East of England.

**Key expertise / skills:** Design, plan, manage/conduct **research projects**, data analysis and presentation of findings  
Project development, management and evaluation  
Organisational management and institutional capacity building (private sector and non-profit organisations)  
Business advisory, business plan development and market research

**Areas of speciality:** Micro, small & medium-sized enterprises/entrepreneurship, micro-finance  
Technology & innovation  
Regional economic development  
Skills and training, labour market analysis  
International development  
Equality and diversity (race equality), Black & ethnic minorities and third sector

**Geographical expertise:** United Kingdom, Sri Lanka (and South Asia), Mongolia and the Caribbean (Barbados)

## 2. Educational Qualifications

- **PhD in Human Geography**, University of Newcastle upon Tyne, UK (2006)  
*Title of the thesis: "Developing technological capabilities in Small and Medium sized Enterprises (SMEs): An Examination of SME policies and the role of business support agencies in Sri Lanka"*
- **MA in Industrial Development**, School of Development Studies, University of East Anglia, Norwich, UK (1993)
- **Diploma in Technology (Agriculture)**, Hardy Institute, Ampara, Sri Lanka (Ministry of Higher Education) (1978-81)

## 3. Professional qualifications & memberships

- Associate Member of the Institute of Business Consulting (UK) (within Chartered Institute of Management)
- Member of the Development Studies Association (UK)
- Life Member of the Sri Lanka Economists Association (SLEA)
- Member of the Developing Areas Research Network (DARN), University of Newcastle (<http://www.ncl.ac.uk/darn>)

#### **4. Skills**

- **Research skills** – Planning and conducting social science related research, data analysis using qualitative and quantitative methods (e.g. nVivo and SPSS) and presentation of research findings. As co-investigator, contributed to 2 major research projects funded by ESF (12 months & over) and 5 short term research projects (less than 12 months). Produced 8 conference papers and 2 research & consultancy reports.
- **Teaching skills** – Over 10 years of experience in teaching and conducting training.
- **Business advisory skills** - Over 12 years experience as a business advisor (business start-ups and existing businesses)
- **Managerial skills** – Over 10 years experience as a manager; started as a branch manager of a bank managing a small team of 5 and from there progressed to become a Chief Executive Officer/Managing Director of a professional organisation leading a team of 25 professionals and support staff.
- **Project and programme management skills:** About 10 years experience in designing, implementing and managing SME focussed projects funded by government of Sri Lanka and international donors (e.g. GTZ, KAF and IFAD)
- **Community development** – About 6 years experience in voluntary and community development (ethnic minority / refugee and migrants) in the North East of Engl
- **Inter-personal skills** – Have proven ability of working in and leading teams in professional and social environments. Represented government and public sector committees and boards at national and regional level (Sri Lanka); academic boards (Sri Lanka); memberships of professional organisation in the UK; and playing member of 3 cricket teams in Newcastle (7 years).
- **IT skills** - Excellent command of computer skills e.g. Word processing, Spreadsheet, Web design, Database design, SPSS.

#### **5. Current employment**

##### **Research Associate – Centre for Public Policy, University of Northumbria at Newcastle, Newcastle upon Tyne (January 2008-)**

The Centre for Public Policy (CPP) is operating since September 2002 as a freestanding self-funding research centre within the School of Arts and Social Sciences. CPP runs a number of themes headed by a theme leader and supported by research assistants. Current themes are Culture, Equality and diversity, Governance, Households, families and children, Regeneration, Transport and social inclusion, and Young people.

#### **6. Work history**

##### **(a) Freelance researcher and consultant / guest member of staff – School of Geography, Politics & Sociology, University of Newcastle, Newcastle upon Tyne.**

To work on research and consultancy projects, write research proposals and academic publications.

##### **(b) Research Fellow, School of Computing, Science & Engineering, University of Salford, Salford (June 2006 to August 2007)**

**Objective:** To examine labour market trends in science, engineering & technology (SET) enterprises in the Northwest region in England. The research aims to identify both barriers and good practice experienced by skilled young graduates as well as demand and needs of skills in enterprises.

