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# MESSAGE

I feel a great pride and a deep sense of responsibility in presenting the Annual Report 2024 of the Police Staff College Bangladesh (PSC). This year has been one of remarkable progress, strengthened collaboration, and visionary transformation in our journey towards excellence in law enforcement training programmes and relevant research activities.

We are committed to our mission of enhancing police professionalism, leadership, and operational efficiency through cutting-edge training programs and innovative research initiatives. In 2024, we successfully conducted 27 training courses, introduced new academic programs, and fostered strategic partnerships with national and international institutions. Our collaboration with esteemed organizations, including INTERPOL, the US Embassy, and universities worldwide, has significantly contributed to the development of our police officers.

The establishment of the International Police Research & Innovation Centre (IPRIC) in the PSC marks a significant milestone in our pursuit of integrating technology, research, and contemporary policing practices. As law enforcement challenges evolve in the digital era, PSC remains at the forefront of developing knowledge-driven, and evidence-based solutions for policing.

I express my sincere gratitude to the Inspector General of Police, the Ministry of Home Affairs, our faculty members, and to all our partners for their unwavering support. Together, we will continue to uphold the values of prudence, innovation, readiness, commitment, and teamwork to build a safer and more secure future for Bangladesh.

**Abu Hasan Muhammad Tarique, BPM**  
Rector  
Police Staff College Bangladesh



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## Achievements: Year 2024

Conducting of  
27 Training Courses

Strengthening  
International and  
National Collaboration

Developing of New  
Academic Programs

Research Institution  
in Operation

# Abbreviations

|           |  |        |   |
|-----------|--|--------|---|
| AD        | : Assistant Director   | NHRC   | : National Human Rights Commission                                  |
| Addl. DIG | : Additional Deputy Inspector General                                | PBI    | : Police Bureau of Investigation                                    |
| Addl. IGP | : Additional Inspector General of Police                             | PEMCC  | : Police Executive Management Certificate Course                    |
| Addl. SP  | : Additional Superintendent of Police                                | PLMCC  | : Police Leadership and Management Certificate Course               |
| APBn      | : Armed Police Battalion   | PHQ    | : Police Headquarters   |
| ASP       | : Assistant Superintendent of Police                                 | PSC    | : Police Staff College Bangladesh                                   |
| ATA       | : Anti-Terrorism Assistance  | PTC    | : Police Training Center  |
| BGB       | : Border Guard Bangladesh  | R&P    | : Research & Publication  |
| CTTC      | : Counter Terrorism and Transnational Crime                          | RAB    | : Rapid Action Battalion  |
| CID       | : Criminal Investigation Department                                  | SAARC  | : South Asian Association for Regional Cooperation                  |
| CMP       | : Chittagong Metropolitan Police                                     | SB     | : Special Branch  |
| DD        | : Deputy Director  | SP     | : Superintendent of Police  |
| DIG       | : Deputy Inspector General   | SPBn   | : Special Security and Protection Battalion                         |
| DMP       | : Dhaka Metropolitan Police  | TDS    | : Traffic Driving School  |
| FGD       | : Focus Group Discussion   | UNDP   | : United Nations Development Program                                |
| GAFMCC    | : General Administration and Financial Management Certificate Course | UNESCO | : United Nations Educational, Scientific and Cultural Organizations |
| HP        | : Highway Police   | UNICEF | : United Nations Children's Fund                                    |
| ICC       | : International Conference Centre                                    | UNODC  | : United Nations Office on Drugs and Crime                          |
| ICITAP    | : International Criminal Investigative Training Assistance Program   |        |   |
| IGP       | : Inspector General of Police  |        |   |
| MDS       | : Member Directing Staff   |        |   |
| MoU       | : Memorandum of Understanding  |        |   |



# Executive Summary

The Annual Report 2024 of the Police Staff College Bangladesh (PSC) presents a comprehensive overview of the institution's achievements, progress, and strategic initiatives in law enforcement training, research, and international collaboration. As the premier training and research institute for Bangladesh Police, PSC continues its commitment to developing professional leadership, advancing academic excellence, and fostering innovative policing strategies.

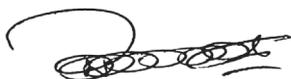
In 2024, PSC successfully conducted 27 training courses, including five mid-career programs, three Smart Policing courses, and specialized international training programs in collaboration with INTERPOL, UNDP, ICITAP, and the US Embassy. The institution also launched new academic programs, including the Postgraduate Diploma in Cyber Security (PGDCS) and Postgraduate Diploma in Security Management (PGDSM), to equip law enforcement officers with critical skills for modern policing challenges.

A key milestone was the establishment of the International Police Research & Innovation Centre (IPRIC), which focuses on cutting-edge research in areas such as cybercrime, artificial intelligence in policing, transnational crime, and community policing strategies. This initiative reinforces the role of Police Staff College as a global think tank in law enforcement innovation.

International collaborations of Police Staff College expanded significantly in 2024, with new partnerships formed with Macquarie University (Australia), Rashtriya Raksha University (India), and various embassies and law enforcement agencies worldwide. These collaborations facilitated international training programs, exchange initiatives, and research projects that have enhanced the professional capabilities of Bangladesh Police officers.

As part of this transformative journey, PSC is prioritizing the integration of cutting-edge methods and data-driven approaches into police education and training. By fostering a culture of continuous learning and innovation, the institution aims at developing future-ready police officers who can effectively respond to evolving security challenges. This initiative not only strengthens institutional capabilities but also reinforces public trust by promoting transparency, accountability, and service excellence in policing across Bangladesh.

This report highlights the significant strides made by PSC in training, research, curriculum development, and global engagement, demonstrating its unwavering commitment to excellence in police education and leadership development.



**Mohammad Shahjahan, PPM (Bar), Ph. D**  
Senior Directing Staff (Research & Publication)  
Chief Editor, Annual Report 2024

# Police Staff College Bangladesh

## Commencement of the Journey

Police Staff College Bangladesh started its journey on 30 November 2000 and emerged as a statutory organization under the Police Staff College Act, 2002. The first of its kind in the South Asia region, this institution is situated at Mirpur, Section 14, in the heart of Dhaka, the capital city of Bangladesh.

## Location

The campus of Police Staff College Bangladesh sprawls across 19.5 acres of land adjacent to Shahid Police Smrity School & College and Public Order Management at Mirpur-14, Dhaka. It is located between Mirpur Circle-10 and Dhaka Cantonment. With its open fields, tranquil water body and well-kept premises, the PSC campus is a pleasantly scenic location in the heart of Dhaka metropolis. It offers an oasis of refreshing comfort and a soothing breathing space amidst the hustle and bustle of the capital.





## Organization and Management

Police Staff College Bangladesh (PSC) is the apex training and research institute of the Bangladesh Police. It is responsible for imparting quality training to the Bangladesh Police, offering professional academic degrees, and conducting cutting-edge research on criminological issues, improving police operational performance, and community engagement, all geared toward the aim of enhancing safety and security.

### Board of Governors

PSC is governed by a 13-member Board of Governors headed by the Honorable Minister, Ministry of Home Affairs. The dignitary members include Secretaries of the Ministry of Home Affairs, Ministry of Public Administration, Ministry of Finance, Ministry of Education, and Ministry of Law, Justice and Parliamentary Affairs, the Inspector General of Police, the Rector of Bangladesh Public Administration Training Centers (BPATC), the Commandant of Defense Services Command and Staff College (DSCSC), the Vice Chancellor of Jahangirnagar University, and the Additional Secretary of the Cabinet Division, with the Rector, Police Staff College Bangladesh as the member secretary of the board.

### Management

The Rector, holding the rank of Additional Inspector General, serves as the executive head of the Police Staff College Bangladesh (PSC). Assisting the Rector is the Vice Rector, who holds the rank of Deputy Inspector General (DIG) and is responsible for all administrative concerns. The PSC operates under two wings, each overseen by a Deputy Inspector General (DIG). A Senior Directing Staff (SDS), ranked Deputy Inspector General (DIG), supervises the Training wing, while another SDS oversees the Academic and Research wing. Four Member Directing Staff (MDS) are also responsible for specific activities within their respective areas.

### Administration and Finance Wing

Police Staff College Bangladesh (PSC) has an Administration and Finance wing, which provides essential support services to ensure smooth operations to all the wings. The Director, ranked Superintendent of Police, manages and supervises these support activities according to directives of the PSC authority.

### Academic and Research Wing

Academic and Research Wing is engaged in conducting academic courses and facilitating cutting-edge research across a range of socio-economic, criminological, security, law enforcement and counter-terrorism issues. Under the supervision of this Wing, the second batch of the Master's degree program in Applied Criminology and Police Management is underway as a continuation of its commitment to excellence in academic endeavors.

### Training Wing

The Training Wing of PSC offers training to enhance managerial capabilities, operational skills, leadership and farsightedness with a commitment to developing sound professionalism among police personnel. PSC's core training programs are primarily internal and conducted on campus, and it has a strategic vision to offer distance education programs. The duration of the core programs generally ranges from 2-3 weeks. PSC conducts courses in collaboration with national and international partners as well.

Since its inception, PSC's journey has been characterized by continual improvement and has gradually built a momentum of sustained progress. PSC's current performance has put it on track to achieve its strategic vision. The institution has broadened its network in the international arena, including the recent strengthening of collaboration with Macquarie University, Australia. PSC hosts international conferences and seminars in partnership with Interpol, the US Embassy, and with support from the Australian High Commission, as well as with the Canadian authorities. PSC is moving forward and endeavoring for excellence with a vision to establish itself as a regional and global think tank.

## What We Do

The purpose of Police Staff College Bangladesh (PSC) is to create sustainable, sound and work-based learning models which would support the police, government officials and relevant professionals of Bangladesh and around the globe to build safer and more resilient communities.

**Vision**

To enhance professionalism in policing through need based training and applied research

**Mission**

To develop human resources with sound capability and integrity to modernize policing within the framework of national development policies

**Values**

- Prudence
- Innovation
- Readiness
- Commitment
- Teamwork

## Objective

The objective of Police Staff College Bangladesh is to create an effective and meaningful environment for learning and research opportunities, provide outstanding educational facilities, and facilitate networks and collaborative partnerships for police and other relevant professionals from home and abroad. This aims to make our world safe and secure.

## Strategic Goals

To influence and enhance police leadership, prudence and professionalism

To establish innovative and work-based graduate learning programs

To provide value and insights gained from security, criminology and policing research to the national and international platforms

To promote mutual partnership and networking

To create a vibrant and quality learning environment

Police Staff College Bangladesh is dedicated to achieving excellence in training, education, and research in the field of policing. The College is committed to being innovative to elevate itself to international standards. It responds promptly and effectively to all relevant directives from the government. Additionally, Police Staff College Bangladesh is dedicated to developing police professionals capable of meeting the contemporary demands of policing. The pursuit of excellence is driven by the teamwork and dedication of its staff.



## How We Do It

To meet our goals, our strategies are to:

- Develop and continue outstanding training programs to make police leaders capable of meeting Contemporary policing needs
- Offer graduate learning programs to our communities to enhance academic literacy and wisdom
- Conduct evidence-based and applied research to inform policy and practice
- Undertake integrated programs through augmenting partnerships and networks in the national and international levels
- Ensure capacity building of Staff and facilitate a quality learning environment

## We Cultivate a Culture where

- We value our fellows and respect their potential to deliver quality training outcomes and services
- We encourage critical thinking on barriers to the smooth functioning of policing
- We support and promote partnerships and joint contributions
- We believe that a spirit of unity underpins our success
- We collaborate to make a difference
- Our mission is to set and uphold global standards by fostering innovation, adaptability, and evidence-based practice

## Organizational Structure

Police Staff College Bangladesh is governed by a Board of Governors (BOG) chaired by the Honorable Home Minister. The Board of Governors is responsible for the executive decisions of PSC. According to the Police Staff College Act 2002, the Board shall meet at PSC every quarter to provide strategic input into the planning and delivery of PSC operations. PSC is led by the Rector, who is the member secretary of the Board. The Rector is supported by an executive management team, which contributes essential expertise in planning, coordination, and execution of PSCs' programmes and activities. We respond proactively to the evolving needs of governance and security, ensuring our programs are aligned with the dynamic landscape of modern policing.





## Faculty Members



**Mr. Abu Hasan Muhammad Tarique, BPM**, was born in Rajshahi. He started his career in the Bangladesh Police as an Assistant Superintendent of Police in 1991. He is now serving as the Rector of the Police Staff College, Bangladesh.

Mr. Tarique is a graduate in Finance and Banking from the University of Dhaka. Along with all mandatory trainings and courses at home, he participated in several professional courses in the USA, Japan and Australia. He had the opportunity to share his knowledge and experience with divergent participants from different countries at the seminars held in France, the UK, Indonesia and Singapore. He also travelled to a number of countries in his official capacities, which enriched his professional competency.

