



Dr. REBBECA JOHN

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India 📍

An innovative leader with significant administrative experience in the post - schooling system, including a strong record in fund - raising; an active teacher and researcher with substantial past and current research programs; a passionate humanitarian and community leader; a tireless advocate for education.

SKILLS PORTFOLIO

- Regulatory Compliances
- Operational Strategies
- Data Analysis
- Data Management
- Program Evaluation
- Technical Assistance
- Data Collection

Academic Expertise

- Curriculum Development
- Pedagogy
- Technical Interventions in classrooms
- Learning Experience Design
- Instructional Methodologies
- Knowledge Management
- Quality Improvement and Evaluation
- Academic Leadership
- Problem Solving Capabilities
- Student Interventions
- Behavioral Corrections
- Training Strategy
- Training Needs Analysis
- Training Delivery

Awards and Recognition

- Mahatma Gandhi Award for THE BEST SERVICE OF A NATION on 'Gandhi 150'- Gandhi World Foundation, Chennai-2019
- Dr. M.S. Krishnamoorthy Award for contributing original research output to develop a new research methodology in the discipline of Pharmacology and Environmental Toxicology- Indian Biomedical Association- 2018
- Best Paper award- 2nd Fisheries and Aquaculture conference 2016 at xxx,, CHINA- 2016
- Rajiv Gandhi Gold medal Award- Global Economics Progress & Research Association- 2013
- Fellow Science Citizen of Chennai- Chennai Science Club- 2012
- Best scientist award- Tamil Nadu State Council for Science and Technology- 2010
- Best Teacher Award- Tamil Nadu State Council for Higher Education- 2009

PROFILE

A passionate Academic Reformist, an Accomplished Teacher, a Researcher, Mentor and an Orator par Excellence would be the right words to describe Dr.Rebbeca. With close to 35 years of expansive exposure and multiple success stories to talk about, Dr.Rebbeca steps forward as a consummate academician who is passionate about the potential and impact of education on a student's mind. An innovative teacher, devoted to education and reforming the process of learning, and educational interlinked systems, her strength lies in her commitment towards helping students develop their full potential in their studies.

Stepping forward with visceral conviction and strong philosophy of teaching, the knowledge of how effectively one can reform today's educational practices to best suit the needs of a student, methods to motivate them towards developing their expertise in specific areas, she has dedicated herself towards reforming systems to best suit and cater to the student's needs. Providing strong and visible leadership to drive forward institutional success at a time of unprecedented change for the higher education sector, she ably partners with university programs and outreach events that help promote learning and support the student community.

With a distinguished record of publications as books and journals, she extends her commitment towards research and analysis. Dr.Rebbeca also excels as an excellent communicator capable of inspiring and motivating students reporting team members to sustain a cohesive and inclusive community, inspiring commitment to the values, mission and vision of the University. Across her career, she has relentlessly worked towards uplifting the student community. She has till date mentored over 5000 students from the underprivileged society, most of whom have been able to successfully establish themselves as successful professionals, researchers and scholarly leaders.

Areas of Critical Impact

Research Leadership:

- Collaborate with Program Quality Unit and International Program Leadership to define research priorities.
- Lead and manage the multidisciplinary research team and support staff, provide advice and relevant information, ensure their priorities are clear and understood, ensure they are working together and with the broader team productively, and complete quality reviews on their deliverables.
- Disseminate research findings to influence practice and policy by targeting relevant audiences in writing and presentations, including practitioner - focused outlets and academic journals; outside meetings, conferences and academic forums.
- Represent research across the organization, serving as a key resource to IRC staff seeking information, including external relations and advocacy departments.
- Refine the funding model and lead the business development process for research, including identifying opportunities, gathering information ahead of proposals, and gathering the technical and financial resources for needed for quality proposal development
- Develop and maintain strategic partnerships with researchers and other partners, in pursuit of the tasks above
- Develop and roll out standards, tools, and quality assurance for data collection in research.
- Standardize support to adhere to standards, including developing and / or disseminating guidance and clarifying roles and responsibilities throughout the organization. Monitor and continuously improve the organizational efficiency of research implementation.
- Chair the Internal Review Board.