<http://www.cse.salford.ac.uk/bme/index.php>

**Budget:** £150,000 funded by European Social Fund (ESF)

**Role & duties carried out:** As co-investigator, conduct research using theoretical and practical work; initiate and plan research programme.; undertake literature search and review; develop questionnaires and administer surveys; undertake case study visits and hold interviews; data analysis; assume responsibility for tasks associated with day-to-day management and execution of the project; coordinate the research team; write reports, papers and research publications and presentation of results at meetings and conferences etc.

**Achievements/results:**

- Literature review completed (academic and policy):
- Conducted three surveys:
  - Undergraduates studying at Salford University (1100), analysis of 102 questionnaires using SPSS and conduct 10 face-to-face interviews.
  - Graduates of Salford University (840), analysis of 65 questionnaires using SPSS and conduct 15 face-to-face interviews.
  - Employers in the North West (2400), analysis of 45 questionnaires and 7 face-to-face interviews.
- One dissemination workshop was conducted.
- A paper based on preliminary results was presented at a conference in Newcastle University
- Final report.

**(c) Research Associate and Guest Member of Staff/External Researcher at School of Geography, Politics & Sociology, University of Newcastle upon Tyne**

**Guest Member of Staff / External Researcher (May 2005 to-date)**

Although my full-time contract ended in April 2005, the School of Geography, Politics & Sociology offered me Guest Member of Staff position. I provided my research expertise to the following research and consultancy projects.

- **State of Iraq Cities (March 2006 to March 2007)**  
<http://www.ncl.ac.uk/guru/research/project/1685>

**Managed by:** Global Urban Research Unit, School of Architecture, and Planning & Landscape

**Sponsor:** Ministry of Municipalities and Public Works, Baghdad, through United Nations (UN-HABITAT) Office, Nairobi and UN-Habitat Office for Iraq, Amman, Jordan.

**Objective:** This project collates data from the Ministries, central statistics, surveys, Rapid Urban Sector Profiles for Sustainability (RUSPS) and literature on urban conditions and governance in Iraqi Cities using six cities as the focus: Baghdad, Mosul, Hilla, Najaf, Nassiriya and Basra.

**Role & duties carried out:** Co-investigator, contribution to research design, questionnaire design, literature review and secondary data analysis related to private sector (e.g. SMEs) in Iraq, take part in project meetings & discussions.

**Achievements:** Project completed successfully.

- o **Race Equality in Tyne & Wear (1 November 2005 to 30 April 2006)**  
<http://www.newcastle.gov.uk/wwwfileroot/cxo/equality/BeneaththeSkin.pdf>

**Sponsor:** Tyne & Wear Local Authorities

**Objective:** To evaluate the needs and requirements of Local Authorities, BME communities, service providers, partners and other relevant agents with regard to the development and pursuit of race equality.

**Role & duties carried out:** Co-investigator/Co-project manager, preparation and managing budgets, supervise part-time researchers, conduct surveys and interviews, take part in meetings with funding body, data analysis, literature review and writing report.

**Research Associate, School of Geography, Politics & Sociology, University of Newcastle upon Tyne (February 2003 to April 2005)**

In 1999, I joined **Small Enterprise Research Unit (SERU)** as a PhD student, a research group based in the Centre for Urban & Regional Development Studies (CURDS).

In 2003, I was offered a full-time Research Associate post. During my tenure at SERU I contributed to the following action research projects.

- o **Survey into performance of business incubators and their potential development in the North East Region (UK)**
- o **Enterprise in further education: Attitudes to entrepreneurship in Tyne & Wear (UK)**
- o **Equal opportunities in Science, Engineering, Technology (SET) and Constructions sectors and innovation and enterprise amongst females in SET respectively in the UK**
- o **ICT and SMES: The use of ICT in SMEs in the North East, best practice policies in the region and UK as a whole.**

**Role and duties carried out:** I undertook numerous activities in SERU mainly, literature search and review; develop questionnaires and administer surveys; undertake case study visits and hold interviews; data analysis; write reports, papers and research publications and presentation of results at meetings and conferences etc.

