

## DR. MANISH PANDE

**Function:** CEO, Aditya Birla Retail, India

**Session:** Head for Food Testing Services, SGS, India

**TOUR Stop:** New Delhi/India, 1-2 March 2011

As the Head for Food Testing Services, Dr. Manish Pande is responsible for anticipating future customer requirements and launching new services to address these. He is also responsible for managing key relationships with customers and statutory organizations spread across the Food industry.

With more than 10 years of experience in the field of Food testing and certification, Manish is proficient in leading, planning and executing projects related to forestry, agriculture, agro-forestry, and eco-development. Manish is a Ph.D. from the Forest Research Institute, ICFRE, Dehradun and holds an M.Sc. degree in Forestry.

Manish has also co-authored three books titled dealing in issues of Farmers, certification, wildlife and rural livelihoods.

Dr Pande's other achievements include being an Investigator in projects such as Conducting Rapid Assessment & Prioritization of PAs Management, Design and Diagnostics of Agroforestry models of Arid Zone of Rajasthan, etc. He has also undertaken scientific studies on topics such as Tree, crop and soil nutrient dynamics studies, Tree crop microbial interaction in agroforestry systems, Economic feasibility of organic farming systems vis-à-vis chemical farming, etc. He has also authored that a number of other publications such as research papers, reports, etc. including a chapter on Wooden Handicrafts in India – Carvers Conservation and Certification.

A hands-on leader, Manish believes in delegating and believing in his team completely. A number of times he manages project himself, which he attributes to trying to measure the pulse of the industry and the customer. This approach helps him stay tuned to customer requirements.

### Educational Background and Fellowship

- Ph.D. (Forest Research Institute, ICFRE - Dehradun) 2000.
- MBA in Human Resource, IGNOU, New Delhi (Project to be undertaken).
- Qualified National Eligibility Test (NET) 1995 & 1998 for Asst. Professorship in Forestry.
- **M.Sc. Forestry, First Class, University Topper.**
- Recipient, Fellowship of Indian Council of Forestry Research & Education from 95-98.
- Recipient, Indian Air Force Diamond Jubilee Merit Scholarship "Best Student" 92-93.

### Professional Qualification: *Auditing Courses and Lead Auditor:*

- **Forest Certification – FSC and PEFC**
  - **Trainee Auditor for Forest Management certification:** SGS Qualifor, South Africa
  - **Lead Auditor for Chain of Custody certification:** SGS Qualifor, South Africa
- **QMS**
  - **Qualified Lead Auditor Training Course in ISO 9000** – IRCA Certified.
- **Organic Certification**
  - **Auditor for Organic Certification for NPOP, EEC 2092/91 and NOP USDA**

- EurepGAP Certification
  - *Trainee auditor*

### Position Held

- **Head – Food and Testing Services, SGS India (16<sup>th</sup> June till date)**
- **Manager – Food Division and Forest Certification, SGS India (Jan 2008 till June 16<sup>th</sup> 2008)**
- **Manager: Organic and Forest Certification, SGS India. (Oct. 2004 till Dec. 2007)**
- **Senior Programme Officer, WWF-India, New Delhi (Feb. 2002 to Sept. 2004)**
- **Coordinator Research: Research Foundation for Science Technology and Ecology, New Delhi (Jan 2000 to Jan. 2002)**

### Area of Specialisation and Interest:

Developing and managing ISO guide 65 systems for accreditation. Auditing for forest certification for prevalent standards (FSC and PEFC); organic certification for standards like NSOP, GoI, NOP-USDA, EEC 2092/91. Developing criteria and indicators for **forest certification**, eco-development, participatory & community forestry, assessment of protected area management, agro-forestry, integrated rural development, plant and soil nutrient dynamics, mycorrhiza, assessing soil dynamics of organic farms. Excellent cross-cultural communication skills in interacting with clients, regulatory bodies and institutions (MoEF, CII, QCI, APEDA, NCOF, FAO, NABARD, WWF to name a few).

