

Syed Ejaz Hussain, PhD

Former Director General
National Police Bureau
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EDUCATION AND PROFESSIONAL DEVELOPMENT

- Ph.D. (Criminology), University of Pennsylvania, U.S.A., 2010
- M.A. (Criminology), University of Pennsylvania, U.S.A., 2008
- M.B.A., Lancaster University, U.K., 2000
- M.A. (English Literature), University of the Punjab, Pakistan, 1984

Other Academic Achievements

- Post-doctoral Terrorism Research Award (2011-2012), Consortium for the Study of Terrorism and Responses to Terrorism (START), University of Maryland
- Fulbright Fellowship for Ph.D. (2006 -2010)
- The Britannia Chevening Scholarship (1999-2000)

Areas of Research Interest

- Terrorism and Violent Extremism
- Police culture and police oversight
- Nature of Social Reality
- Restorative Policing
- Quantitative/evidence-based Approaches to Crime Prevention

Supervised two Ph.D. Scholars:

- Safer Tariq Bhatti: Sectarian Violence in Punjab, Nova Southeastern, University, USA
- Imran Shahid: GIS Applications in Terrorism Analysis in Pakistan, ARID University, Islamabad, Pakistan

Selected Professional Development Courses

About 50 courses on public policy, teaching, policing, and police management skills ranging in duration from one day to nine months.

- **Foundations of Teaching and Learning, Seneca College, Toronto, Fall 2012**
- **Technology Enhanced Learning, Seneca College, Winter 2013**
- **Inclusive Teaching and Scholarly Practice, Seneca College, Spring 2013**
- **Hybrid and Online Teaching and Learning, Seneca College**
- **Workshop on Training of Trainers, National Institute of Public Administration**
- **5-month course on policy formulation and implementation, 2015, NSPP**
- 1-week Crime Analysis Course, Toronto Police College, May 2013
- 2-week course on Investigations Management, US Department of Justice
- 2-week Course on Traffic Management, Germany
- Federal Investigation Agency Orientation Course
- 1-week course on Organizational Development, US Department of Justice
- 1-week course on Developing Professional Standards, US Department of Justice
- Course on Management Information Systems
- Workshop on Conflict Management, Negotiation & Active Listening Skills
- **5-month Training as Magistrate, 1985**
- Course On Human Rights
- Seminar held by South Yorkshire Police, UK
- Organizational Development and Planning Course
- Course On Financial Rules and Procedures
- Course On Human Resource Management
- Human Resources and Training Solutions Seminar
- Workshop On Problem Solving Skills
- Workshop On Presentation Skills
- Workshop On Time and Stress Management
- Workshop On Crisis Management
- Course on Communication Skills

POLICING EXPERIENCE

Joined as Assistant Superintendent of Police in 1986 and achieved the highest rank of Inspector General of Police in March 2019 and retired on Jan 4, 2021. Have a varied experience in operations; investigations; trainings; administration; counterterrorism; white collar crime and on police and counter-terrorism-related research.

Last: Director General, National Police Bureau, Islamabad October, 2019-Jan 2021

- Supervised Joint Headquarters of 15 police organizations in Pakistan, including Secretariat of National Public Safety Commission (NPSC), National Police Management Board (NPMB) and National Forensic Science Agency
- Think Tank for policy formulation and standardization of police procedures
- Focal point for research, development & international, inter-provincial and inter-agency coordination
- International cooperation including liaison with United Nations
- Police Reform Agency: initiation, monitoring and evaluation
- Information collecting and disseminating agency
- Forum for legislative proposals and policy formulation
- **Achievements:** Signed Memorandum of Understanding with Higher Education Commission for facilitating research on policing issues through university faculty
- Implemented standards for National Forensic Science Agency in collaboration with the British High Commission
- Established a repository of research conducted by police officers during their training/studies abroad on scholarships (Fulbright; Hubert Humphrey; Chevening)
- Compiled Handbook of Criminal Investigations for all investigating agencies at provincial and federal levels
- Published NPB's First Journal of Policing: Policing Insights

Director General, Anti-Corruption Establishment, Punjab, 2019

Additional Inspector General of Police, Punjab 2017-2019

- **Supervised internal accountability Branch and human resource management of about 200000 police officers in the province**

Directing Staff (equivalent of a professor), National School of Public Policy, 2015-2016