I also co-managed the **Marketing Information Service**, an integral part of Facilitating Business Start-ups a project funded through European Regional Development Fund (ERDF). I provided business and marketing advice and produced marketing research reports to business owners and entrepreneurs.

**Casual Teaching Assistant, School of Geography, Politics & Sociology, University of Newcastle upon Tyne (September 2000 – August 2002)**

**Role & duties carried out:** Undertook small group teaching and seminars for undergraduate modules World Development and Politics of in the school of Geography Politics and Sociology.

**(d) Census District Manager – Newcastle West (Part-time), Census 2001 – Office of National Statistics (October 2000 to July 2001)**

**Role & duties carried out:** Officer-in-charge of Census district of Newcastle West. Planning, implementation and monitoring of Census activities: recruitment, training and monitoring of field staff, liase with Census Regional Manager, Police, Local Authorities, voluntary sector and relevant agencies.

**(e) Managing Director/Chief Executive Officer, Central Province Enterprise Promotion Centre (CPEPC), Kandy, Sri Lanka (January 1998 to September 1999)**

**The organisation:** Established and funded jointly by Kandy Regional Rural Development Project (Government of Sri Lanka) and German Technical Cooperation (RRDP/GTZ) and Chambers of Commerce and trade associations for the purpose of capacity building of entrepreneurs in the Central Province engaged in agriculture-based activities and support them for value addition and new product development through provision of financial support and advice to acquire and upgrade technology, enhancement of business skills and marketing development. The CPEPC received a financial grant of over SLRs 50 million from the Government of Sri Lanka and German Technical Co-operation (GTZ).

**Role & duties carried out:** The main task assigned to me was to reorganise enterprise support programme initiated and funded by RRDP/GTZ and managed by Business Associations in the Central Province of Sri Lanka. The tasks carried out included recruitment and training of staff, secure additional funding, establish systems and procedures, design and implement enterprise support initiatives, networking and managing the enterprise grant scheme. As CEO, I undertook overall planning; managed budgets and a team of 8 professionals (business advisers), 3 admin staff and about 10 external consultants.; design and implementation enterprise support programmes and monitoring and evaluation.

**Achievements:** Some of the achievements of CPEPC under my leadership were:

- o Financial assistance to over 1000 entrepreneurs to improve technology, value addition and marketing.
- o Initiate a technical assistance programme with USAID to popularise high-value intensive agriculture (cultivation of fruits and vegetables).
- o Establish two farmer companies and an enterprise association for small-scale agro-based entrepreneurs.
- o Establishment of business information system (GTZ supported for this initiative).
- o Delivery of 10 CEFE (Competency based Economies through Formation of Enterprise) entrepreneurship development programmes to over 300 entrepreneurs engaged in small scale agro-based production activities and other manufacturing and service activities.

In addition to the above duties, I acted as the Chief Executive Officer of Central Province Chamber of Commerce & Industry which has a membership of over 500 businesses.

(I left this job to pursue higher studies (PhD) in UK)

**(f) Assistant Director, Industrial Services Bureau of North Western Province, Sri Lanka (May 1990 to December 1998)**

**The organisation:** The Industrial Services Bureau (ISB) was established in 1990 as a Statutory Body under the Provincial Council of North Western Province (NWP) with the sponsorship of Konrad Adenauer Stiftung (KAS) of Germany. ISB is the first regional business support agency / development agency in Sri Lanka.

**Role & duties carried out and achievements:** As a pioneer member of staff, I played a key role in establishing and development of the organisation. As second-in-command, the duties carried out included: assist CEO in day-to-day management issues, policy and planning, design and implement business support programmes, guide and assist professional staff, and represent ISB at national and regional level.