### Professional Experience:

Presently equipped with skills for developing and maintaining accreditation for certification business. Responsible for managing Food Division including Organic and Forest Certification in an MNC. Proficient in planning and execution of projects related to forestry, agriculture, agro-forestry, and eco-development. Equipped with ability to develop multi-criteria analysis and correlating inter-linkages in participatory community development programme. Over **14 years experience** in executing forestry/agriculture/ agroforestry related projects funded by international donor agencies like *IDRC, DFID, Ford Foundation, WWF-U.K., UNDP, World Bank* and *NABARD*. Also capable in handling MNC work culture while handling Food and Forest Certification Business with SGS India.

### Responsibilities handled

#### I.SGS India:

- Overall responsibility of Food and Forest Certification including business development and auditing
- Establishing and maintaining ISO Guide 65 system for Organic Certification of SGS India.
- Single point contact for business/accreditation needs in Food and Forest Certification in the SGS India
- Interaction with Governments, regulatory bodies, research institutes and donor agencies on various issues.
- Meeting the budgetary and profitability targets set by the management
- Maintaining Key and Strategic Accounts
- Explore New Services Areas for expanding the business - Projects
- Cross Selling across SBU's (strategic business unit) and SGS Sectors
- Performing Market Analysis & Competitor Strategy
- Ensuring Sales Administration – Sales Automation
- Promoting sales by targeting Corporate clients (Corporate Sales)

#### II. WWF India:

- Project Designing & Formulation, Project Co-ordination, Monitoring & Evaluation, conducting training workshop, facilitation of multi-stakeholders' participation, institutional building for community controlled natural resource management, research and documentation on biodiversity and forestry issues, conducting rapid assessment of management effectiveness in protected area.
- To conceptualize and develop project proposals addressing conservation issues as per the organization's strategic plan through interaction with WWF-India's state and field offices; partner organizations, individuals and donor agencies to be dovetailed in the present initiatives.

- To undertake field visits to ensure implementation, monitoring and evaluation of on-going projects and ensure timely technical and financial reporting.
- To represent WWF-India in various meetings within and outside India and putting across WWF's point of views for dissemination in different forums.
- In addition to it, undertake all the tasks, assignments, tours, write ups delegated from time to time by the Coordinator, F&BC.

#### Investigator in the following Projects: Refer annexure II

- *Label Project for Development Commissioner Handicrafts* (Govt. Of India)
- *Group Certification initiative in Bamboo and Cane Industry* (IIFM, Bhopal)
- *Introduction to principles of certification in wood carving and Non Timber Forest Products (NTFPs)* (WWF, US)
- *Ranthambhor Eco-development Project* (DFID, UK)
- *Relevance of Certification in the Wood Carving Industry* (Ford Foundation/WWF-UK)
- *Conducting Rapid Assessment & Prioritization of PAs Management* (WWF, Switzerland)
- *Design and Diagnostics of Agroforestry models* (NABARD, UNDP, World Bank)
- *Documentation of traditional knowledge systems in Sikkim* (IDRC, Canada)
- *Planting stock improvement programme* (World Bank)
- *Studies on VAM associations in Neem based agroforestry systems in arid zone of Rajasthan* (Ph.D. Thesis)
- *Impacts of Globalization in Indian farming sector* (RFSTE, India)