- Leading/supervising syndicate discussions, panel discussions, seminars, and lecture discussions on national security and criminal justice policies
- Supervising individual research papers on variety of public policy topics

Professor, School of Public Safety, Seneca College, Aug 2012-Dec 2015 (On leave from Government of Pakistan)

- PPI630 Counterterrorism
- PFD330: Criminology
- LAW130: Criminal Justice and Community Services
- **Acted as lead on the development of Bachelor in Public Safety (Crime and Intelligence Analysis)**
- Subject lead on Criminology--revised the course outline
- Revised the course outline for Counterterrorism

POLICE SERVICE OF PAKISTAN

(1986-2011)

Deputy Inspector General of Police, Counter-terrorism Department, Punjab, Pakistan 24 Sep 2010 to 20 Sep 2011

- Conducted and supervised research on various policing issues including analysis of acquittal cases in anti-terrorism courts in Punjab and wrote a policy paper for the government to improve conviction rate
- Wrote a Counterterrorism Strategy for Pakistan, based on theory, data and evidence, 2011
- Acted as provincial nominee on working group with Ministry of Interior to update legal framework for counterterrorism in Pakistan
- Supervised the data management and its statistical and qualitative analysis in Counterterrorism Department of Punjab Police
- Worked as Police nominee on committee to outline counter-IED strategy
- Wrote a paper on how to change police culture in Punjab: A theory-based action plan, submitted to Punjab Government, 2011
- Submitted a proposal on re-organization of Punjab Police Headquarters including key performance indicators for police on the format of the Balanced Scorecard to the Inspector General of Police, Punjab, 2011
- Interviewed candidates for the post of Assistant Sub-Inspector as departmental representative for the Punjab Public Service Commission
- Chaired a selection committee for the selection of 400 constables
- Supervised the design and conduct of training courses at the Training School

On Fulbright Scholarship for PhD (2006-2010), University of Maryland

Senior Superintendent of Motorways and Highways Police 2003-2006

- Prevented crime on highways and managed traffic by formulating strategies based on data analysis and environmental scan

Joint Director Training, Civil Services Academy of Pakistan 2001-2002

- Designed Curriculum for the Pakistan Civil Services Common Training Program
- Conducted the Common Training Program
- Evaluated the Program and the Participants
- Supervised a research study for the achievement of vision of the Civil Services Academy of Pakistan

Deputy Director, Federal Investigation Agency 2000-2001

- Supervised Investigations of crime in banks

Superintendent of Police Special Branch 1998-1999

- Supervised collection, analysis, and dissemination of intelligence on crime, politics and terrorism

District Superintendent of Police 1996-1997

- Conducted temporal and spatial analysis of crime and formulated crime control strategy based on that analysis
- Measured public satisfaction of police

Additional Superintendent of Police 1995-1996

- Conducted temporal and spatial analysis of crime and formulated crime control strategy based on that analysis
- Measured public satisfaction of police

Superintendent of Police Crimes Branch 1995

- Conducted and supervised highly sensitive investigations
- Conducted crime analysis at provincial levels
- Supervised a team of officers to conduct temporal and spatial analysis of auto theft in the city of Lahore

Superintendent of Police Model Town Division, Lahore, Oct 1993-April 1994

- Conducted temporal and spatial analysis of crime and formulated crime control strategy based on that analysis
- Measured public satisfaction
- Supervision of investigations

Superintendent of Police Crime, Sargodha Division, Nov 1992-Oct1993

- Conducted and supervised highly sensitive investigations
- Conducted crime analysis for 4 districts
- Compiled annual administrative report

Assistant Superintendent of Police Nov 1986-Nov 1992

- Conducted temporal and spatial analysis of crime and formulated crime control strategy based on that analysis
- Conducted and supervised highly sensitive investigations in 5 police stations
- Conducted crime analysis for 5 police stations
- Compiled annual administrative report

Magistrate, the Government of the Punjab, May 1985-Oct 1986

- Worked as judge with the powers to award imprisonment up to 3 years

INTERNATIONAL EXPERIENCE

CANADIAN EXPERIENCE

- 10-week Citizen Police Academy, Halton Regional Police and topics included: Training, Diversity, Public Affairs, Communications, Community Policing Support, Education Services, Auxiliary Policing, Victim Services, Collision Reconstruction, Forensic Identification, Homicide, Drugs & Morality, Emergency Services, Human Resources and Recruiting
- 250-hour Enhanced Language Training, Halton Multi-Cultural Council and course included discussion on Region of Halton and its Police, policing in Canada, overview of the Canadian Criminal Legal System, Crime in the Community, public speaking and report writing skills, social issues, diversity, working for the police and image of the police
- 4-week Ontario Justice Education Network (OJEN) Program
- Presentation at Ottawa Police Service Headquarters on the Three Most Significant Issues Facing Canadian Policing in the next 3 to 5 Years