Among the achievements, my contribution to the establishment of first farmer company in Sri Lanka under a project implemented by Ministry of Irrigation and funded by World Bank was significant. In addition, I was actively involved in the establishment of North Western province Chamber of Commerce & Industry, the first provincial chamber of commerce in Sri Lanka. Also, I have led, contributed to and participated in a number of regional, national and international projects and forums related to enterprise development and regional economic development.

In 1997, ISB management released me on secondment basis to take up CEO position at the Central Province Enterprise Promotion Centre.

**(g) Branch Manager, Kandurata Development Bank, Kandy, Sri Lanka, (established and supervised by the Central Bank of Sri Lanka) (August 1987 to May 1990)**

**The organisation:** A leading micro-finance institution established by the Central Bank of Sri Lanka to provide banking facilities to rural farmers and agriculture-based, manufacturing and service enterprises.

**Role and duties carried out:** Overall management of the branch, promote banking and credit among rural farmers and entrepreneurs, provide advisory services and conduct training and awareness programmes for rural farmers and agro-based enterprises.

**Achievements:**

- o Setting up the branch in an entirely a new location in the district, conduct promotional work, train and guide the branch staff.
- o Within first three months, the branch became the second best branch in terms of disbursement of agriculture loans among Regional Development Banks in the island.
- o At the time of leaving the branch had over 10,000 savings accounts and customers, over 5000 loan accounts).
- o Establishment of a banking beneficiary association, introduce 'Valued customer' awards scheme, and piloting new financial instruments etc.

**(h) Development Officer, Coconut Cultivation Board, Polonnaruwa Regional Office (Eastern Province), Sri Lanka**

**Role and duties carried out:** Provide extension services and disbursement of subsidies and grants to commercial and domestic coconut growers.

## **7. Experience of working with international donor funded projects:**

- Registered consultant / expert – The Commonwealth Secretariat, London (Since 2002)
- Served as a member of the steering committee of Sri Lanka - German (GTZ) Enterprise Information Project (1997-99)
- Served as a member of the working committee, Sri Lanka-German (GTZ) Vocational Training for Youth & Women Project, North Western & Central Provinces of Sri Lanka (1997-99)
- Served as a member of the steering committee of, Sri Lanka – German (GTZ) CEFE Entrepreneurship Development and Training Project (1995-99).
- Served as a member of the planning working group of GTZ-IFAD/ Government of Sri Lanka Private Sector Promotion Project and Regional Economic Advancement Programme for the administrative districts of Kandy and Matale (Central Province of Sri Lanka) (1997)
- Representative of the partner organisation (ISB, Kurunegala) for World Bank supported pilot project on Commercialisation of Agriculture through Farmer Companies (1995-97)
- Professional contribution to Sri Lanka – German (GTZ) Dry Zone Participatory Development Project, Kurunegala, Sri Lanka (1995-97)

## **8. Selected consultancy assignments**

- **The Commonwealth Secretariat, London:** Resource person for the Second Commonwealth-India Small Business Competitiveness Development Programme held in Chennai, India from 17-22 April 2005.
- **Commonwealth Service Abroad programme (CSAP), The Commonwealth Secretariat, London:** Short term consultancy assignment to design and develop a business information system for the Small Business Association of Barbados, August 2002 to September 2004
- **Black and Minority Ethnic Community Organisation Network, North East England:** Preparation of Business Plans for Black and Minority Ethnic Community Organisations Network, North East of England and Angolan Community Association, North of England (2001)
- **Private Sector Promotion in the Central Province of Sri Lanka- Regional Rural Development Project / GTZ :** Member of the team of external consultants appointed to review the project progress and prepare follow-up project proposal (May – June, 1998)
- **Konrad Adenauer Foundation, Mongolia:** Conduct a training programme on regional industrial development for a selected group from public and private sector and prepare regional industrial development plans for Gobi and Arhangai provinces in Mongolia (June-July 1997) (member of the faculty).

