

## CURRICULUM VITAE

### WILLIAM DESMOND McCOURT

#### PERSONAL

Date of Birth: 23 May 1954

Address (work): Institute for Development Policy and Management  
University of Manchester  
Arthur Lewis Building  
Oxford Road  
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#### EDUCATION

1998-2002 University of Manchester  
Ph.D. in (Public) Human Resource Management

1993-96 University of London  
MSc in Organisational Behaviour

1987-89 Lancaster University  
MA in Management Learning

1984 Open University  
Third World Studies (associate course)

1978-79 University of Manchester  
Diploma in Teaching English Overseas

1972-75 St Catharine's College, University of Cambridge  
BA (II.i) in English

1965-72 St Malachy's College, Belfast  
'A' Levels (English, French, Latin)

## EMPLOYMENT

- 2008 - University of Manchester  
Director, Institute for Development Policy and Management; (from 2007) Reader in Development Policy and Management; Fellow of the Herbert Simon Institute for Public Policy and Management, Manchester Business School
- 2001-07 University of Manchester  
Senior Lecturer in Human Resource Management; founding Course Director, MSc in Human Resource Management and Development (2001-6); Director of Postgraduate Taught Studies, School of Environment and Development (from 2005)
- 2007 - University of Manchester  
Reader in Development Policy and Management; Director of Postgraduate Teaching, School of Environment and Development (2006-)
- 2001-07 University of Manchester  
Senior Lecturer in Human Resource Management; Course Director, MSc in Human Resource Management and Development (2001-6)
- 1994-2001 University of Manchester  
Lecturer in Human Resource Management; Course Director, MSc in Human Resource Management (1999-2001); Course Director, Postgraduate Diploma in Human Resource Studies (1995-99)
- 1992-94  
(part-time) Open University  
Tutor on Masters in Business Administration programme
- 1993-94 Lancashire County Council  
Acting Central Training Officer: head of Central Training Unit and member of managing team, Personnel and Management Services Group
- 1989-93 Lancashire County Council  
Principal Training Officer: deputy head of section and staff training
- 1986-89 Lancashire Country Council  
Senior Training Officer: staff training
- 1985-91 VSO (Voluntary Service Overseas)  
Occasional tutor on preparation courses for outgoing VSO development personnel
- 1984-86 Walsall Metropolitan Borough Council  
Lecturer: training in cross-cultural communication
- 1981-84 VSO (Voluntary Service Overseas)

Education Development Officer: recruiting, posting and training English teachers to work in developing countries

- 1979-81 West Sussex Education Authority  
Lecturer in English as a Second Language: teaching English to Vietnamese refugees
- 1975-78 Faculty of Education, Tribhuvan University, Nepal  
Assistant lecturer in English: lecturing in English and teacher training

**CONSULTANCY** (most consultancy work before 1991 has been omitted)

- 2007-8 Indonesia: Team leader, HR team, Aceh Governance Transformation Programme: design and implementation of an assessment centre to appoint all top management positions; designing remit for policy teams and private office to support Governor of Aceh (UNDP)
- 2007 and 2003 Academic adviser on DFID 'topic guide' on civil service reform (DFID)
- 2007 Namibia: mid-term review of Human Resources component of Medium-Term Plan for HIV/AIDS (USAID)
- 2007 and 2002 Malaysia: workshops on strategic human resource management for HR specialists in the Malaysian public service at INTAN (Malaysian Institute of Public Administration) (British Council)
- 2007 World Health Organisation, China: Desk study of international experience in health human resources in basic health care
- 2006 Malaysia: Workshop on new approaches to assessment and development at INTAN, (British Council)
- 2006 World Bank Institute: briefing paper on 'ensuring integrity and improving efficiency in public management'
- 2006 Uganda: team leader of mid-term review on Human Resources for Health project (European Union)
- 2006 Workshop on HRM/D for staff of Administrative Reform and Civil Service Commission, Afghanistan (British Council)
- 2005 UNDP: policy primer on the policy process written for UNDP governance advisers
- 2005 Namibia: Management of the health workforce: Innovative approaches and promising practices' (USAID)