#### Professional Training Relevant to Expertise

- *"Statistics and Economics and Their Application to Forestry"* conducted by Economics Division, School of International Studies, Jawahar Lal Nehru University, New Delhi, at Arid Forest Research Institute, Jodhpur from Feb 24-28, 1997.
- International Conference on *"Prosopis: State of Knowledge"* jointly organised by CAZRI, Jodhpur, India and Henry Doubleday Research Association, Coventry, U.K. held at CAZRI held from 8<sup>th</sup> to 11<sup>th</sup> February 1999.
- *"Butterflies, Bees and other Pollinators: Their Role in Biodiversity Conservation and Food Security"* organised by the RFSTE, New Delhi at the Navdanya Biodiversity Conservation Farm at Dehradun from the 4<sup>th</sup> September to 6<sup>th</sup> September 2000.
- *"Management & Utilisation of Prosopis juliflora"* jointly organised by CAZRI, Jodhpur, India and Henry Doubleday Research Association, Coventry, U.K. from 2<sup>nd</sup> to 5<sup>th</sup> May 2001 at CAZRI, Jodhpur.
- *"Utilisation of coal fly ash, sewage sludge and other organic matter in soil remineralisation for wasteland restoration and plantation"* conducted by ICEF, CIDA and IDRC, at New Delhi, on 6<sup>th</sup> March 2002.
- *"Organic cultivation of medicinal plants and elite crops"* conducted by National Medicinal Plant Board and HERBO BioMed, at Nuh, Haryana, on 27-30 Dec. 2002.
- *"Regional awareness-cum-training workshops for preparation of People's Biodiversity Registers"* conducted by Centre for Ecological Sciences, Indian Institute of Science, Bangalore and Biotech Consortium India Limited, New Delhi, at Indian National Science Academy (INSA) on 19-21<sup>st</sup> May 2003.
- *"Sensitization workshop on Forest Certification"* at Bamboo and Cane Development Institute, Agartala conducted by Indian Institute of Forest Management, Bhopal from 2-3<sup>rd</sup> July, 2003 under UNDP Funded, Cane & Bamboo Development Project of Export Promotion Council for Handicrafts, Government of India.
- *"Project design using logical framework analysis"* conducted by Dr. Sejal Worah (Capacity Building Coordinator, WWF UK) at Mussoorie, Uttaranchal on 28<sup>th</sup> and 29<sup>th</sup> July, 2003.
- *"Community reserves, conservation reserves and other legal spaces for Community Conserved Areas"* conducted by BNHS, WTI, Kalpavriksh at Conservation Education Center, Bombay Natural History Society, Mumbai from 3<sup>rd</sup> to 4<sup>th</sup> July 2004.
- *'Two Day Awareness Workshop on ISO 22000:2005'* conducted by SGS India Pvt. Ltd. on 27<sup>th</sup> and 28<sup>th</sup> Dec. 2005.

**Visits Abroad on Professional Assignments:**

- Kruger National Park, South Africa – Annual Meet - SGS Qualifor meet
- Yokohama, Japan – Upgradation of Auditing skills on Forestry Certification
- Kuala Lumpur, Malaysia – Auditing of firm for Organic certification
- Dubai, UAE – Meeting with the Ministry of Environment and Water, Govt. of UAE

**Members of Working Committee:**

- Expert Committee to frame guidelines for Certification Criteria towards Forest Certification for Timber and Non timber forest produce formulated by the *Ministry of Environment and Forest, Government of India.*

**Resource Person**

- National Center for Organic Farming - Ghaziabad
- Amity University - Noida
- Indira Gandhi National Open University – Delhi
- Indian Institute of Forest Management - Bhopal
- NGOs (Navdanya, Gramin Vikas Trust, Panchavati Foundation, WWF, IIFM)

**List of Publications**

**Training Manual: 2, Books: 3, Research Papers: 9, Popular Articles: 3**

**References:**

**Mr. S.K. Pande**

Distinguished Fellow,  
TERI, India Habitat Center,  
New Delhi,  
India – 110 003.  
Email: [sudhirpande@hotmail.com](mailto:sudhirpande@hotmail.com)

**Mr. P.K. Sen**

Director, Tiger Conservation  
Programme, WWF-India  
172 B, Lodi Estate,  
New Delhi – 110 003.  
Email: [psen@wwfindia.net](mailto:psen@wwfindia.net)

**Dr. J.C. Tarafdar**

National Fellow and Principal  
Scientist CAZRI,  
Jodhpur,  
India - 342 008.  
Email: [tarafdar@cazari.raj.nic.in](mailto:tarafdar@cazari.raj.nic.in)

**Dr. Manish Pande**

Annexure I**List of Publications****Training Manual**

1. *Trainers Training Manual for Sustainable Food System*, 2001.
2. *Users Kit for Vermi-Composting prepared for Ministry of Env., India (Eco-School Club programme)*, 2001.
3. *Label Project – Tackling issue of Quality in Handicraft Sector of India*

**Books Co-authored**

1. *Seeds of Suicide- The Ecological and Human Costs of Globalisation of Agriculture*. (2000).
2. *Ranthambhor Revisited: An evaluation of WWF-India's Ranthambhor Eco-development Project (2002)*.
3. *Relevance of Forest Certification in Wood Carving Industry in India (2002)*.