Direction, implementation and uptake:

- Oversee the research strategy and science quality within the institution.
- Work closely with the Board of Governors on the Institute's strategic directions, including preparation of the strategic plans.
- Work across the organization to ensure work has relevance to emerging development challenges, and project impact pathways are established and routinely evaluated. This involves commissioning foresight studies, strategy scenario setting and conducting impact assessments as required.
- Supervise Theme Leaders (TLs), ensuring they form a strong research - for - development leadership team, and effectively collaborate in the development of an enabling environment for cross - theme cooperation.
- Promote, guide and oversee the research team's involvement to build the Institute's research portfolio and ensure
- complementarity and synergistic approaches to the research - for - development agenda.
- Ensure adequate program support to themes and projects via oversight from the Program Office.

People & Culture:

- Promote the University's academic character and reputation, fostering an environment in which world - class research feeds into high - quality innovative teaching.
- Champion the University, its strengths, achievements and priorities to consistently communicate the values and trajectory of the University.
- Nurture the University's collegiate ethos and deliver decisive leadership.
- Inspire and motivate senior managers to deliver clearly defined and agreed objectives.

Strategy, Learning and Evaluation:

- Provide support to program areas to ensure strategies are fully conceptualized as they evolve over time, including designing and facilitating processes for developing and refining theories of change, assumptions, hypotheses, key performance indicators, and learning agendas throughout the strategy lifecycle
- Lead the development and implementation of strategic learning processes, tools, and staff trainings across the foundation
- Design and implement strategies with staff to build and strengthen a culture of learning across the foundation
- Design and conduct professional development trainings for the team around strategic learning knowledge, skills, and practices
- Provide feedback and guidance to the team on research and evaluation - related questions and challenges
- Assist in the design and completion of all related board materials
- Assist in the design, management, quality control, review, and dissemination of all research and evaluation outputs
- Provide guidance in the creation of RFPs; as well as participate in the selection of third - party partners
- Identify opportunities to generate and share research and evaluation findings across program areas
- Help disseminate the foundation's approaches to strategy, learning, and evaluation through original publications, conference presentations, and other forms of field engagement

Curriculum Development

- Use evaluations and data to make recommendations for how to improve and edit curricula on an annual basis.
- Develop curricular goals and outlines for new curriculum and curriculum updates.
- Identify and lead a team of teachers who will assist in curriculum development.
- Actively pursue opportunities to continue to learn best practices in curriculum writing through research, professional development, and other learning opportunities.

Professional Development for Teachers

- Identify guest speakers and trainers on topic, and develop activities that will train teachers academic content and in best practices in education.
- Aggressively pursue opportunities to learn best practices in teacher professional development through research, professional development, and other learning opportunities.
- Provide in-class support and coaching to teachers using designated curricula, including coaching on teacher strategies, help connecting to outside speakers on resources, and assistance in leading classroom activities and lessons.

Operational Delivery & Performance

- Develop and implement pragmatic solutions and robust operational plans to solve complex organizational challenges.
- Deliver financial sustainability and maximize the efficient use of resources, taking advantage of opportunities to grow income whilst managing risk effectively.
- Attract and retain high quality and motivated academics.
- Ensure alignment between academic and professional services staff.

External Relations

- Enhance the University's global reputation, communicating its vision and purpose to relevant international and national stakeholders including policy - makers and funding bodies.
- Represent, safeguard and further the University's interests and values through participation with external bodies and working parties.
- Work with Development team and Head of School to produce reports for external stakeholders.
- Work with Executive Team and program staff to recruit teachers
- Attend conferences and meetings to promote program and mission to stakeholders
- Assist Executive Team in the financial and administrative management of all teacher-based programs, including developing and meeting budget, fundraising, and hiring and supervising staff.
- Develop and sustain meaningful relationships with donors, alumni and other strategic partners

Desirable Skills:

- Ph.D. in Bio-Chemistry with 35 years of progressive experience in the field of education, research and development in transferable contexts
- Strong leadership and motivation skills, with at least 10 years of experience in managing direct reports
- Demonstrative responsibility in managing significant budgets
- Proven ability to deliver research for development of international excellence, and demonstrable capacity to guide programs to deliver impact.
- Proven ability to:
 - Create and lead a strategic vision.
 - Manage a team to secure significant funding.
 - Develop local and external collaborations with strategic partners.
 - Mentor colleagues and continuously build capacity within the organization.
 - Liaise with key donor agencies.
 - With stakeholders at different management levels in multiple countries, particularly developing and emerging economies.
 - As a member of a team and work closely with researchers of other disciplines.
 - Analyze processes and implement continuous improvements.
- Experience of teamwork and team leadership in a scientific and development context.
- Scientific credibility as evidenced by sustained research outputs, for instance, publications in scientific journals, presentations at conferences, and successful research - led knowledge transfer in related research disciplines.
- Track record of representing an organization at a senior level and working closely with senior colleagues.
- Experience of managing teams of people that have delivered high quality outputs on time and according to set budgets.
- Demonstrated understanding of the role of research for development and how to achieve impact.
- Experience in managing finances, and planning work from both scientific and financial / human resource perspectives.
- Demonstrable capacity to successfully motivate, manage and lead teams of different disciplines and multiple cultures to deliver on the research outputs and development outcomes described above.
- Evidence of strategic planning skills and conceptual thinking.
- Excellent communication skills, including the ability to communicate effectively in a distributed, multi - cultural environment
- Strong organizational skills with proven ability to be flexible and to work well under pressure, to deal with multiple competing priorities and to multi - task, to manage own time and the time of direct reports