In his illustrious career, he served in diversified areas of policing, which include his tenure in District Police Bagerhat, Narayanganj and Kishoreganj as well as the Armed Police Battalion Chattogram as Assistant Superintendent of Police and Senior Assistant Superintendent of Police. He also worked in the Dhaka Metropolitan Police as Senior Assistant Commissioner and Additional Deputy Commissioner of Police. At Police Headquarters, he held notable appointments as Assistant Inspector General, Additional Deputy Inspector General, Deputy Inspector General of Police and lastly as the Additional Inspector General (Finance). He also served as Principal (Additional Inspector General) of Bangladesh Police Academy, Sardah, Rajshahi.

Beyond the national frontiers, Mr. Tarique had served in the United Nations Peacekeeping Missions in Bosnia-Herzegovina and Sudan. He was awarded the Bangladesh Police Medal (BPM), the most prestigious recognition for his outstanding professionalism and public service. Mr. Tarique is one of the founding members of the Community Bank Bangladesh PLC. He has a keen interest in reading, travelling and watching television programs in his leisure time. He is happily married to Humayra Sultana PhD, a member of BCS (Administration) cadre of 15<sup>th</sup> BCS and blessed with two daughters.



**Mr. S.M. Rokon Uddin**, Deputy Inspector General of Bangladesh Police, joined the Police Staff College on 02 October 2024. He is serving as Vice Rector of the institution. He belongs to the 15<sup>th</sup> batch of BCS (Police) and joined the Bangladesh Police in 1995. He completed a B.A. (Hons) and a Master's degree from Dhaka University. He served in different important police units in Meherpur, Lakshmipur, Rajshahi, Jessore districts, DMP, SMP, Chattogram Range, and PTC Noakhali. He holds several professional certificates from home and abroad. He is blessed with two daughters and one son.

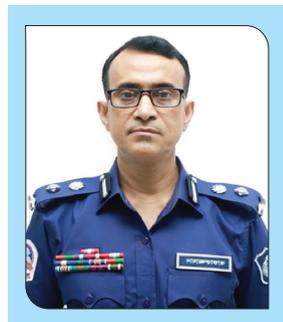
**Mr. Dr. A.F.M. Masum Rabbani**, Deputy Inspector General of Bangladesh Police, joined the Police Staff College as a Senior Directing Staff (Training) on 26 July 2022. As the SDS of PSC, he is responsible as one of the senior administrators directing both training and curriculum affairs of this institution. He belongs to the 15<sup>th</sup> batch of BCS (Police) and joined the Bangladesh Police in 1995. He completed his BSc. and MSc. in Physics from the University of Dhaka. He achieved a Ph.D. degree in Nuclear Engineering from Jahangirnagar University. He was also a post-doctoral fellow at the University of Dhaka. He served in different important police units in PHQ, DMP, SB, CID, and different District Police, including Pabna and Rajshahi, as Superintendent of Police. He was the first BANFPU commander of UN missions in the Ivory Coast. He holds several professional certificates from home and abroad. He visited more than 25 countries. He hails from Dhaka. His areas of interest include counter-terrorism, crisis management and contemporary policing issues.



**Mr. Mohammad Shahjahan PPM (Bar), Ph.D**, Senior Directing Staff (Research & Publication), joined PSC on 11<sup>th</sup> March 2008. He is a member of the 17<sup>th</sup> batch of BCS (Police). He achieved a Ph.D. from the Department of Government and Politics, Jahangirnagar University. He obtained his Bachelor and Master degrees in social Welfare from the University of Dhaka. He worked at different police units like the Dhaka Metropolitan Police, CID, Faridpur district, and also the Parliamentary Standing Committee etc. His research interests include the past and present of policing and victim rights issues.



**Mr. S.M. Aktaruzzaman**, Deputy Inspector General of Bangladesh Police, joined Police Staff College Bangladesh as a Senior Directing Staff (Academic) on 10 August 2023. He belongs to the 18<sup>th</sup> batch of BCS (Police) and joined the Bangladesh Police on 25 January 1999. He completed his M.Sc. in Pharmacy from the University of Dhaka. He also completed his MBA from the Institute of Business Administration (IBA), University of Dhaka. Before his appointment to PSC, he served as Range DIG of Barishal Range. In his distinguished career, he served in various units, including Police Headquarters, DMP, RAB, and the Bangladesh Police Academy. He also worked at the Police Staff College, Bangladesh, as a faculty member. He served in Pirojpur and Barishal districts as Superintendent of Police.



**Mr. Muhammed Saidur Rahman Khan, PPM (Bar)**, Additional Deputy Inspector General of Bangladesh Police, joined the Police Staff College on 15 November 2023. He is a member of the 20<sup>th</sup> batch of BCS (Police). He has worked in the Dhaka Range office, Criminal Investigation Department (CID), Dhaka Metropolitan Police, Chittagong Metropolitan Police, and Armed Police Battalion. He has also served in several districts such as Circle ASP, Addl SP, and SP. He has vast experience in leadership positions in combating organized crime, transnational organized crime and serious crimes. He has served in the United Nations Peacekeeping Mission in Sudan and Democratic Republic of the Congo. He has attended the USA, Japan, China, and Saudi Arabia in various professional capacities. He has visited Zambia, Zimbabwe, Uganda, Rwanda, Burundi, Qatar, Thailand and Dubai. Currently, he works as a Member Directing Staff (Research and Publication).





**Mr. Dr. A K M Iqbal Hossain** is a highly accomplished law enforcement professional, academic and researcher currently serving at the Police Staff College Bangladesh. He joined this esteemed institution on 27 October 2024. With a diverse background in policing, human resource management and extensive research in the field of modern policing strategies, organizational restructuring, leadership development, and HRM best practices, he has excelled himself as the most talented member of the Bangladesh Police. He obtained a first-class master's degree from Jahangirnagar University in Government and Politics and did another master's in human resource management from the University of Dhaka, with an outstanding score, having CGPA of 3.99 (Out of 4). He belongs to the 20<sup>th</sup> batch of BCS (Police) and has so far served under the Bangladesh Police in different capacities. He attended specialized training on money laundering conducted by Virginia State University, USA. He also served under the United Nations peacekeeping mission in Ivory Coast (UNOCI) over the period from 2006 to 2007. He was awarded Ph.D. degree from Jahangirnagar University for his intensive field research-based thesis on "Reforms in Bangladesh Police Administration: Issues and Challenges." Eventually, he could make valuable inputs to the current police reform commission. His areas of interest are police reform, police policy planning, human resource management, police management, organizational behavior and public policy analysis issues. A good number of his articles have been published in different professional journals of national and international repute. He is now serving as a Member Directing staff (Academic) of this college. In addition to his academic responsibility at this college, he is planning to conduct a macro study on the affairs of 'Thana' in ensuring law and order within the country.



**Mr. Mohammad Jahangir Hossain**, Additional Deputy Inspector General of Bangladesh Police, joined the Police Staff College on 17 August 2022. He is working as a Member Directing Staff (Training) of the Police Staff College Bangladesh and is responsible for training and curriculum affairs of this institution. He belongs to the 20<sup>th</sup> batch of BCS (Police) and joined the Bangladesh Police in 2001. He completed B.Sc. and M. Sc. in Soil Science from the University of Dhaka. He did an MBA (HR) from Stanford University, Dhaka. He also received a diploma degree from NALSAR University, Hyderabad, India, in Humanitarian law. He served in different important police units in Bangladesh, including PHQ, DMP, SB, Highway Police, RAB, Khagrachari district and Dhaka district. He served at UN missions in Ivory Coast and Darfur, Sudan. He holds several professional certificates from home and abroad, including Singapore, Malaysia, and Austria.



**Mr. Md. Abdur Razzak**, Additional Deputy Inspector General, joined PSC on 17 November 2024. Currently working as MDS (R&P), was joined in 2001 through the 20<sup>th</sup> batch of BCS (Police). He has worked in various appointments of the Bangladesh Police for more than 23 years of his policing career. He worked in two UN Peacekeeping missions in South Sudan, where he contributed to developing community policing practices among the native police officers. He had also worked in the Police Reform Programme, a UNDP project, as a Community Policing Expert for three years. He had been working for three sections consecutively, such as Special Crime, Community Policing and Planning and Research sections for nearly twelve years. He also served as the Commandant of Rajshahi RRF and Commanding Officer for 4-Armed Police Battalions.

**Ms. Nassian Wazed, BPM, PPM**, Additional Deputy Inspector General of Police, has joined at the Police Staff College Bangladesh on 5 November 2024. Ms. Nassian has been a dedicated and serving member of the Police Service since December 2003. Her academic background is distinguished by a Master of Science degree in Botany from the National University of Bangladesh and a Master of Social Science degree in Criminology and Criminal Justice System from the University of Dhaka. Throughout her career, she has served at the RAB Forces Headquarters, Lalmonirhat District Police and the Police Headquarters. Moreover, she has contributed to international peacekeeping efforts by serving in the United Nations Peace Operations under MONUSCO in Democratic Republic of the Congo. Presently, Ms. Nassian Wazed serves as a faculty member and Member of the Directing Staff (Logistics) at the Police Staff College Bangladesh.



**Mr. Kazi Muhammad Shafi Iqbal** is working as Director (Administration and Finance) at Police Staff College Bangladesh. He belongs to the 18<sup>th</sup> batch of BCS (Police), and he joined the Bangladesh Police in 1999. He obtained his MBA degree from IBA, University of Dhaka. In his professional, he served in different police units including KMP, DMP, the then Rapid Action Team (RAT), CID, PBI, and PSC. He has worked for a significant amount of time for the Police Staff College Bangladesh. He has excellent command of the English language and scored 9.0 out of 9.0 in the IELTS. Apart from his service, he is also well-known as an English language and communication expert and a trainer.



**Ms. Afroza Parvin**, Director (Overseas Programme), joined Police Staff College Bangladesh on 20 November 2016. She belongs to the 24<sup>th</sup> batch of BCS (Police) and joined the Bangladesh Police in 2005. She worked at RAB, Special Branch, and served in the United Nations in the female BANFPU-2 in Haiti. She completed her B.Sc. (Hons) in Agriculture from Bangladesh Agricultural University, Mymensingh and holds a Master's degree in Plant Pathology from Bangabandhu Sheikh Mujibur Rahman Agricultural University. She did another Master's degree in Master of Applied Criminology and Police Management from the National University.



**Mr. Md. Sohel Rana**, Director (Project & Development), an Addl. DIG of Bangladesh Police, has joined the Police Staff College Bangladesh on 02 February 2023. Primarily with a Master's in English Literature from the University of Dhaka, he has pursued his second Master's in 'Criminology and Criminal Justice' from the same alma mater. He is a Chevening Scholar of the Govt. of the United Kingdom (UK). He achieved another Master's degree in Human Rights from the University of Sussex, UK. During his tour of service, he widened his professional horizons serving in the capacity of AIG Media & Public Relations and AIG Training at the Police Headquarters. He has worked as a Deputy Commissioner in the Chattogram Metropolitan Police. His profile also reads him as the Chief Protocol Officer to two consecutive IGPs, the National Contact Officer of NCB (Interpol)-Dhaka, an Additional Superintendent of Police (Media & Public Relations, PHQ), an Additional Superintendent of Police (Operations, PHQ) and an Asst. Superintendent of Police (UN Affairs, PHQ). A feather to count for UN Peacekeeping Missions, he has served in UNAMID (Darfur)





as a UNPOL Training Officer and in UNMISS (South Sudan) as an FPU Coordinator (Admin & Personnel) at the Mission Headquarters (UNPOL). Room to Read, a US-based organization, has brought out his first book titled *The Story of a Crow and a Cuckoo*. He has published two crime fiction books titled *Bio-Data* and *Shoe Print* from Suchipatra Prokashoni. A book of poems titled *Monoscription* was published by Suvro Prokash. He has travelled widely home and abroad, including the UK, France, Switzerland, Italy, Vatican City, Germany, Austria, Luxembourg, Belgium, Turkey, Greece, China, Hongkong, India, Kenya and Uganda.



**Mr. Sarker Omar Faroque**, Superintendent of Police (SP) and currently the Director (Academic) at the Police Staff College Bangladesh, is a member of the 25<sup>th</sup> BCS (Police) service. He has had a distinguished career in law enforcement and academia, with postings in key roles across Bangladesh, including Deputy Police Commissioner for Counter-Terrorism and Transnational Organised Crime (CTTC) at Rajshahi Metropolitan Police, Deputy Director (Admin & Finance) and Assistant Director (Training) at the Police Staff College, Additional Superintendent of Police at the Police Bureau of Investigation (PBI), and Additional Deputy Police Commissioner (North, City Special Branch, and Media) at Sylhet Metropolitan Police. He has also served as a National Training Consultant for the UNDP's Police Reform Programme from 2013 to 2014.

Faroque holds a PhD in Green Criminology from the University of Essex, UK, funded by the Prime Minister's Fellowship, and a Master's degree on Applied Human Rights from the University of York, UK, under the Chevening Scholarship awarded by the British Government. Additionally, he earned a Master's in English (Applied Linguistics and ELT) and a BA (Hons) in English from the University of Dhaka. His areas of interest include policing green crime, climate change criminology, policing human rights, qualitative research, research ethics, transnational organised crime, and training development.