**Chapter in Book**

1. *Wooden Handicrafts in India – Carvers Conservation and Certification (2004)*.

**Popular Articles**

1. *Relevance of Forest Certification in India*
2. *Buy Wood with Conscious*
3. *Assessment of Protect Area Network in Sikkim, Eastern Himalaya*

**Reports**

1. *Report on the training workshop to assess the relevance of introducing principles of certification in sectors of wood carving and Non-wood forest*
2. *Report on relevance of certification in Bamboo and Cane industry in North East India*.
3. *Report on the Wood Carving status of the toy industry at Bhudni, Madhya Pradesh*
4. *Report on the Socio-economic status of the Wood Carvers in Saharanpur and Nagina, Uttar Pradesh*
5. *Impact of Woodcarving Industry on Dudhai (*Wrightia tinctoria*) population at Budhni and Ratapani wildlife sanctuary*.
6. *Documentation of the traditional ecological knowledge, capacity building needs of traditional institutions for sustainable utilisation of natural resources in Sikkim and Darjeeling Hills, Eastern Himalaya*

**Research Papers**

1. R.S.Singh, J.C.Tewari and **Manish Pande** (1998). Effect of seed germination, survival in arid zone Guggal (*Commiphora wightii* Arnott.) under nursery condition. *Jor. of Trop. For.*, Jan-Mar. 14 (1): 21-26.
2. **Manish Pande**, J.C.Tarafdar, G.N. Gupta (1999). Vesicular arbuscular mycorrhizal infection in the arid zone trees of agroforestry systems. *Indian Soc. Soil Sci.* 4: 54-57.
3. **Manish Pande** and J.C. Tarafdar (1999). Critical levels of VAM fungal propagules under different arid crops. *Agrochemica*, XLIII - N.x: 50-55.
4. **Manish Pande** and G.N. Gupta (2000). Scope of Biofertilizers in agroforestry. *Ind. J. Agroforestry*. 2: 23-32.
5. **Manish Pande** and J.C. Tarafdar (2002). Effect of Phosphorus, salinity and moisture on VAM Fungal Association in Neem (*Azadirachta indica* Linn.). *Symbiosis*, 32 195-209.
6. **Manish Pande** and J.C. Tarafdar (2002). AM fungal diversity in neem based agroforestry system of arid and semi-arid regions of Rajasthan. *Applied Soil Ecology*, 26, 231-241.
7. **Manish Pande** and J.C. Tarafdar (2002). Role of AM strains on biomass production and P, Zn, Cu uptake of neem (*Azadirachta indica*). *Journal of Tree Science* 22, 34-39.
8. **Manish Pande** and J.C. Tarafdar (2004). Effect of edaphic and climatic factors on vesicular-arbuscular mycorrhizae under neem based agroforestry system. *Journal of Tree Sciences*. 23, 29-40.