## **9. Selected conference papers, reports and presentations**

- Booth Kate, Haifa Takruri-Rizk, Lalith Welamedage & Kamel Manzi (2007) *Can I stay or shall I go? factors influencing the participation of black and minority ethnic Science, Engineering and Technology graduates in SET occupations in the North West*, Paper presented at the 4th Education in a Changing Environment Conference, 12-14 September 2007, University of Salford, United Kingdom.

- Booth Kate, Haifa Takruri-Rizk, Lalith Welamedage & Kamel Manzi (2007) *NW BME Entry to SET Careers (BME Participation in NW SET) Final Report*, June 2007, University of Salford, United Kingdom
- Welamedage, Lalith (2005) *“Small Business Development and Technology”*, Paper presented at the Second Commonwealth-India Small Business Competitiveness Development Programme held in Chennai, India, from 17-22 April 2005.
- Welamedage, Lalith (2004) *“Micro, small and medium-sized enterprises (MSMEs) development in post-conflict areas: Lesson for Sri Lanka”*, Paper submitted at the Annual Conference of the British Association for South Asian Studies **Contemporary Development in South Asia** held at the School of Development Studies, University of East Anglia, Norwich, 5-7 April 2004.
- Welamedage, Lalith (2003) *“Towards a Knowledge-Based Economy: Enhancing Technological and Innovation Capabilities of SMEs in Sri Lanka.”* Paper submitted for the 9<sup>th</sup> International Conference on Sri Lankan Studies, Ruhuna University, Matara, Sri Lanka, 28 – 30 November 2003.
- Wynarczyk, Pooran, Elizabeth Robson and Lalith Welamedage (2003) *“Providing Female Entrepreneurs Tomorrow: The Role of Further Education Colleges in the North East of England.”* Paper presented at the Regional Association International Conference, **Reinventing Regions in the Global Economy**, Pisa, Italy, 12<sup>th</sup> – 15<sup>th</sup> April 2003.
- Welamedage, Lalith (2002) *“The Role of Business Support Agencies in Reviving Declining Industry Sectors: The Case of Coconut Fibre Processing in the North Western Province of Sri Lanka.”* Paper Presented at the Biennial International Congress of the World Association of Industrial and Technological Research Organisations, Porto Alegre, Brazil, 8-11 September 2002.
- Wynarczyk, Pooran and Lalith Welamedage (2001) *“ICT and SME Growth: A Longitudinal Study of Their Relationship in the North East of England.”* Paper presented at the Regional Studies Association International Conference, **Regional Transitions: European Regions and the Challenges of Development, Integration and Enlargement**, Gdansk, Poland, 15th - 18th September 2001.

## **10. Selected training & seminars attended**

- **Research training programme** conducted by the Faculty of Humanities & Social Sciences (HASS), University of Newcastle (1999-2002)
- **Seminar/training on Promotion of Exports from Developing Countries**, Centre for Promotion of Exports from developing Countries, (CBI), Rotterdam, the Netherlands ( 3 weeks, June 1999)
- **Management Development and Self-Help Promotion For Small Scale, Enterprises In Developing Countries.** Marburg Consult, Marburg Germany, August 1991

## **11. Other professional activities / positions held**

- Trustee of the Black and Minority Ethnic Community Organisations Network (BECON), Newcastle upon Tyne, United Kingdom (2007-)
- Mentor/Community Champion, Black and Minority Ethnic Community Organisations Network, Newcastle upon Tyne, United Kingdom. 2001 to 2002)
- Member of the Governing Council of the Ceylon Chamber of Commerce (1998-1999)
- Member of the Teaching Panel (MBA programme), Post Graduate Institute of Agriculture, University of Peradeniya, Sri Lanka (1998 to-1999)



- Member of the Faculty Board, Faculty of Agriculture, Wayamba Campus, Rajarata University of Sri Lanka (1997-1998)
- Member of the governing council, Chamber of Commerce and Industry, North Western Province (1993-1994)