His professional achievements are further complemented by several prestigious awards, such as the Prime Minister's Fellowship (Bangladesh), the International Visitor Leadership Programme (USA), the Asia Global Fellowship (Hong Kong), the Australian Award Fellowship (Australia), and the Chevening Scholarship (UK). Faroque has represented Bangladesh internationally at esteemed institutions, including the University of Essex (UK), University of York (UK), National Defense University, Washington DC (USA), Ohio State University (USA), University of Texas at El Paso (USA), St Petersburg Police College, Tampa, Florida (USA), Macquarie University (Australia), and the Asia Global Institute (University of Hong Kong). His work has made a significant contribution to training, research, and operational efficiency within the Bangladesh Police and beyond.



**Mr. Mohammad Kamruzzaman, Ph.D.**, is a distinguished professional with extensive expertise in law enforcement, human rights, and human trafficking. Serving as the Director (Research and Publication) at the Police Staff College Bangladesh, he has held various key roles since joining the Bangladesh Police in 2006, including training leadership positions and international assignments.

Kamruzzaman has an impressive academic portfolio, holding a Ph.D. (Law), as well as Ph.D. fellow and an M.Phil in Anthropology, focusing on combating human trafficking and its anthropological aspects in Bangladesh. He also holds multiple degrees in

philosophy, law, and human rights, consistently earning accolades such as Vice-Chancellor and Chancellor Gold Medals.

His international experience includes serving with the United Nations Mission in Haiti (MINUSTAH), where he served as parade commander and was honored with the UN Medal. He has authored books on road transport laws and human trafficking, alongside numerous journal articles on Islamic law, human rights, and women's rights.

In addition to being a seasoned trainer in traffic management, Mohammad Kamruzzaman, Ph.D. is a recognized resource person in various disciplines, including security and leadership. His contributions extend to editorial roles for police-related publications and training guides.

**Mr. Md. Mahbubul Alam, PPM**, is a SP of Bangladesh Police, bringing over 16 years of service to his current role as Director of Curriculum & Evaluation at the Police Staff College Bangladesh. A member of the 27<sup>th</sup> BCS, he has held key positions including Superintendent of Police in Shariatpur District, Highway Police of Madaripur Region, and Additional Superintendent of Police in Sylhet. His professional expertise spans a wide range of areas, notably financial crime, for which he holds certifications such as Certified Global Sanctions Specialist (CGSS) and Certified Anti Money Laundering Specialist (CAMS), in addition to Certified National Trainer in AML/ CFT by UNODC.

Alam's academic credentials are equally impressive, with five Master degrees, including Financial Crime and Governance from Macquarie University, Australia, earned through competitive scholarships. His contributions to law enforcement have been recognized with prestigious honors, including the National Integrity Award in 2020 and the President's Police Medal in 2024. Alam's career is further distinguished by extensive international and domestic training across five countries, enhancing his leadership and expertise in policing.

In addition to his police career, Alam has also made valuable contributions to the corporate sector, having spent a year with Ericsson Bangladesh Ltd. On the personal front, he is married to Tania Sultana, a Deputy Secretary, and they are the proud parents of a 10-year-old daughter.

**Ms. Tahura Jannat**, Deputy Director (Training), joined Police Staff College Bangladesh on June 12, 2019. She belongs to the 28<sup>th</sup> BCS (Police) batch and joined the Bangladesh Police in 2010. Before joining PSC, she served at a UN mission as Deputy Commander of BANFPU-1, Rotation -12, MONUSCO, in the Democratic Republic of Congo. She previously served in the Special Branch and had an earlier assignment at the Police Staff College Bangladesh. She received the Inspector General's 'Exemplary Good Service Badge' in 2019. She did Honors and Master's degree from Jahangirnagar University under the Department of History and holds an MPS degree from Rajshahi University. She is the author of the book "Kinshashar Dinguli", a memoir of her time serving at the United Nations peacekeeping mission in the Democratic Republic of the Congo (MONUSCO). Her second publication is 'Nurjahan'.





**Ms. Nilufa Yeasmin, PPM**, Deputy Director (Academic), joined Police Staff College Bangladesh on 6 February 2018. She belongs to the 28<sup>th</sup> BCS (Police) batch and joined the Bangladesh Police in 2010. She worked at RAB, APBn and served in Female BANFPU-2 MONUSCO mission in DR Congo. She completed her BBA (Hons.) and MBA in Finance from the Business Faculty, University of Dhaka and holds an MPS degree from Rajshahi University. She received the President Police Medal (PPM-Sheba) in 2021. Her interests include studying the development process and the field of peace and conflict studies.



**Mr. Tahmidul Islam**, Deputy Director (Admin and Finance), is a member of the 29<sup>th</sup> BCS (Police) batch. He joined Police Staff College Bangladesh on 27 August 2023. He completed his BSc. (Hons.) and MSc. degrees from the Department of Soil, Water & Environment, University of Dhaka. He worked at Dhaka Metropolitan Police, Industrial Police, Chandpur and Savar Circles, and Sylhet Metropolitan Police.



**Mr. Md Shahinul Islam Fakir**, Deputy Director (Training), and Staff Officer to Rector (as additional charge) joined Police Staff College Bangladesh on 17 September 2024. Before joining PSC, he worked as the Circle Officer (Additional SP) of Kotwali Circle, Mymensingh District for 2 years and 08 months. He is an LLM graduate (Master of Law) from the University of Illinois Urbana-Champaign, USA funded by a Fulbright Scholarship. He also worked in Tangail District Police as Additional SP (Headquarters) from July 2019 to Jan 2021. Before that, Mr Shahin worked as a United Nations Peacekeeper under the mission UNAMID in Darfur, Sudan two times consecutively. This is his second tenure of service at PSC, while he worked as Assistant Director (Administration) during 2014-2017. He is a member of the 31<sup>st</sup> BCS (Police) batch. He did his BSc (Engineering) in CSE as well as an MBA from the Military Institute of Science and Technology, under the University of Dhaka. He has also completed his Master of Professional Studies (MPS) from Rajshahi University. He has achieved the IGP's Exemplary Good Service Badge in recognition of his high efficacy and professional standards. Mr Shahin is a nationally enlisted singer in Bangladesh Betar for Nazrul Sangeet, a presenter. His spouse Dr Sumaiya Jahan, currently working as Resident Medical Officer at Bangladesh Shishu Hospital and Institute.



**Mr. Sazzad Ibna Rayhan**, the Deputy Director (Research & Publication) at the Police Staff College Bangladesh, is a member of the 31<sup>st</sup> batch of BCS (Police). He completed his Higher Secondary Certificate (HSC) at Notre Dame College and earned both his Bachelor and Master degrees from the University of Dhaka. Throughout his career, he has served in various roles for the Bangladesh Police. Additionally, he has a publication credited to the National Academy for Educational Management (NAEM).

**Ms. Arifa Ashraf Pinky** is working as Deputy Director (Overseas Programme) at Police Staff College Bangladesh. She joined the Police Staff College on 30 December 2019 and belongs to the 34<sup>th</sup> BCS batch. Previously, she worked at the Criminal Investigation Department (CID). She obtained her M.Sc. and B.Sc. degrees in Biochemistry and Molecular Biology from Jahangirnagar University. Her area of interest includes Cyber-Security and Counter-Terrorism.



**Mr. S. M. Ashikur Rahaman**, Deputy Director (Training), joined Police Staff College Bangladesh on November 14, 2024. He started his career in the Civil Service from the 34<sup>th</sup> BCS (Police) batch. Before joining Police Staff College, he served in the District Police Bagerhat and the Dhaka Metropolitan Police in different appointments. He achieved his graduation & Post-graduation from the National University in the department of Accounting. He holds an LLB Degree from the National University and a Master's in Police Science from Rajshahi University, respectively. He was born and raised in the Narail district.



**Mr. Md. Habibullah Dalal** is a dedicated law enforcement professional with extensive experience in policing, training, and research. He joined the Bangladesh Police on 21 August 2006 as a member of the 25<sup>th</sup> BCS (Police) batch and has since served in various leadership and training roles.

He has played a key role in police training and capacity building, serving as the Course Coordinator for the 26<sup>th</sup> Sergeants' Batch at the Bangladesh Police Academy. His expertise in law enforcement research, policy development, and training methodologies has contributed to the professional development of police officers.



Currently, Mr. Habib is working as Assistant Director (Research & Publications) at Police Staff College Bangladesh, where he leads research on policing, security, and public safety. He collaborates with national and international organizations to develop evidence-based policies aimed at improving law enforcement practices.

With a strong academic background, including a PhD in Materials Science from Australia, Mr. Habib integrates scientific research with law enforcement strategies, bringing innovation and analytical rigor to police training and policy development.

**Mr. Md. Rajibul Ahsan** is working as Assistant Director (Administration). He joined the Police Staff College Bangladesh on 09 May 2022 and belongs 35<sup>th</sup> BCS (Police) batch. Previously, he worked at Rapid Action Battalion as a Company Commander's "Ops" officer and Adjutant for three and a half years. He obtained the DG Gallantry Award for recognition of his remarkable operations against Drugs and Illegal Arms. He completed his graduation in Pharmacy from North South University. His area of interest includes Cyber-Security and investigation.





**Ms. Shahana Sultana** has been working as Assistant Director (Advanced and Partnership Course) since 2024 at the Police Staff College Bangladesh. She joined at Bangladesh Police on 2 May 2017 through the 35<sup>th</sup> BCS (Police) batch. Previously, she was posted at the Rapid Action Battalion. She obtained her graduation and post-graduation from the University of Dhaka.



**Ms. Urmi Deb** is working as Assistant Director (Curriculum) at Police Staff College, Bangladesh. She belongs to the 36<sup>th</sup> BCS (Police) batch. She joined the Police Staff College on 14<sup>th</sup> November 2024. Before joining the Police Staff College Bangladesh, she worked as an ASP in the Railway Police. She obtained her BA (Honours) and Master's (English) from Chattogram College under the National University. Her area of interest covers Cyber Security and criminology.



**Ms. Monowara Akhter Rifat** is working as Assistant Director (Core Course) at Police Staff College Bangladesh. She joined in Bangladesh Police as Assistant Superintendent of Police on 14<sup>th</sup> February 2021 and belongs to the 38<sup>th</sup> BCS (Police) batch. Previously, she had been posted to the Cumilla District Police as an ASP (Probationer). She obtained her graduation and post-graduation degrees in Bangla Literature from the University of Dhaka. Her area of interest includes Intelligence and Cyber-Security.



**Mr. Md. Robiul Islam** serves as the Assistant Director (Project and Development) at the Police Staff College Bangladesh, a position he assumed on 2 November 2023. He began his career with the Bangladesh Police in 1992 as an outside cadet. Over the years, he has served as a Sub-Inspector in Satkhira, Kushtia, Khulna, Manikganj, Gazipur district, and DMP. He later excelled as an Inspector in Chuadanga, Gazipur district, and CID Dhaka, demonstrating his versatility and unwavering commitment to ensure justice.

A significant highlight of his career is his decade-long service as a Court Inspector for prosecution earning widespread commendation for his diligence and expertise. Originated from Jashore, Md. Robiul Islam completed his BA at P.C. College, Bagerhat, under Rajshahi University. His professional interests remain firmly rooted in legal prosecution and court administration, particularly through his contributions as a Court Inspector at Gazipur Court. His exemplary career stands as a testament to his dedication, leadership, and steadfast commitment to public service.

**Mr. Md. Aminul Haque** joined Bangladesh Police on 6 November 2006. He worked in KMP, PHQ and DMP. He joined Police Staff College Bangladesh as 'System Analyst' on 11 September 2019 and continues. He got his Master's degree in Mathematics from Jahangirnagar University, and he also got Master's in Computer Science and Engineering from Uttara University. His research interests include the topics of information technology.



**Ms. Dr. Kamrun Nahar** joined Police Staff College Bangladesh in December 2006. She has worked with Bangladesh Police as a medical practitioner since 1 January 2004. She received MBBS degree from Sher-e-Bangla Medical College, Barisal, and she also obtained her Post Graduate Diploma from Dhaka Medical College and Cleidocranial Dysplasia (CCD) from BIRDEM. Before joining Police Staff College, she worked in the Divisional Police Hospital, Chittagong.



**Ms. Dr. Antara Kar** joined Police Staff College Bangladesh as a Medical Officer on 30 March 2023. She obtained her M.B.B.S. degree from BGC Trust Medical College, Chittagong. She completed the Orientation Training for Health Professionals from Bangladesh Police Academy, Rajshahi.





## Annual Highlights: Year 2024

### Post Graduate Diploma in Cyber Security begins at PSC

The first Postgraduate Diploma in Cybersecurity Course batch was inaugurated at Police Staff College, Bangladesh, on March 23, 2024. The course aims to build a smart police force, enhance law enforcement capabilities, and develop a highly skilled workforce for addressing future challenges. The course is designed to foster a partnership between the police and society.



*Participants and Guests at the inauguration ceremony of the Post Graduate Diploma in Cyber Security*

The PGD course on Cyber Security is praised for its practical skills and potential to empower Bangladesh Police personnel. It is seen as a significant step towards building a smart police force in Bangladesh. The course's timeliness and support from the Ministry of Home Affairs, Police Headquarters, and National University authorities are praised.