## Annexure II

## Details of the projects investigated:

- **Label Project for Development Commissioner Handicrafts (Govt. Of India):** A study was undertaken with the primary objective to assure to the consumer of handicraft that the product s/he is buying has produced in a set up, which has been evaluated and certified by being managed according to agreed social, economic and environmental standards. The primary objective was to provide the market place and the manufacturer with information indicating good stewardship in the handicraft sector. The exercise aims towards sensitization of crafts sector for best practices and the resulting manual is dedicated to the cause of sustainable utilization of natural resources by creating a trusted environmental, quality and social auditing scheme as per the international norms.
- **Group Certification initiative in Bamboo and Cane Industry (IIFM, Bhopal):** Working group member to explore bamboo and cane plantation for group certification under FSC. The site identified was Katlamara, Tripura. The programme funded by UNDP, Cane & Bamboo Development Project of Export Promotion Council for Handicrafts, Government of India.
- **Introduction to principles of certification in wood carving and Non Timber Forest Products (NTFPs) (WWF, US):** Conducted training workshop on forest certification as an initiative for assessing relevance of certification in India with an aim to familiarize stakeholders' to concept of certification. The tutor was *Mr. Walter Smith, currently Senior Technical Specialist and Auditor Rainforest Alliance, SmartWood Programme*. Scoping visit was undertaken of forest of Bijnore Division, Uttar Pradesh Forest Department and also conducted a CoC of a wood based industry.
- **Ranthambhor Eco-development Project (DFID, UK)**  
The decade old project implemented in villages located around Ranthambhor Tiger Reserve, Rajasthan for minimizing pressure on natural resources by communities was summarized in 'Ranthambhor Revisited'. The project was funded by WWF-UK & DFID.
- **Relevance of Certification in the Wood Carving Industry (Ford Foundation/WWF-UK)**  
India does not export timber *per se* but domestic and international market exists for certified handicrafts, furniture and non-timber forest products including medicinal plants. With support from Ford Foundation, WWF-India examined relevance of Forest Certification in India vis-à-vis handicraft sector.
- **Conducting Rapid Assessment & Prioritization of PAs Management (WWF, Switzerland)**  
The above methodology developed by WWF was applied assess management effectiveness of protected areas of Sikkim Himalaya located in eastern Himalayan Ecoregion. This enabled to ascertain the strengths and weaknesses of individual PA in the Sikkim Himalaya involving all stakeholders.
- **Design and Diagnostics of Agroforestry models (NABARD, UNDP, World Bank)**  
Comprehensive scientific studies in design and diagnostic survey of micro-watershed, preparation of watershed micro plan, socio-economic survey, planting stock improvement programme, tree crop and soil dynamics, social forestry, community forestry participation, introduction of biofertiliser in nursery and agroforestry systems has been achieved. These projects were under the aegis of ICFRE and funded by international and national agencies (UNDP, World Bank, NABARD).
- **Documentation of traditional knowledge systems in Sikkim (IDRC, Canada)**  
As scientists are increasingly recognizing the importance of Traditional Ecological Knowledge (TEK) in the sustainable development of the communities' world over, an attempt has been made to document the TEK in Sikkim Himalaya. For this traditional institution were approached for understanding their capacity rebuilding needs and adaptation of TEK in the changed socio-economic milieu.

- ***Planting stock improvement programme (World Bank)***  
The World Bank assistance for production of high quality planting stock both seed as well as vegetative part to ICFRE was aimed to provide with healthy planting stock. Activities included were to lay out *Seed Production Area (SPA)*, formation of *Clonal Seed Orchards (CSO)* and *Seedling Seed Orchards (SSO)* using seedlings of selected provenances or CPTs.
- ***Studies on VAM associations in Neem based agroforestry systems in arid zone of Rajasthan (Ph.D. Thesis)***  
A study in neem based agro-ecosystems in the arid and semi-arid zone of Rajasthan was undertaken to investigate population dynamics of VA mycorrhizal (VAM) fungi across the hydro-geo-morphological gradient. Study included tree crop interaction in terms of nutrient status, biomass estimation, soil activities and its cumulative effect on soil productivity. Protocols for isolation and identification of indigenous mycorrhizal species were developed.
- ***Impacts of Globalization in Indian farming sector (RFSTE, India)***  
"Seeds of Suicide" is a study of the impact of trade liberalisation on Indian agriculture detailing account of social and ecological costs of globalisation. The study aimed to impress that farmers and policy makers draw right lessons from tragedy to focus on building ecologically lasting solutions instead of chasing the "magic bullets" of technological fixes, which kill farmers more effectively than they kill pests. Non-sustainable pest control strategies offer chemical or genetic fixes while reducing diversity.