Presentation on terrorism in Canada in Halton Multicultural Council

U.N.O. Peace Mission in Mozambique (1994)

- Served with police officers of 23 countries in checking the human rights violations by the Mozambique police
- Exposure of police forces in Pakistan, UK, USA, Canada and Germany, Indonesia

TEACHING AND TRAINING EXPERIENCE

Professor of Public Safety, Seneca College, King Campus, Toronto, Canada (2012-2014)

Directing Staff (Professor), National School of Public Policy, Lahore (2015-2016)

Joint Director Training, Civil Services Academy of Pakistan (2001-2002)

Instructor, National Police Academy, Islamabad, Pakistan (2001, 2002, 2005)

Visiting Faculty, University of Management and Technology (2002)

Commandant Motorway Police Training Institute

Supervisor Counterterrorism Training School, Counter Terrorism Department, Punjab

Visited Kennedy School of Government and *Ecole National de Administration*, France to study their educational and training systems to improve training of civil servants in Pakistan (2002)

PUBLICATIONS & PRESENTATIONS:

Books & Papers

- Terrorism in Pakistan: Incident Patterns, Terrorists' Characteristics, and the Impact of Killing and Arresting Terrorists on Future Terrorism, 2010 (24000 downloads and 44 citations)
- Varieties of Restorative Policing: Differences in Police Officer Patterns of Conference Management
- Myths about Terrorism in Pakistan, May 2012, accepted for publication by Asia Society, New York
- A case study of terrorism in Pakistan, NSPP 2015
- "Crime and Punishment in Pakistan" in Crime and Punishment around the World [4 volumes] by Graeme R. Newman. CA: ABC Clio, Oct 2010
- "Civil Services Reforms" by Hussain SE; Bajwa, T; Hussain, I; in Pakistan Administration Review, National Institute of Public Administration, 2005
- "Free Registration of Cases" in Muhafiz, Gujranwala, 1993

Presentations

- Regular Speaker at NSPP, NIM, Lahore, Islamabad, Quetta; NDU Islamabad
- and "How the Presence of Conflict in a Police District Affects the Likelihood of Terrorism", Maryland University, May 2013
- The Nature and Dynamics of Terrorism: Pakistan a Case Study, Seneca College, Oct 2012
- The Nature and Dynamics of Terrorism: Pakistan a Case Study, Maryland University, Nov 2012
- Terrorism in Pakistan: Some Observations, Jakarta, Indonesia, April 13, 2011
- Why do terrorism cases fail in court? Minister of Interior, Islamabad, April 30, 2011
- Terrorism in Pakistan: Changing Incident Patterns, American Society of Criminology Annual Meeting, Philadelphia November 4, 2009.
- Terrorism in Pakistan: Changing Incident Patterns, Fort Campbell Educational Complex, TN, December 10, 2009.

Interviews

- Martha Mendoza, Associated Press of America, California, July 19, 2011
<http://www.cbs8.com/story/15389686/ap-impact-35000-worldwide-convicted-for-terror>, published in the Washington Post on September 4, 2011.
- Chris Brummitt, Bureau Chief, Associated Press, Islamabad, August 15, 2011 (follow up interview)
- Giovana Sanchez, Repórter – Mundo, www.g1.globo.com, September 2010

Professional Activities:

- Member International Association of Crime Analysts 2012
- Member International Association of Law Enforcement Intelligence Analysts 2012
- Member, American Society of Criminology Since 2007-2011
- Member, International Association of Chiefs of Police 2007-2008
- Human Resource Forum, Lahore, Pakistan 2004-5
- Member, Police Service of Pakistan (PSP) Association Since 1986

Career and Recent Professional Awards:

- Prime Minister Award for outstanding performance 2005
- Merit Scholarship in B.A. for postgraduate Studies in English Literature 1981
- Medal for peacekeeping services in Mozambique 1994
- Gold medal from district Kasoor for efficient running of the police district 1997