*Building future cyber security professionals*

### Superintendents of Police receive training on Executive Management

The 3<sup>rd</sup> Police Executive Management Certificate Course (PEMCC) at Police Staff College Bangladesh, conducted from 31 March to 02 May 2024, covered a wide range of topics essential for senior police officers, particularly Superintendents of Police (SPs). The course aimed to improve leadership skills in law enforcement and public

## Annual Highlights: Year 2024

administration, focusing on challenges in implementing the Bangladesh Police Strategic Plan, addressing human rights, environmental policing, and DSB Manual. Participants learned about internal audit systems, cybercrime prevention, and negotiation.



*Participants of the 3<sup>rd</sup> Police Executive Management Certificate Course with PSC faculty members*

### Additional Superintendents of Police receive training on General and Financial Management

The 8<sup>th</sup> **General and Financial Management Certificate Course (GAFMCC)** organized by Police Staff College Bangladesh, took place from March 18, 2024, to May 2, 2024. The course, designed for Additional Superintendent of Police officers, aimed to enhance their administrative and financial management skills, focusing on strategic planning, budgeting, resource management, and ethical leadership.



*Participants of the 8<sup>th</sup> GAFMCC with faculty members of PSC*

The course aimed to equip police officers with essential knowledge, skills, and attitudes for effective leadership and management, covering strategic planning, budgeting, financial management, procurement, and legal frameworks. It emphasized ethical behavior, integrity, and professionalism, fostering a positive attitude towards public service.



## Annual Highlights: Year 2024

### 11<sup>th</sup> Course for ASP Probationers from the 41<sup>st</sup> BCS (Police) Batch

The newly joined ASP from the 41<sup>st</sup> BCS (Police) batch are hosted at PSC from May 8 to September 15, 2024. This period aims to prepare probationers for law enforcement roles through foundational and skill development modules, including orientation to the Bangladesh Police, human rights, interdepartmental relationships, stress management, gender-sensitive policing, and intelligence utilization.



*PSC faculty members with newly joined ASP from the 41<sup>st</sup> BCS (Police) batch*

### 1<sup>st</sup> Induction Course for Newly Promoted ASP

The 1<sup>st</sup> Induction Course for Newly Promoted ASPs was organized by the Police Staff College Bangladesh from May 12 to May 23, 2024. The course, designed for promoted ASPs, aimed to enhance leadership skills, facilitate experience exchange, and support adaptation to new roles. It emphasized the importance of leveraging past experiences while adjusting to new responsibilities as an ASP.



*Participants of the 1<sup>st</sup> Induction course for newly promoted ASPs with PSC faculty members*

# Annual Highlights: Year 2024

## Partnership and Outreach





## Annual Highlights: Year 2024

### INTERPOL Policing Capabilities Programme (ICCP)

The **INTERPOL Policing Capabilities Programme** was conducted from March 4 to 7, 2024, organized by INTERPOL in collaboration with the National Central Bureau (NCB) at the Police Headquarters in Dhaka. The program aimed to improve participants' policing skills by equipping them with INTERPOL's global network tools, international cooperation, databases, and cross-border law enforcement best practices.



*Strengthening Law Enforcement Through International Cooperation: INTERPOL Policing Capabilities Programme in PSC*

Simultaneously, from March 4 to 7, 2024, the “Soteria Border Management Training & Field Operation” was also conducted, organized by INTERPOL. The training aimed to improve border security and management through practical field operations, enhancing law enforcement personnel's capacity to detect and prevent transnational crimes.

### Anti-Money Laundering and Counter Terror Financing Program: A Collaborative Initiative

The “**Anti-Money Laundering & Counter Terror Financing Program (1<sup>st</sup> Batch)**” is a pivotal training initiative organized by the Department of Homeland Security, United States Secret Service, and the US Embassy. Scheduled to take place from November 10 to November 14, 2024, The Police Staff College Bangladesh is hosting a five-day program aimed at enhancing the capacity of law enforcement and financial oversight personnel in combating money laundering and terrorism financing.



*Police Staff College Bangladesh hosts a collaborative journey to strengthen global security efforts with the US Embassy, Dhaka*

## Annual Highlights: Year 2024



*“Participants of the Anti-Money Laundering & Counter Terror Financing Program”*

### Advancing Financial Integrity: Highlights from the 2<sup>nd</sup> Batch of the AML and CTF Program

The second batch of the **Anti-Money Laundering (AML) and Counter-Terror Financing (CTF) Program**, held from November 17 to November 21, 2024, demonstrated the Department of Homeland Security’s commitment to global security through capacity building. The US Secret Service and the U.S. Embassy organized a training program for 31 Bangladeshi institutions to combat money laundering and terror financing, equipping them with advanced skills.



*“Strengthening Global Security: Bangladeshi Officials Unite Against Financial Crimes in Advanced AML & CTF Training”*

Core topics included modern investigative techniques, financial data analysis, and leveraging global frameworks for tracing illicit activities. The diverse professional backgrounds of attendees enriched the discussions, fostering a multidisciplinary approach to identifying and mitigating financial crimes. Emphasis was placed on cross-agency collaboration and technology integration, essential tools for addressing the evolving challenges posed by sophisticated money laundering networks and terror financing channels.



## Annual Highlights: Year 2024

### 13<sup>th</sup> Annual INTERPA Conference on Artificial Intelligence in Policing: A Step Forward in Law Enforcement Innovation

The 13<sup>th</sup> Annual International Association of Police Academies (INTERPA) Conference was successfully convened from November 10 to 14, 2024, in Riyadh, Saudi Arabia. The event brought together 132 delegates from 29 member institutions and seven observer countries, emphasizing the vital role of Artificial Intelligence (AI) in contemporary policing. Police Staff College Bangladesh, as an active member of INTERPA, was notably represented by Dr. Mallick Faqrul Islam, BPM, PPM, former Rector, and Isfaquul Kabir Sarker, former Assistant Superintendent of Police. Both delegates contributed significantly to the discussions, presentations, and decision-making processes during the conference.



*Empowering Law Enforcement Through AI: Insights from the 13<sup>th</sup> Annual INTERPA Conference in Riyadh*

This year's conference focused on the theme Artificial Intelligence in Policing, reflecting the growing importance of AI technologies in addressing contemporary security challenges. The event served as a platform to explore various dimensions of AI in law enforcement, including ethical considerations, practical applications, and potential challenges. A major highlight of the conference was INTERPA's Annual Meeting, which included the 26<sup>th</sup> Executive Board Meeting and the 13<sup>th</sup> General Assembly Meeting.

The conference emphasized the importance of adopting AI technologies to build smarter, more efficient policing systems. Key takeaways included skills development in AI to empower law enforcement personnel, collaboration and cooperation among police academies and training Institutes, establishing sound policies and frameworks for using AI technologies.

## Annual Highlights: Year 2024



*“Shaping the Future of Law Enforcement: Highlights from the 13<sup>th</sup> INTERPA Conference on AI in Policing”*

During the conference, bilateral discussions were held between Police Staff College Bangladesh and King Fahd Security College to explore opportunities for cooperation. These discussions highlighted the potential for joint training programs, knowledge exchanges, and collaborative research in policing and AI technologies. The conference concluded with plans for upcoming INTERPA meetings.



*“Advancing Global Policing: Insights from the 13<sup>th</sup> Annual INTERPA Conference on AI and Innovation in Law Enforcement”*

The 27<sup>th</sup> Executive Board Meeting is scheduled to take place in Mongolia in June 2025. Meanwhile, the 14<sup>th</sup> Annual INTERPA Conference, the General Assembly Meeting, and the 28<sup>th</sup> Executive Board Meeting will be hosted by Turkey later in 2025. These future events are expected to build upon the progress made in Riyadh, focusing on further integrating AI into global policing practices. As INTERPA continues to drive collaboration among police academies worldwide, the lessons learned and partnerships formed at this conference will undoubtedly shape the future of AI in policing, paving the way for more efficient, accountable, and people-oriented law enforcement systems.



## Annual Highlights: Year 2024

### Courses and Workshops

| Serial | Name of the Courses  | Description          | Duration | Number of Participants |
|--------|--|----------------------|----------|------------------------|
| 1      | 6 <sup>th</sup> Police Leadership and Management Certificate Course<br>Organiser: Police Staff College Bangladesh  | Mid-career course    | 61       | 19                     |
| 2      | The Foundational Counter Weapons of Mass Destruction Terrorism (CWMDT) Investigations Workshop<br>Organizer: ICITAP, US Department of Justice, US Embassy, Dhaka | Partnership course   | 5        | 20                     |
| 3      | Intelligence Analysis<br>Organizer: Police Staff College, Bangladesh   | Short course         | 9        | 21                     |
| 4      | Training on INTERPOL Policing Capabilities Programme (IPCP)<br>Organizer: INTERPOL   | Partnership course   | 4        | 20                     |
| 5      | Soteria Border Management Training & Field Operation Org: INTERPOL   | Partnership course   | 4        | 20                     |
| 6      | Combat Cyber Violence Against Women<br>Organizer: UNDP, Dhaka  | Partnership course   | 1        | 24                     |
| 7      | Women's Representation in Policing and Gender-responsive Policing Workshop<br>Organizer: The US Embassy, Dhaka   | Partnership course   | 1        | 63                     |
| 8      | 8 <sup>th</sup> General Administration and Financial Management Certificate Course<br>Organizer: Police Staff College, Bangladesh                                | Mid-career course    | 44       | 21                     |
| 9      | 3 <sup>rd</sup> Police Executive Management Certificate Course<br>Organizer: Police Staff College, Bangladesh  | Mid-career course    | 40       | 24                     |
| 10     | 2 <sup>nd</sup> Course on Smart Policing for Police Inspectors<br>Organizer: Police Staff College, Bangladesh  | Specialized Training | 11       | 59                     |
| 11     | Psychological tools and techniques for Behavioural Forensic Investigation  | Specialized Training | 3        | 20                     |
| 12     | 11 <sup>th</sup> Course for ASP Probationers<br>Organizer: Police Staff College, Bangladesh  | Orientation course   | 160      | 107                    |
| 13     | 1 <sup>st</sup> Induction course for newly promoted ASP<br>Organizer: Police Staff College, Bangladesh   | Specialized course   | 13       | 32                     |
| 14     | 1 <sup>st</sup> Online Course on Smart Policing for Inspectors<br>Organizer: Police Staff College Bangladesh   | Specialized Training | 11       | 85                     |

## Annual Highlights: Year 2024

### Courses and Workshops

|                    |  |                      |    |      |
|--------------------|--|----------------------|----|------|
| 15                 | Smart Planning of Police Staff College Bangladesh in line with Vision 2041”<br>Organizer: Police Staff College Bangladesh  | Specialized Training | 1  | 117  |
| 16                 | Maritime Security Laws   | Specialized Training | 4  | 20   |
| 17                 | Smart Design Lab (SDL) workshop was inaugurated to implement design and plan with the vision of Smart planning of Police Staff College Bangladesh.                               | Workshop             | 1  | 53   |
| 18                 | Smart Design Lab (SDL) workshop was inaugurated to implement design and plan with the vision of Smart planning of the Police Staff College Bangladesh.                           | Workshop             | 1  | 54   |
| 19                 | Smart Design Lab (SDL) workshop was inaugurated to implement design and plan with the vision of Smart planning of Police Staff College Bangladesh.                               | Workshop             | 1  | 58   |
| 20                 | Smart Design Lab (SDL) workshop was inaugurated to implement design and plan with the vision of Smart planning of Police Staff College Bangladesh.                               | Workshop             | 1  | 58   |
| 21                 | 3 <sup>rd</sup> Course on Smart Policing for Police Inspectors   | Specialized Training | 12 | 60   |
| 22                 | 7 <sup>th</sup> Police Leadership and Management Certificate Course  | Mid-career course    | 45 | 20   |
| 23                 | 8 <sup>th</sup> Police Leadership and Management Certificate Course  | Mid-career course    | 34 | 27   |
| 24                 | In-House Training for Vehicle Drivers  | In-house course      | 5  | 20   |
| 25                 | Anti-money Laundering & Counter Terror Financing Program (1 <sup>st</sup> Batch)– Organized by: Department of Homeland Security, United States Secret Service, US Embassy, Dhaka | Partnership course   | 5  | 29   |
| 26                 | Anti-money Laundering & Counter Terror Financing Program (2 <sup>nd</sup> Batch)– Organized by: Department of Homeland Security, United States Secret Service, US Embassy, Dhaka | Partnership course   | 5  | 30   |
| 27                 | 1 <sup>st</sup> Pro-People Policing through Conventional and Tech-based Management Training for SPs  | Specialized course   | 3  | 17   |
| Total participants |  |                      |    | 1099 |



## Performance Analysis

The year 2024 marked a significant period of progress for the Police Staff College (PSC), characterized by substantial momentum in its organization-wide efforts to realize its strategic objectives. PSC has broadened its scope of engagement beyond traditional law enforcement domains to encompass various government agencies and the non-government sector. The College has successfully delivered updated and advanced training programs, conducted targeted research initiatives, and provided expanded learning opportunities. Furthermore, PSC has significantly enhanced avenues for collaboration with international academic institutions, establishing partnerships. These developments underscore the College's vital role in promoting professional excellence, fostering innovation, and strengthening collaborative partnerships within the security sector and global community.