2004 (December)	Vietnam: programme design advice and ‘backstopping’ for two-week course in Human Resource Management and Development at the National Academy of Public Administration (DANIDA)
2004	Organisation for Economic Co-operation and Development: Commentary on politics and pay reform report (DFID)
2004	Cyprus: Designing structures and functions for a new federal public service (UNDP)
2004 (February)	Vietnam: starting up development of courses in public administration at the National Academy of Public Administration (DANIDA)
2004	Libya: advising the Government of Libya on public service reform (UK Foreign and Commonwealth Office)
2003	Malaysia: workshop on new developments in public management for top civil servants at INTAN (Malaysian Institute of Public Administration) (British Council)
2003	Malaysia: workshop on performance management at INTAN (Malaysian Institute of Public Administration) (British Council)
2002	Morocco: advice on UK experience of civil service reform (British Council)
2001 and 2000	Malaysia: workshops on writing distance learning materials for staff of INTAN (Malaysian Institute of Public Administration) (British Council)
2001	Morocco: identifying training needs of members of the Moroccan commercial magistracy (Foreign and Commonwealth Office)
2000	Cambodia: advising the Cambodian government on social safety nets for the rationalisation of the civil service workforce (UNDP)
2000	Swaziland: Institutional appraisal of the Civil Service Board, Government of Swaziland, and advice on civil service appointments (European Union)
2000	Implementation workshop on the People in Aid Code of Practice for human resource specialists of British and other European NGOs (People in Aid)
1999	Mauritius: advising on teaching of human resource management at the University of Mauritius
1999	British Council: Facilitated workshop on institutional development for staff of Development and Training Services division (DATS) of British Council

- 1999 World Bank: adviser on protecting against patronage in civil service recruitment in developing countries
- 1999 Evaluation of staff training (United Nations Secretariat, New York)
- 1999 United Nations Research Institute for Social Development: overview paper on pay and employment reform: input to the 'Copenhagen Plus Five (Five Years After the World Summit for Social Development) conference
- 1998 Evaluation of UK government assistance to the Department for Public Service and Administration, South Africa, and identification of a 3-5 year programme of assistance in relation to the transformation of the South African public service (DFID)
- 1998 Blackburn College, England: Training for senior and middle academic and administrative managers in recruitment and selection skills
- 1997/8 Production of a guide to pay and employment reform for DFID's Government and Institutional Development advisers (DFID): included field work meeting relevant government and donor officials in Malaysia and Sri Lanka
- 1997 One-day workshop for human resource specialists of British and other European NGOs (People in Aid)
- 1997 Advising Presidential Review Commission for the Transformation of the Public Service in South Africa on overseas (particularly UK) experience of human resource management (DFID/British Council)
- 1997 Workshop for senior staff of the Local Government Service Commission, Tanzania on development of the personnel function in Tanzanian local authorities (DFID/British Council)
- 1997 Consultancy on behalf of DFID: advising government of South Africa on conduct of rightsizing and retrenchment in the public sector; comparative research study of the experience of rightsizing and retrenchment in Ghana, Uganda and the UK (included one week assignment with the Ministry of Public Service, Uganda)
- 1996-7 Consultancy on behalf of DFID/British Council: team leader for planning, design and delivery of three two-week training courses in the context of Government of Tanzania Local Government Reform Programme for Human Resource specialists in Tanzanian local authorities
- 1996-7 School of Oriental and African Studies, University of London: co-authoring of a distance learning module on human resource management

and development for a distance learning Master's degree in Public Policy and Management

- 1996 Advising People in Aid on production of 'People in Aid Code of Best Practice in the Management and Support of Aid Personnel'
- 1996 Blackburn College, England: Training for senior and middle academic and administrative managers in recruitment and selection skills
- 1995 Consultancy on behalf of DFID: team leader, identification and design of a project to support the Public Service Commission of Nepal
- 1995 Consultancy on behalf of DFID: strengthening internal research capacity through the development of a methodology for the evaluation of training at BRAC (Bangladesh Rural Advancement Committee)
- 1994 Consultancy and training for senior staff in recruitment and selection skills for the Lancashire Probation Service, England
- 1994 Training of senior staff in recruitment and selection skills at Rossendale Borough Council, England
- 1993 Human Resource Development audit carried out for the Personnel and Management Services Group at Lancashire County Council, England in the context of the UK Government's 'Investors in People' initiative
- 1993 Design, implementation and evaluation of a development programme for middle managers, based on a series of action learning sets and self-directed modules, spreading over six months for Lancashire Surveyor and Bridgemaster's Department, England
- 1993 Design and implementation of an assessment centre for recruit selection procedure at Lancashire Constabulary, England
- 1993 Facilitation of production of a business plan for the County Planning Department, Lancashire County Council, England
- 1992 Design and implementation of two one-day seminars on recruitment and selection and assessment for the Deputy Chief Officers' Group at Lancashire County Council, England
- 1992 (With Keith Clarkson) Production of 'Delivering an Environmental Briefing Programme', a manual for trainers delivering training on Environmental issues for Lancashire County Council, England. Included the scripting and production of a twenty-minute video
- 1991 Design and implementation of two two-day courses in recruitment and selection skills for County Councillors at Lancashire County Council, England

- 1991 Design and implementation of a three-day Career Planning Workshop based on a customised Development Centre for Lancashire County Council, England
- 1982 Vetting of requests for English teacher assistance in Western Kenya for VSO (Voluntary Service Overseas)

## **PUBLICATIONS**

### **Authored books**

McCourt, W. (2006) *The human factor in governance: Managing public employees in Africa and Asia* London: Palgrave Macmillan (two of the ten chapters are co-authored).