Publications

Book and Chapters

- Methods in Biochemical Calculations and Biostatistics- Arunabha Sen, Books and Allied (p) Ltd., Kolkata- 2007- ISBN 81-87134-06-2
- Chapter Title: Physiological Adaptations of Stressed Fish to Polluted Environments: Role of Heat Shock Protein | Book Title: Reviews o
- Environmental Contamination And Toxicology- New York: Springer-Verlag-2009- ISSN: 0179-5953(Print); 0179-5953(Linking)
- Chapter title: Heat Shock Proteins Modulate Signaling Pathways in Survival of Stressed Fish to Polluted Environments | Book title: Fish Ecology- Nova Science Publishers- 2011- USA ISBN NO: 978-1-61324-282-7

Journals

- Co-Editor for Special issue on the recent trends in therapeutic advancements of free radical science Toxicology Mechanisms and Methods, 2012; 22(5): 321–322 ,© 2012 Informa
- Healthcare USA, Inc. DOI: 10.3109/15376516.2012.674250, 2010 Impact Factor: 0.844.
- Editorial Board Member: Asian Journal of Microbiology, Biotechnology and Environmental Sciences and Austin Journal of Hypertension
- Editor-in-Chief: BIOMEDICINE- An international journal for Biomedical sciences 2015-2018
- Reviewer: Indian journal of biochemistry and biophysics Society for free radical research bulletin, Ecotoxicology and Environmental biology of fishes

CRITICAL PROJECTS EXECUTED

- Instrumentation Maintenance Facility from UGC to the College –Rs. xxx/-
- 2016-2018- Comparative studies on the beneficiary effect of black and green tea in the expression of placental growth factors in preeclamptic trophoblast- NTRF IV- Rs. xxx/-
- 2013-2016- Studies on the metabolic reprogramming and the associated signaling changes in fish adipocytes during hypoxic conditions- DST- Rs. xxx/-
- 2013-2015- Studies on the role of tea in modulating heme oxygenase-1 and cytochrome P450 expression in placental explants- NTRF III- Rs. xxx/-

Leadership & Management

- People Management
- Cross Departmental Coordination
- Cross Cultural Team Management
- Technical And R&D Management
- Resource & Capacity Management

Stakeholder Management

- Profitability Management
- Investor Relations and Communication
- Board Presentation and Meetings
- Relationship With Institutions

Work Experience

2019 - 2020	Principal, XX College (A), XX, Chennai - 600 005
2018 - 2019	Principal, Government Arts and Science College, XX, Chennai - 600131
2017 - 2018	Head, Department of Biochemistry, XYZ Women's College (A), Chennai - 600 108
2001 - 2018	Associate Professor - Department of Biochemistry, XYZ Women's College, Chennai
1993 - 2001	Assistant Professor - Department of Biochemistry, XYZ Women's College, Chennai
1991 - 1993	POSTDOCTORAL RESEARCH ASSOCIATE, Department of Pharmacology, UNIVERSITY OF XMEN, MEMPHIS, U.S.A.
1988 - 1991	LECTURER - Department of Biochemistry, Bharathi Women's College, Chennai
1987 - 1988	UGC – SENIOR RESEARCH FELLOWSHIP
1985 – 1987	Awarded JUNIOR RESEARCH FELLOW by UNIVERSITY GRANTS COMMISSION (UGC) through National Talent Test.

Academic Qualifications

2003 - 2004	PG. Diploma in Bioinformatics - A Grade
1985 - 1988	Ph.D. in Biochemistry - Highly Commended thesis
1983 - 1984	Master of Philosophy in Biochemistry - First Class
1981 - 1983	Master degree in Biochemistry - Outstanding Grade - 5.86/6 Points University Rank Holder
1978 - 1981	Bachelor degree in Chemistry - First Class with Distinction