## Administration and Finance Wing

Police Staff College's Administration and Financial Branch is responsible for the smooth administrative functioning of Police Staff College Bangladesh. Maintaining financial discipline is one of its crucial roles. Its other activities include maintaining discipline of the staff and general control and supervision of both police and ministerial level employees as per the direction of the Rector. This wing is headed by a Member Directing Staff, ranked Additional Deputy Inspector General of Police. Two Superintendents of Police, posted as Director (Administration & Finance) and Director (Project and Development) are in charge of two branches.

### **Goal: To create a vibrant and quality learning environment**

#### **Strategic Priorities**

- High quality campus environment
- Maintain high quality learning environment
- Maintain discipline
- Capacity building of PSC staffs through overseas trainings

#### **Duties and Responsibilities of the Administrative and Finance Branch**

- Maintaining overall administrative and financial matters
- Personnel management
- Infrastructure management
- Logistics and supply management
- Ensuring timely procurements, maintenance and other related works of PSC
- Annual procurements and maintenance of other related works of this institution
- Verifying cash in hand and custodian of cash operation by the head of this wing
- Submission of all reports and returns and making routine correspondence with police
- Providing administrative and messing facilities of the trainee officers as well as foreign and national trainers while the program runs
- Supervising construction works and maintaining liaison with concerned department
- Granting leave of the subordinate officers/staff. Reward Administration wing is vibrant to reward police members and ministerial staff for their good services. A total of 203 police personnel ranking from Constable to Sub-Inspector



### Highlights: Year 2024

| SI | Achievements   |
|----|--|
| 1  | Ensuring smooth functioning of overall operational activities year-round           |
| 2  | Arranging departmental examination   |
| 3  | Welfare meetings and activities  |
| 6  | Proposal sent for additional manpower of 268 personnel and 47 outsourced personnel |
| 7  | Formulation of Police Staff College financial rules                                |
| 8  | Formulation of Police Staff College personnel rules                                |
| 9  | Third consecutive championship in IGP Cup Cricket Tournament                       |
| 10 | ISO certification for Police Staff College Bangladesh                              |
| 11 | Facilitating MoU with Farazy Hospital  |

## Project and Development Branch

The “Project and Development” Branch of Police Staff College (PSC) Bangladesh is dedicated to infrastructural development and upkeep. This branch is crucial for ensuring that all physical facilities, including buildings, utilities, and other infrastructure, meet the college’s operational needs. The branch’s responsibilities include planning, executing, and overseeing construction and renovation projects, as well as maintaining existing structures to ensure they remain functional and safe for all college activities. The branch works closely with other departments to ensure that development projects align with PSC’s long-term goals and comply with relevant standards and regulations. This wing is headed by a Superintendent of Police, posted as Director (Project and Development).

### Highlights: Year 2024

| SI | Achievements  |
|----|---|
| 1  | Repair and renovation of International Police Research & Innovation Centre (IPRIC)    |
| 2  | Building of the temporary MT office   |
| 3  | Repair and cleaning of the Police Memorial compound                                   |
| 4  | Repair and renovation work in the dormitory ground floor washroom                     |
| 5  | Repair of the inner roads (Phase-2 initiated)   |
| 6  | Repair and renovation of the dormitory kitchen (initiated)                            |
| 7  | Repair of the generators and electric substations                                     |
| 8  | Repair of the lifts at the admin and dormitory buildings                              |
| 9  | DPP revised and sent to PHQ for approval  |
| 10 | Master plan drafted and sent to PHQ for approval                                      |
| 11 | Construction of the new temporary tin-shed force barrack                              |
| 12 | Repair and renovation of dormitory rooms on 1 <sup>st</sup> and 2 <sup>nd</sup> floor |
| 13 | Arrangement of two fire safety training and drills at the Police Staff College        |



## Training and Curriculum Wing

This Wing is headed by a Senior Directing Staff (SDS) in the rank of Deputy Inspector General (DIG) of Bangladesh Police and a Member Directing Staff (MDS) in the rank of Additional Deputy Inspector General (Addl. DIG). This wing is composed of two Branches: 1) Training and 2) Curriculum branch, each branch headed by a director in the rank of Superintendent of Police (SP).

### Training Branch

PSC conducts various courses for the participants to raise awareness about new ideas, perceptions, and thinking and develop appropriate knowledge, skills, and attitudes to respond to the changing needs of society. Improvement of operational performance of today's police service, irrespective of the countries from the Global North and the Global South, usually calls for advanced training reflecting need-based priorities for senior police officials. The institute endeavors to provide wisdom to the participants to improve managerial capability, operational performance, commanding skill, and identification of problems with package prescription for solutions in the context of national and international scenarios. In the future, the Police Staff College will be a center for research studies on police subjects and will share ideas and experiences with similar institutes in and outside the country. Encourages visitors and guest speakers from diverse background; for example, government officials, academicians, renowned professors from different public and private universities, specialists on respective fields, former advisors of the government, former chief justice, reputed political personalities and high officials from Armed Force to come often to share their thoughts, experiences and ideas with the participants.

#### Highlights: Year 2024

| SI | Training Title  | No. of Course | Participants |
|----|---|---------------|--------------|
| 1  | Mid-career Courses  | 5             | 111          |
| 2  | Short Course  | 1             | 21           |
| 3  | Smart Policing Courses  | 3             | 204          |
| 4  | Smart Policing Workshops  | 5             | 340          |
| 5  | 1 <sup>st</sup> Induction Course for Newly Promoted ASP                             | 1             | 32           |
| 6  | 11 <sup>th</sup> Course for ASP Probationers of 41 <sup>st</sup> BCS (Police) Batch | 1             | 107          |
| 7  | In-house Courses  | 1             | 20           |

| SI | Signing of Memorandum of Understanding (MoU) |
|----|--|
| 1  | Jahangirnagar University                     |
| 2  | North South University                       |
| 3  | Panpacific University                        |
| 4  | Farazy Hospital Ltd                          |
| 5  | University of Dhaka                          |
| 6  | Chandpur Science and Technology University   |
| 7  | University of Chittagong                     |
| 8  | South East University                        |
| 9  | American International University            |



## Training Mandate

- To impart training to officials ranked ASP and above within the police organization
- To organize & conduct national & international conferences, seminars, and symposiums on subjects related to police administration & management, and other relevant topics.
- To develop training curricula
- To award certificates after successful completion of courses and trainings

## Evolution of Training

- PSC emphasizes conceptual integration among the BCS cadre officers
- PSC nourishes innovation and creativity in training activities
- PSC focuses on need-based training
- Training courses are reviewed in line with the current priorities

## Challenges and Way Forward

### ■ In-house Facilitators or Resource Persons

The current approach to engaging resource persons at PSC relies heavily on external speakers. Due to frequent faculty transfers, PSC faces challenges in developing and maintaining a stable pool of internal resource personnel. To enhance sustainability and self-reliance, it is recommended that PSC establish an internal panel of facilitators with specialized expertise in specific subject areas. This will enable the institute to conduct training sessions independently and ensure continuity of quality training delivery.

### ■ Infrastructural Facilities

The current infrastructure facilities are limited in scope. Presently, the available facilities can only support a limited number of certificate programs. To accommodate long-term courses, additional facilities such as a seminar room and syndicate rooms are required to ensure effective delivery and a conducive learning environment.

### ■ Vehicle and Transportation support

PSC currently lacks dedicated vehicle support for participants and guest speakers, including transportation for field research activities. As a result, it relies on DMP and PHQ for vehicle assistance, particularly during major events such as international conferences and training programs. Providing dedicated transportation resources would enhance operational efficiency and ensure the smooth conduct of PSC's activities and events.

## Overseas Programme Branch

The Overseas Training Branch at the Police Staff College Bangladesh is tasked with organizing and facilitating international training opportunities for senior police officers. This branch prioritizes the establishment and maintenance of strategic partnerships with foreign law enforcement agencies, academic institutions, and training organizations to deliver specialized courses and professional development programs. Through the coordination of these overseas training initiatives, the branch ensures that police officers gain exposure to best practices globally, thereby enhancing their skills and broadening their perspectives in alignment with international standards. The branch plays a vital role in fostering international collaboration and cultivating a culture of continuous learning within PSC. Overseas Programme Branch is led by a Director appointed at the rank of Superintendent of Police.

## Highlights: Year 2024

| SI | Partner                                    | Course | Participant |
|----|--|--------|-------------|
| 1  | ICITAP, US Embassy                         | 01     | 20          |
| 2  | INTERPOL                                   | 02     | 40          |
| 3  | UNDP                                       | 01     | 24          |
| 4  | BPWNA, US Embassy                          | 01     | 63          |
| 5  | ATU  | 01     | 93          |
| 6  | Rashtriya Raksha University India (Online) | 02     | 40          |

## Curriculum Branch

### Curriculum Development: A Vital Component to Design Quality Training

Curriculum development is based on various methods of training evaluation, such as training impact analysis and training needs assessment. The curricula for Police Staff College are carefully planned in a purposeful, progressive, and systematic manner to ensure continuous improvement of course content. These curricula are regularly updated to reflect changes and developments in law enforcement and global affairs that may affect training needs. This process is driven by research outputs, organizational requirements, job task analysis, as well as government and organizational training policies, including input from police policy groups.

The focus is on Training Needs Assessment (TNA) and training impact analysis. The findings from these evaluations are used to design the Police Staff College Bangladesh courses. To enhance learning, the curriculum incorporates group discussions, problem-solving exercises, case studies, field visits, and panel discussions to provide participants with advanced knowledge, skills, and a positive attitude. To meet these educational requirements, Police Staff College Bangladesh invites resource persons and forms expert panels consisting of professionals from public universities, research organizations, policy analysts, and retired senior police officers. The course curricula are developed by Police Staff College Bangladesh faculty in collaboration with these resource persons.

## Highlights: Year 2024

| Curriculum Development |   |
|------------------------|---|
| SI                     | Title of Course   |
| 1                      | Pro-People Policing through Conventional and Tech-based Management Training Course for SP |
| 2                      | Police Leadership and Management Certificate Course (PLMCC)                               |
| 3                      | General Administration and Financial Management Certificate Course (FMCC)                 |
| 4                      | Formulation of Routines for Training Courses  |



| Mid-career Courses |          |   |
|--------------------|----------|---|
| SI                 | Rank     | Course  |
| 1                  | ASP      | Police Leadership and Management Certificate Course (PLMCC)               |
| 2                  | Addl. SP | General Administration and Financial Management Certificate Course (FMCC) |
| 3                  | SP       | Police Executive Management Certificate Course (PEMCC)                    |

| Specialized Training Course |      |  |
|-----------------------------|------|--|
| SI                          | Rank | Course   |
| 1                           | SP   | Pro-People Policing through Convention and Tech-based Management Training Course |

## Curriculum Development

Curriculum development is a crucial aspect of training. To keep training effective, relevant, and timely, regular curriculum reviews are essential. With globalization, new crime trends like cybercrime, transnational crime, and terrorism continue to emerge. In response, the Police Staff College Bangladesh has developed a specialized, contemporary curriculum for various training courses, integrating best practices, advanced technology, and relevant legal frameworks to equip law enforcement for the complexities of modern policing.

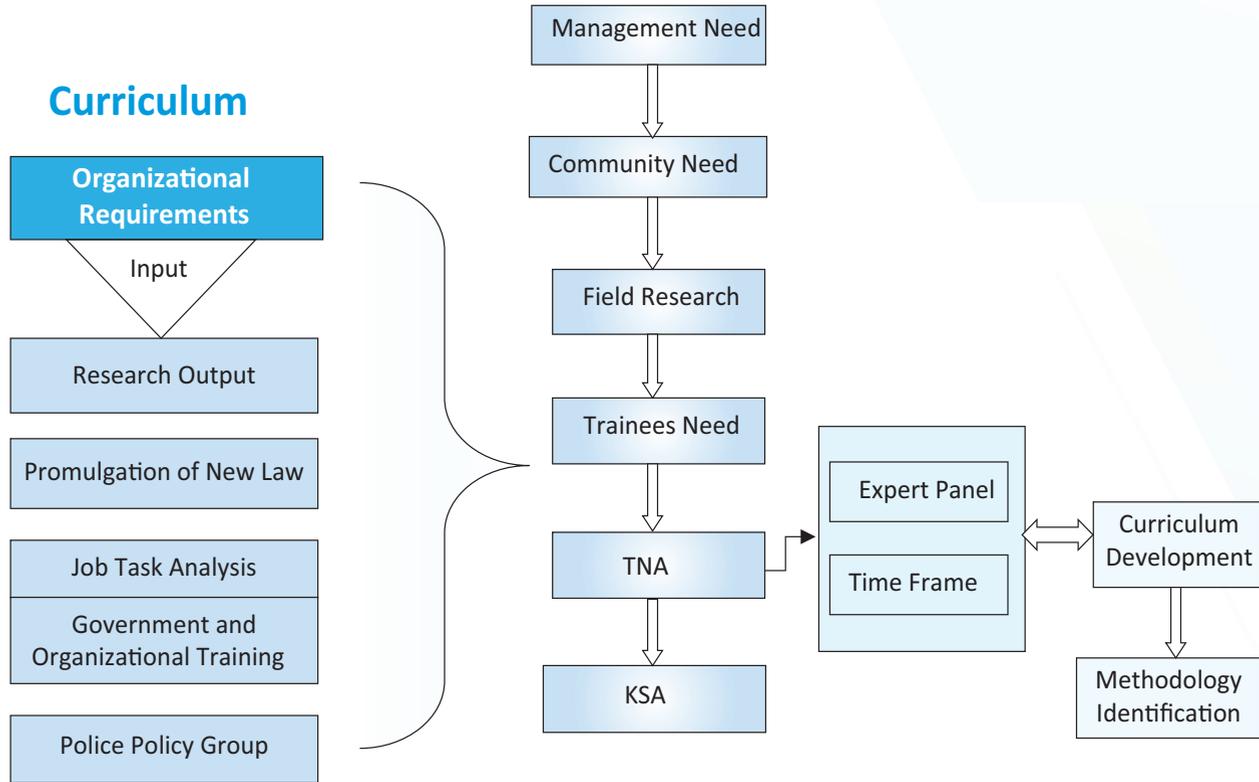
The curricula of these courses encompass a broad spectrum of topics, including transnational organized crime, terrorism investigation, terrorist financing, intelligence operations, cyber terrorism, militancy, counter-terrorism strategies, as well as financial, administrative, and other pertinent issues related to policing. Additionally, an important initiative involves the development of the Pro-People Policing through Conventional and Technology-Based Management Training Course for Superintendents of Police (SP). This program is designed to equip SPs with contemporary, conventional, and tech-based driven management skills that promote pro-people policing, foster public trust, enhance community engagement, and augment overall law enforcement effectiveness through the utilization of innovative training methodologies.

## Curriculum Development Process

Courses conducted by the PSC are typically developed through a comprehensive curriculum development process. This process is informed by research outputs, organizational requirements, job analysis, government and organizational training policies, and input from police policy group. Training Need Assessment (TNA) is given priority, and courses are designed based on the findings from this assessment.

To provide participants with up-to-date knowledge, skills and foster positive changes in attitude, the curriculum includes group discussions, problem-solving exercises, case studies, field visits, and panel discussions. To ensure these objectives are met, PSC invites resource persons and forms expert panels with professionals from public and private universities, research organizations, policy analysts, and retired senior police officers. The course curricula are developed by PSC faculty in collaboration with these resource persons. The process of Curriculum Development of Police Staff College Bangladesh is appended below:

## FLOW CHART OF CURRICULUM DEVELOPMENT



**Flow Chart: Process of Curriculum Development**

### Evaluation

Evaluation is regarded as a crucial process in any training event, as it helps assess and improve its effectiveness and impact. The PSC consistently incorporates an evaluation process to analyze and determine which aspects of the training have successfully met the objectives and which have not. Participant evaluation is conducted at the following levels:

#### Level 1: Response

This measures the extent to which participants react positively to the training. To gauge this, the following questions are considered:

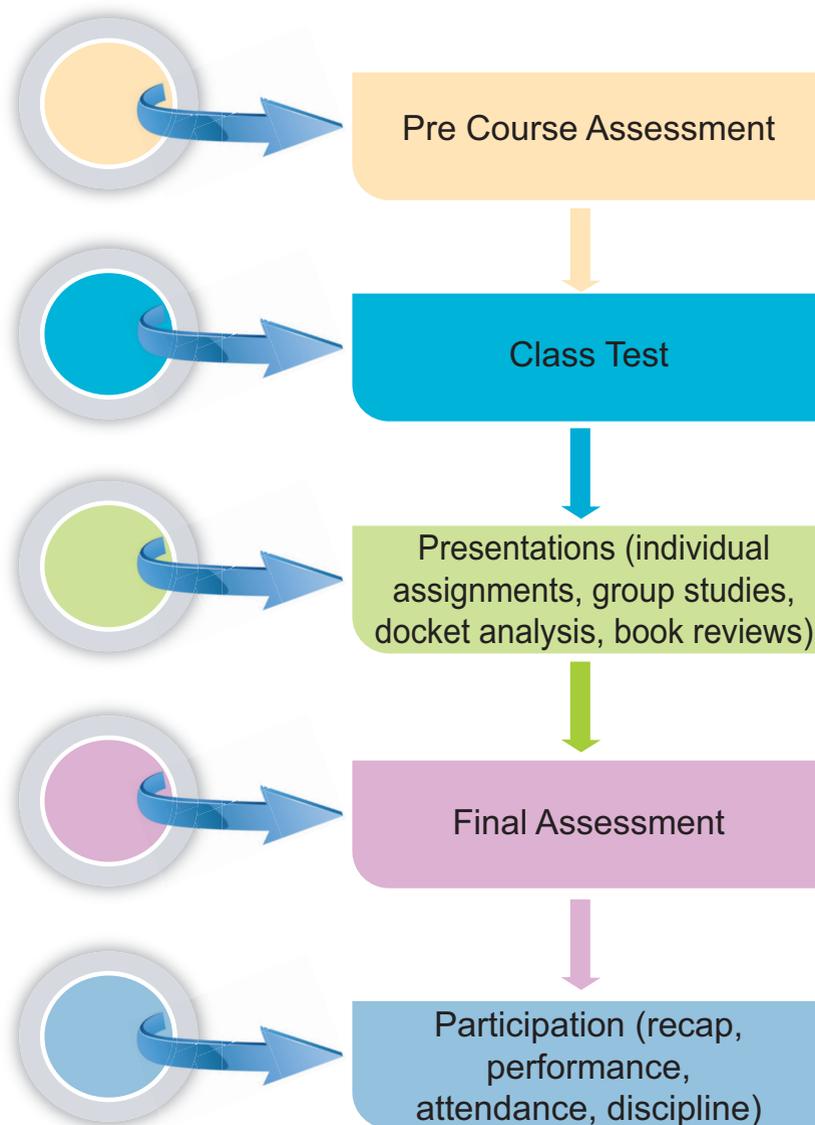
- Did participants feel the training was worth the investment of their time?
- Which topics were most valuable, and which were least valuable?
- Would they recommend this course to their colleagues?



## Level 2: Learning

This evaluates the extent to which participants have acquired the intended knowledge, skills, attitudes, confidence, and commitment as a result of the training. Information on learning outcomes is gathered through various evaluation strategies, such as:

### Course Evaluation



**Pre Course Assessment:** The pre-course evaluation is conducted before the kick-off of each training course. It consists of short questions and multiple-choice questions designed to assess the participants' current knowledge level and familiarity with the course content.

**Class Test:** A class test is administered midway through each course to evaluate the participants' understanding of the material and to help improve their performance throughout the program.

**Presentation:** The PSC provides multimedia presentation facilities to help participants:



- Communicate complex information simply and engagingly to enhance understanding
- Express thoughts and feelings effectively
- Build self-confidence

**Final Assessment:** After completion of course curriculum, a final assessment is conducted to capture the key lessons learned and assess the overall effectiveness of the course.

**Presentation:** The PSC provides multimedia presentation facilities to help participants:

- Communicate complex information simply and engagingly to enhance understanding
- Express thoughts and feelings effectively
- Build self-confidence

Develop real-world skills, such as presenting achievements and capabilities

**Participation:** The course coordinator evaluates each participant based on their performance in recap sessions, overall performance, attendance, and discipline.

**Evaluating the Speakers:** Speakers are evaluated based on the ratings provided by participants, which reflect the speakers' performance during the course.

### Curriculum Enrichment through International Training Partnerships

Police Staff College Bangladesh is proud to have conducted a substantial number of courses in collaboration with international partners. Through these partnership efforts, the PSC's Curriculum Section continually advances its programs. Numerous esteemed international training organizations, such as INTERPOL, UNODC, Macquarie University, ATA, ICITAP, and the US Department of Justice, along with organizations like the US Embassy, have expressed interest in providing training to Bangladesh Police participants through their scheduled programs, which are highly relevant to the stakeholders.



## Academic and Research Wing

Academic and Research Wing of Police Staff College Bangladesh is dedicated to performing two distinct functions: (1) administering academic programs, such as the management of its Professional Master's degree program, 'Master of Applied Criminology and Police Management (MACP)' under the National University of Bangladesh, and (2) conducting cutting-edge research as directed by Police Headquarters. This wing operates through two branches: the Academic Branch and the Research & Publication Branch. Each branch is led by a Director who holds the rank of Superintendent of Police. This wing maintains close relations with civil society, where academicians, professionals, and intellectuals are actively involved to provide academic insights on crime and criminology, as well as research advice to Bangladesh Police for formulating timely, forward-looking strategic policies.

### Academic Branch

The Academic Branch of the Police Staff College (PSC) is the cornerstone of academic excellence within the institution, overseeing and managing academic programs in affiliation with the National University. With a steadfast commitment to innovation and intellectual growth, the branch ensures the effective administration, continuous enhancement, and expansion of its academic offerings. Since 2016, PSC has been offering a Master's program in Applied Criminology and Police Management (MACPM), a rigorous, research-driven program designed to cultivate expertise in criminology, security, policing, and counter-terrorism. The program is supported by a dedicated team of scholars and professionals engaged in pioneering research to address contemporary law enforcement and security challenges. Through strategic engagement with civil society, the Academic Branch fosters collaboration with academicians, professionals, and intellectuals, creating a dynamic platform for knowledge exchange. This collaboration enables the branch to provide valuable insights into crime, criminology, and policing while advising Bangladesh Police on evidence-based strategies and policy development for a more effective and future-ready law enforcement framework.

### Key Developments and Milestones

The year 2024 has been a landmark period for PSC, characterized by significant academic and institutional advancements:

- **Completion of the 7<sup>th</sup> batch** of the MACPM program, marking another successful cycle of professional education.
- **Ongoing academic activities** for the 8<sup>th</sup> batch of MACPM, further strengthening the institution's role in training and capacity building.
- **Launch of the 1<sup>st</sup> batch** of the Postgraduate Diploma in Cyber Security (PGDCS), addressing the growing need for expertise in cyber threats and digital forensics.
- **Initiation of the 1<sup>st</sup> batch** of the Postgraduate Diploma in Security Management (PGDSM), reinforcing PSC's focus on security studies and risk mitigation strategies.
- **Admissions process underway** for the 9<sup>th</sup> batch of MACPM, ensuring continuity in the institution's flagship program.

Recognizing the increasing complexities of modern policing and cybersecurity, PSC has taken proactive steps to enhance its technological capabilities. A state-of-the-art Cyber Lab has been established with the support of Police Headquarters, equipped with cutting-edge tools for digital forensics, cyber threat intelligence, and advanced security analytics. Additionally, the launch of the Postgraduate Diploma in Security Management (PGDSM) in February 2025 will further augment PSC's academic portfolio, equipping professionals with specialized knowledge to counter evolving security challenges.

The below-mentioned table delineates the array of academic programs offered by PSC, including their respective affiliating university and the year of affiliation, thereby highlighting the institution’s commitment to advancing specialized education in policing, cybersecurity, and security management.

| SI | Academic Program   | University with Accreditation | Year of Accreditation |
|----|--|-------------------------------|-----------------------|
| 1  | Masters in Applied Criminology and Police Management (MACPM) | National University           | 2015                  |
| 2  | Postgraduate Diploma in Cyber Security (PGDCS)               | National University           | 2024                  |
| 3  | Postgraduate Diploma in Security Management (PGDSM)          | National University           | 2024                  |

### Vision and Strategic Priorities

**Goal:** To establish innovative, evidence-based graduate learning programs that enhance professional expertise, drive academic excellence, and foster leadership in law enforcement.

#### Strategic Priorities

- **Expand Graduate Programs:** Introduce new academic offerings to strengthen academic literacy, critical thinking, and professional knowledge within the law enforcement community.
- **Enhance Access to Online Resources:** Develop digital learning platforms to facilitate continuous academic engagement while upholding academic integrity and ethical standards.
- **Strengthen Global Collaborations:** Establish partnerships with international universities and research institutions for faculty exchanges, credit transfers, and joint research initiatives.
- **Redesign Academic Structures:** Transition to a trimester-based academic system to optimize learning experiences, reduce study loads, and increase flexibility for working professionals.
- **Develop Multidisciplinary Programs:** Expand educational offerings in criminology, security studies, cybersecurity, and law enforcement strategies aligned with Bangladesh Police’s operational priorities.

#### Responsibilities of the Academic Branch

The Academic Branch is entrusted with several critical functions that contribute to the institution’s success and impact:

- **Student Enrollment and Diversity:** Attract and enroll students from diverse professional backgrounds to create an inclusive and interactive learning environment enriched by multidisciplinary perspectives.
- **Curriculum Review and Enhancement:** Regularly assess and update program curricula based on modern work-based learning models, ensuring alignment with contemporary best practices and real-world applications.
- **Digital Learning and Online Resources:** Develop and expand online educational platforms, providing students and faculty with access to cutting-edge academic materials and research databases.
- **International Academic Collaborations:** Strengthen alliances with globally reputed institutions for knowledge exchange, faculty exchanges, and collaborative research projects.
- **Applied Research and Policy Development:** Conduct in-depth studies on law enforcement strategies, criminal justice reforms, and emerging security threats, contributing to evidence-based policymaking.

### Masters in Applied Criminology and Police Management

The Masters in Applied Criminology and Police Management (MACPM) program is a transformative educational initiative designed to equip mid-level and senior police officers, along with professionals from related disciplines, with the critical skills needed to navigate the complexities of crime and justice. This program places a strong emphasis on evidence-based policy and practice, enabling participants to develop expertise in leadership, law enforcement management, and strategic policy formulation.



Graduates of the program emerge with enhanced competencies in policy analysis, law enforcement effectiveness assessment, and contemporary criminological research, empowering them to drive meaningful change within their respective organizations.

### Program Objectives

The MACPM program is structured to achieve the following key objectives:

- **Advance Professional Development:** Enhance career prospects and academic excellence among police officers and qualified professionals.
- **Deliver an Up-to-Date Curriculum:** Introduce participants to modern theories, practices, and trends in policing, criminology, and criminal justice administration.
- **Strengthen Analytical and Research Skills:** Equip students with the ability to critically assess and analyze complex security challenges through data-driven methodologies.
- **Promote Knowledge Dissemination:** Empower participants to apply their learning in real-world policing, security management, and policy implementation.
- **Foster Evidence-Based Decision-Making:** Develop expertise in utilizing research insights to shape policies, enhance operational effectiveness, and address pressing law enforcement issues.

### Program Structure

To obtain the MACPM degree, students must complete a total of 42 credit points. Each course carries 4 credits, except for the Capstone Project/Master’s Thesis, which accounts for 6 credits. The program follows a structured semester-based approach, with each term lasting 20-22 weeks. Assessment methods include assignments, presentations, written examinations, research projects, and case study analyses to ensure a comprehensive evaluation of students’ knowledge and skills.

### Diversity: A Pillar of the MACPM Program

A defining strength of the MACPM program is its rich diversity, bringing together professionals from various sectors, including police officers, armed forces personnel, corporate executives, lawyers, educationists, and security specialists. This interdisciplinary learning environment fosters cross-sectoral collaboration, enhances knowledge sharing, and broadens perspectives on crime prevention, justice administration, and law enforcement strategies.

#### MACPM: Professional Diversity from 1<sup>st</sup> to 7<sup>th</sup> Batch

| Sl   | Professionals         | Number of Professionals |
|--|-----------------------|-------------------------|
| 1  | Police Officers       | 100                     |
| 2  | Armed Forces Officers | 10                      |
| 3  | Government Officials  | 21                      |
| 4  | Teacher               | 18                      |
| 5  | Lawyer                | 29                      |
| 6  | Doctor                | 2                       |
| 7  | Corporate executives  | 59                      |
| 8  | Business              | 7                       |
| 9  | Self-employed         | 8                       |
| <b>Total Students (up to 7<sup>th</sup> batch)</b> |                       | <b>254</b>              |

## A Degree that Transforms Career

The MACPM program goes beyond an academic credential—it's a catalyst for transformation, equipping graduates to lead, innovate, and reform law enforcement and security at the highest levels. With a focus on strategic leadership, evidence-based decision-making, and real-world application, this program empowers professionals to shape the future of policing, drive systemic change, and make a lasting impact in public safety and criminal justice.

## Post-Graduate Diploma in Cyber Security

The Post-Graduate Diploma in Cyber Security (PGDCS), offered by Police Staff College Bangladesh, is an intensive, technology-driven academic program designed to build the cybersecurity expertise of police professionals. This highly specialized program focuses on the core principles, investigative techniques, and emerging trends in cybersecurity, ensuring that officers can proactively safeguard digital infrastructure and respond to cyber threats with precision. Through a combination of theoretical instruction, real-world case studies, and hands-on lab exercises, students develop the skills necessary to identify, prevent, and investigate cyber threats and digital crimes effectively.

## Key Focus Areas

The curriculum of the PGDCS program is carefully crafted to cover a broad spectrum of cybersecurity disciplines, ensuring that graduates develop expertise in both technical security measures and legal frameworks governing cybercrime.

## Program Objectives

The PGDCS program is designed with a mission-driven approach to empower law enforcement officers with the expertise needed to navigate the increasingly digital landscape of crime. Its core objectives include:

- **Building a Highly Skilled Cybersecurity Force**

Providing specialized knowledge and technical training to police professionals, equipping them with expertise in cyber threat mitigation, digital forensics, and security protocols.

- **Bridging the Gap Between Law Enforcement, Academia, and Industry**

Facilitating collaboration between policing institutions, academic researchers, and cybersecurity professionals, fostering an interdisciplinary approach to combating cybercrime.

- **Enhancing National Cybersecurity Infrastructure**

Strengthening the Bangladesh Police's ability to detect, investigate, and neutralize cyber threats, thereby contributing to the nation's overall digital security strategy.

## Program Structure and Duration

The Post-Graduate Diploma in Cyber Security (PGDCS) is a rigorous, 10-month program designed for law enforcement professionals seeking in-depth expertise in cybersecurity and digital investigations. The program structure is as follows:

- **Total Credit Hours**

40 credits

- **Duration**

Two semesters (18 weeks each)



■ **Class Format**

A blended learning approach combining lectures, lab-based practical sessions, and case study-driven discussions

■ **Session Durations**

Theoretical Classes: 50 minutes per session

Practical Lab Sessions: Minimum of 90 minutes per session

**1<sup>st</sup> Batch: Police Personnel from Different Ranks for the PGDCS**

| Sl           | Rank of Police Officers             | Number of Officers |
|--------------|-------------------------------------|--------------------|
| 1            | Deputy Inspector General            | 01                 |
| 2            | Additional Deputy Inspector General | 04                 |
| 3            | Superintendent of Police            | 06                 |
| 4            | Additional Superintendent of Police | 12                 |
| 5            | Assistant Superintendent of Police  | 07                 |
| 6            | Inspector                           | 09                 |
| <b>Total</b> |                                     | <b>39</b>          |

**Post-Graduate Diploma in Security Management**

The Post-Graduate Diploma in Security Management (PGDSM) is a leading program designed to develop forward-thinking leaders in the security sector. This rigorous and dynamic program equips participants with strategic insights, cutting-edge methodologies, and practical skills essential for excelling in security management roles.

**A Comprehensive Approach to Security Management**

PGDSM offers a holistic curriculum that blends theoretical knowledge with real-world application, providing participants with a thorough understanding of:

- **Crime Prevention Theories** – Mastering fundamental principles of security and criminal deterrence.
- **Security Risk Assessment** – Identifying vulnerabilities and mitigating threats through proactive strategies.
- **Contemporary Security Issues** – Addressing modern security challenges, including cyber threats and terrorism.
- **Private Security Development** – Understanding the evolution, expansion, and governance of private security services, particularly in Bangladesh.

Designed for both law enforcement officers and civilians, the program fosters an inclusive environment that encourages collaboration and knowledge exchange across various professional backgrounds.

## Globally-Trained Police Practitioners and Industry Experts

The PGDSM programme will be led by a distinguished faculty comprising renowned academics from prestigious national and international universities, alongside seasoned security professionals with extensive field experience. This powerful combination of theory and practice will ensure that students gain cutting-edge insights and actionable knowledge directly applicable to the industry.

## Objectives

The PGDSM is structured to achieve three key objectives:

- **Comprehensive Security Education:** Deliver advanced theoretical and practical knowledge in security management, preparing students for leadership roles.
- **Professional Development:** Strengthen critical thinking, analytical reasoning, and leadership skills essential for security professionals.
- **Technology and Innovation:** Provide hands-on exposure to modern security tools, risk assessment models, and strategic management techniques.

## Program Structure and Assessment

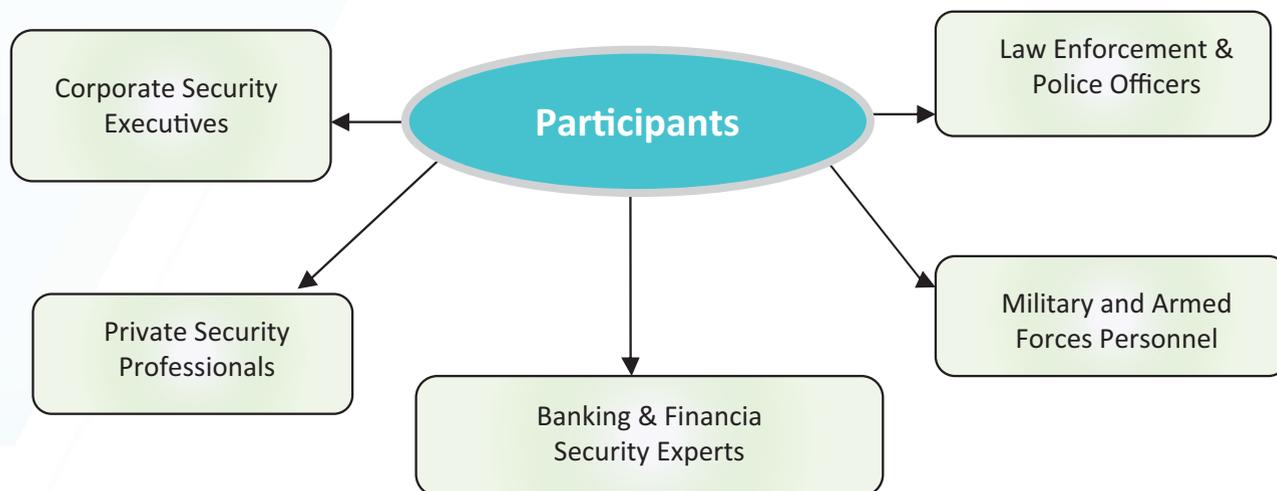
The PGDSM is a **40-credit hour** program, integrating rigorous coursework with a **4-credit Internship/Capstone** Project to bridge the gap between academic learning and industry application. Each **21-week semester** employs a diverse range of assessment methods, including:

- **Quizzes and Mid-term Exams** – Measuring conceptual understanding and practical application.
- **Research Papers and Case Studies** – Encouraging critical analysis of contemporary security challenges.
- **Class Presentations and Collaborative Projects** – Enhancing leadership, communication, and strategic decision-making skills.



### A Celebration of Diversity

One of PGDSM’s greatest strengths is its **diverse cohort of professionals**, fostering a multidisciplinary approach to security management. Our program brings together participants from varied industries, including:



This dynamic mix of backgrounds ensures a stimulating learning environment, where students benefit from shared expertise, cross-industry perspectives, and extensive networking opportunities.

### 1<sup>st</sup> Batch: Professional Diversity of PGDSM

| Sl                                | Professionals                               | Number of Professionals |
|-----------------------------------|---|-------------------------|
| 1                                 | Police Officers                             | 13                      |
| 2                                 | Armed Forces Officers                       | 03                      |
| 3                                 | Corporate Jobholders and Security Companies | 15                      |
| <b>Total Students (1st batch)</b> |   | <b>31</b>               |

## Research and Publication Branch

Police Staff College Bangladesh is committed to advancing its status as a “Centre of Excellence.” The Research and Publication Branch of PSC plays a pivotal role in fostering evidence-based policing through the conduct of comprehensive studies, analysis of crime trends, and formulation of policy recommendations. In its pursuit of global standards, PSC has initiated the establishment of a dedicated research centre, which has culminated in the emergence of the Institute of Police Research and Innovation in Crime (IPRIC). IPRIC emphasizes active citizen participation in matters concerning police policies, aiming to bridge the gap between the public and law enforcement agencies. By fostering this connection, IPRIC aspires to empower citizens and promote their vested interest in societal security. The branch prioritizes generating high-quality research and data, particularly focusing on public perceptions and opinions regarding law enforcement, with an emphasis on engaging youth in Bangladesh through innovative methodologies. This approach ensures that diverse perspectives are presented through an unfiltered platform, thereby informing and shaping policies toward more people-centric policing strategies in Bangladesh.

### Goals of Research and Publication Branch

- Research of exemplary quality that comprehensively captures and reflects the concerns and priorities of the community
- Distinctive platforms dedicated to providing researchers with avenues to express their perspectives on people-centric policing
- Assurance of the highest standards of publications and blog content.
- Serving as the forefront of marketing and promoting police-related research efforts through traditional and social media outlets.

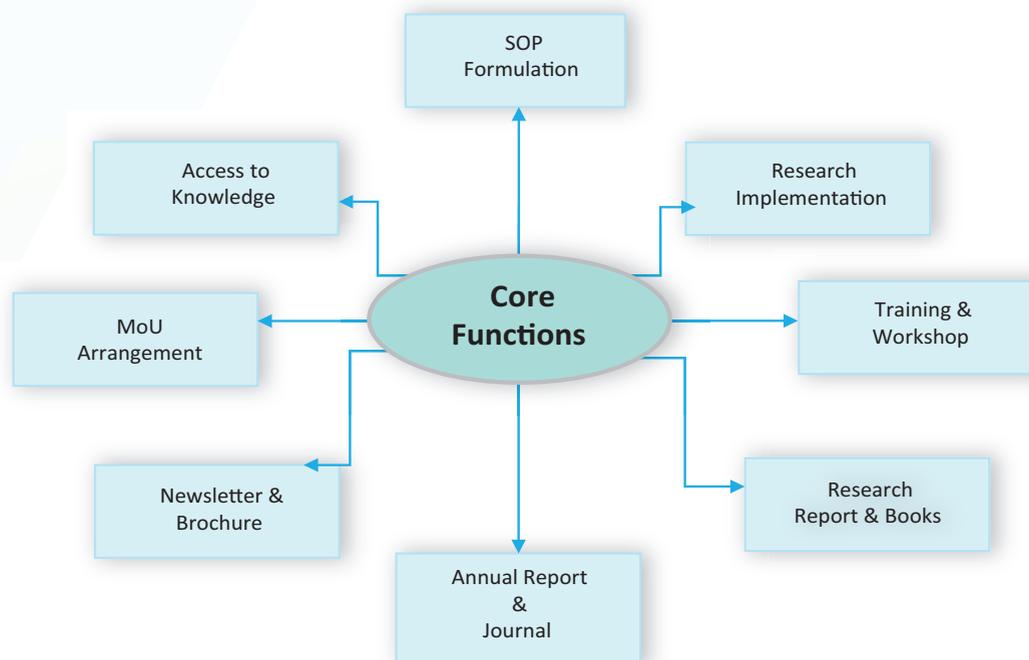
### Area of Research

#### Smart Policing and Contemporary Policing Practices

- Artificial Intelligence and Advanced Technology
- Juvenile delinquency and gang culture
- ICT, social media, cybercrime and cyber security
- Human resource development and organizational restructuring
- Innovation and global best practices in police work
- Mega Project Security and its impact on socio-economic development
- Transnational organized crime
- Human rights and gender issues
- Environmental crime and protection of wildlife
- Migrants and refugee issues

## Functions

With a vision of creating a platform for sharing research findings, best practices, and innovative approaches to policing as well as contributing to the development of national and international policing standards and policies, the core functions of the branch are presented following the graph.



## Highlights: Year 2024

- **Research Institution in Operation**

International Police Research and Innovation Centre (IPRIC)

- **MoU**

Accomplished MoU with United International University

- **Publications:**

- Annual Report
- Newsletter
- Journal
- Smart Policing Curriculum Book (Bangla & English)

- **Completed Research**

- “A study about an Analysis of Strategy Plan GIS Dashboard Prepared”
- “Challenges in Cybercrime Prosecution: A Study in Cyber Tribunals”

- **Ongoing Research**

1. Student-led Mass Movement of July August 2024 and Reshaping of Policing in Bangladesh: Lessons Learnt and the Ways Forward
2. Prevention of Environmental Crime and Wildlife Trafficking Scope of Legal Action and Role of Police

## Major Challenges of Research and Publication Branch

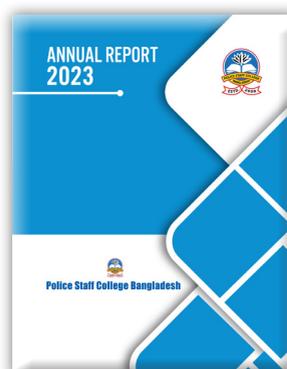
- Managing experienced scholars for conducting quality research
- Focusing on capacity building
- Ensuring digital library content
- Increasing scope of international and regional collaboration: MoU with national and international universities/ research institutions

## Way Forward

- Focus on capacity building
- Selection of experienced officers who are committed to research
- MoU with national and international universities/research institutions
- Higher studies for Police Staff College faculty
- Online library access
- Strengthening the manpower and logistics supports

The Research and Publication Branch remains committed to enhancing the effectiveness of law enforcement through rigorous research, strategic recommendations, and impactful publications. We aim to build a safer and more resilient Bangladesh by embracing technological advancements and fostering collaborative efforts.

## Glimpses of PSC Publications





## IPRIC Embarks on Its Journey: Leading the Way in Innovation and Excellence

**The International Police Research and Innovation Centre (IPRIC)** was officially inaugurated on July 3, 2024. Established as a dedicated research hub, IPRIC aims to enhance the relationship between law enforcement agencies and the public through rigorous research and data analysis. Its mission involves exploring contemporary issues in policing and promoting innovation through collaboration with trained professionals, subject matter experts, and academic institutions. By fostering research and technological advancement, IPRIC aspires to influence the future development of policing practices.



*Pioneering the Future of Policing: IPRIC's Modern Infrastructure at the Forefront*

### Mission

Conducting Police research and working on innovative police issues through trained professionals, experts and academia.

### Vision

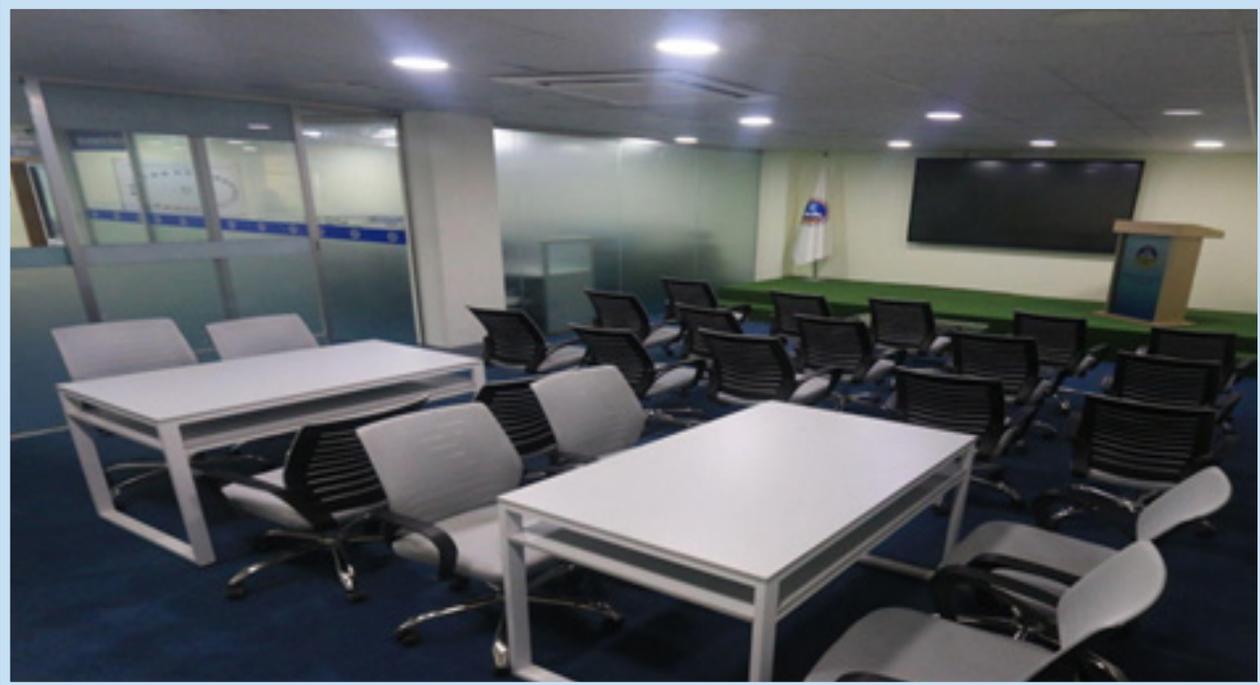
Shaping the future of the police professionals through the advancement of research and innovation.

### Key Research Areas of IPRIC

IPRIC will focus on a diverse range of research areas, including:

- Contemporary Policing Methods
- Artificial Intelligence and Emerging Technologies
- Juvenile Delinquency and Gang Culture
- ICT, Social Media, Cybercrime and Cybersecurity
- Community Policing and Beat Policing

- Innovative Policing Strategies and Best Global Practices
- Security of Mega Projects and Socio-Economic Implications
- Financial Crimes and Future Crime Trends
- Human Trafficking, Arms Trafficking and Transnational Crimes
- Environmental Crimes and Wildlife Protection



*Where Innovation Meets Excellence: Inside IPRIC's Cutting-Edge Labs*

### **Research Ventures 2024 and 2025**

Moving forward into the fiscal year 2023-24, our research focus expanded to encompass two pivotal areas: Smart Police Stations and Juvenile Gangs. These initiatives underscore our commitment to addressing emerging challenges and adapting to the Smart policing paradigm. The first project aimed to enhance the analytical capabilities of law enforcement agencies through geographical information systems. The second project is a comprehensive study conducted on cyber tribunals.



## Police Staff College Bangladesh: Preparing for the Future

The Police Staff College Bangladesh (PSC) has played a crucial role in shaping the country's law enforcement landscape. As a leading institution for training and research, PSC continues to evolve to address the ever-changing challenges faced by the police force. Looking ahead, the College aims to strengthen its current programs while expanding its reach in leadership development, research, technology integration, and public safety initiatives.

### A Tradition of Excellence

Since its inception, PSC has been dedicated to fostering professionalism and ethical leadership within the Bangladesh Police. Its primary goal has always been to equip officers with the skills required to navigate the complexities of modern policing. Over the years, PSC has introduced cutting-edge training programs, research activities, and leadership courses to align with the nation's evolving needs.

A key example of this commitment is the Master of Applied Criminology and Police Management program, which has been enhanced with the addition of new Postgraduate Diploma (PGD) courses. These programs provide officers with insights into contemporary criminology, public safety management, and global law enforcement practices. Additionally, PSC has strengthened its academic and research collaborations through agreements such as the Memorandum of Understanding (MoU) with BPATC and United International University (UIU).

### Advancing Through Technology and Innovation

PSC recognizes the critical role of technology in modern law enforcement. As digital transformation accelerates, the College is integrating advanced technology into its training curriculum. Courses on cybersecurity, digital forensics, and crime mapping are being incorporated to equip officers with the necessary skills to tackle cybercrime and online threats.

Future plans include the development of smart classrooms, simulation labs, and virtual reality-based training modules. These innovations will allow officers to gain hands-on experience with the latest policing tools. Additionally, PSC is exploring the integration of artificial intelligence and data analytics into training and operations, ensuring that Bangladesh's police force remains aligned with global best practices.

### Expanding Research and Development

Research has always been central to PSC's growth strategy. The College actively promotes a strong research culture to analyze crime trends and develop evidence-based solutions for law enforcement. Moving forward, PSC aims to expand its research initiatives through deeper collaborations with national and international universities, think tanks, and law enforcement agencies.

A key initiative in this direction is the planned establishment of a Center for Police Research and Development. This center will focus on conducting empirical studies, formulating policy recommendations, and developing innovative crime prevention strategies. By leveraging data-driven insights, PSC will empower both police practitioners and policymakers to address emerging law enforcement challenges effectively.

### Strengthening Global Partnerships

PSC envisions a future where Bangladesh's police officers are not only well-versed in domestic law enforcement but also exposed to international policing best practices. The College has already initiated

collaborations with global law enforcement bodies through international conferences, exchange programs, and joint training initiatives.

Looking ahead, PSC aims to deepen its partnerships with international agencies such as Interpol, the United Nations, and INTERPA. Strengthening these global ties will enhance Bangladesh's capacity to combat transnational crimes, including human trafficking, money laundering, and terrorism. These collaborations will ensure that Bangladesh's police force remains agile and well-prepared to address cross-border security challenges.

### **Leadership Development for Future Policing**

Developing strong leadership remains a key focus for PSC. Recognizing the increasing complexity of law enforcement roles, the College has introduced specialized programs to equip senior officers with essential leadership skills. These programs emphasize decision-making, accountability, and ethical governance.

In the future, PSC plans to launch advanced leadership courses in partnership with international institutions. These courses will cover crisis management, strategic planning, and conflict resolution, preparing police leaders to navigate diverse and challenging environments. By fostering leadership excellence, PSC aims to shape a new generation of officers capable of balancing enforcement with community engagement and diplomacy.

### **Promoting Pro-People Policing**

Effective law enforcement relies on strong community relationships. PSC is committed to advancing community policing principles across Bangladesh. The College is expanding training programs that emphasize trust, transparency, and collaboration between police officers and the communities they serve.

New training modules on conflict resolution, communication strategies, and cultural awareness are being designed to help officers build positive relationships with the public. PSC will also continue working with civil society organizations, local governments, and community leaders to implement a holistic approach to public safety.

### **Addressing Environmental Crimes**

With environmental concerns becoming a growing global issue, law enforcement agencies must play a critical role in combating environmental crimes. PSC acknowledges this emerging challenge and is preparing the Bangladesh Police to take a proactive stance in enforcing environmental laws.

Future initiatives include specialized training programs on environmental crime prevention, covering issues such as illegal logging, pollution, and wildlife trafficking. By equipping officers with the knowledge and tools needed to address environmental violations, PSC aims to position Bangladesh's police force as a key player in national and international efforts to protect the environment.

### **A Vision for the Future**

As PSC looks ahead, its mission remains steadfast: to develop a modern, professional, and forward-thinking police force equipped to tackle the challenges of the 21<sup>st</sup> century. By embracing technological advancements, expanding research, strengthening global partnerships, and fostering leadership and community policing, PSC is poised to drive the transformation of law enforcement in Bangladesh and beyond.