McCourt, W. and D. Eldridge (2003) *Global human resource management: Managing people in developing and transitional countries* (Cheltenham: Edward Elgar; 80% written by me)

### **Edited collections**

Bebbington, A. and W. McCourt (eds) (2007) *Development success: Statecraft in the South*, London: Palgrave Macmillan.

McCourt, W. and M. Minogue (eds) (2001) *The internationalization of public management: Reinventing the Third World state* (Cheltenham: Edward Elgar).

### **Refereed journal articles**

#### **Refereed journal articles (published or accepted for publication)**

McCourt, W. and Lee M. (2007) 'Malaysia as model: Policy transferability in an Asian country', *Public Management Review*, 9: 211-30.

McCourt, W. (2007) 'Impartiality through bureaucracy? A Sri Lankan approach to managing values', *Journal of International Development* 19: 429-42.

McCourt, W. and M. Awases (2007) 'Addressing the human resources crisis: a case study of the Namibian health service', *Human Resources for Health*, 5, 1.

Bana, B. and W. McCourt (2006) 'Institutions and governance: Public staff management in Tanzania', *Public Administration and Development*, 26: 395-407.

Alarkoubi K. and W. McCourt (2004) 'The politics of HRM: Waiting for Godot in the Moroccan civil service', *International Journal of Human Resource Management*, 15: 978-95

McCourt, W. (2003) 'Political commitment to reform: Civil service reform in Swaziland', *World Development*, 31: 1015-31.

- McCourt, W. and A. Ramguttty-Wong (2003) 'Limits to strategic human resource management: the case of the Mauritian civil service'. *International Journal of Human Resource Management*, 14: 600-618
- McCourt, W. (2001) 'The new public selection? Anti-corruption, psychometric selection and the New Public Management in Nepal'. *Public Management Review*, 3: 325-344.
- McCourt, W. (2001) 'Finding a way forward on public employment reform: A Sri Lankan case study'. *Asia Pacific Journal of Human Resources*, 39, 1: 1-22.
- McCourt, W. (2001) 'Towards a strategic model of employment reform: Explaining and remedying experience to date'. *International Journal of Human Resource Management*, 12: 56-75.
- McCourt, W. (2000) *Pay and employment reform in developing and transitional societies* (Geneva: United Nations Research Institute for Social Development: Democracy, Governance and Human Rights Programme Paper No. 1), 50 pages
- McCourt, W. (1999) 'Paradigms and their development: The psychometric paradigm of personnel selection as a case study in paradigm consensus', *Organization Studies*, 20, 6: 1011-1033.
- McCourt, W. and N. Sola (1999) 'Using training to promote civil service reform: a Tanzanian local government case study', *Public Administration and Development*, 19: 63-75 (90% written by me).
- McCourt, W. (1999) 'On the metaphor of the metaphor', *Organization Studies*, 19: 1035-1038.
- McCourt, W. (1997) 'Using metaphors to understand and to change organizations: a critique of Gareth Morgan's approach', *Organization Studies* 18, 511-522.

### **Other articles**

- McCourt, W. (2007) 'Development spending in the Comprehensive Spending Review', *Public Finance* (forthcoming).
- McCourt, W. (2006) 'The human factor in governance', invited article in *Executive Focus*, Newsletter of ESADE Business School, Barcelona
- McCourt, W. (1997) 'Civil service reform: the true impacts of retrenchment', *Insights*, 23(5)

### **Chapters in books**

- McCourt, W. (2007) 'Ensuring integrity and improving efficiency of public management', in A. Shah (Ed.) *Performance accountability and combating corruption*, Washington D.C: World Bank (forthcoming).

- McCourt, W. (2007) 'Development spending', in C. Talbot (Ed.) *The Manchester Green Comprehensive Spending Review 2007*, Manchester: Manchester University Press (forthcoming).
- McCourt, W. and A. Bebbington (2007) 'Introduction: A framework for understanding development success', in A. Bebbington and W. McCourt (eds) *Development success: Statecraft in the South*, London: Palgrave Macmillan (forthcoming).
- Bebbington, A. and W. McCourt (2007) 'Conclusion: what we have learnt about development success', in A. Bebbington and W. McCourt (eds) *Development success: Statecraft in the South*, London: Palgrave Macmillan (forthcoming).
- McCourt, W. (2005) 'Employment and pay reform in developing and transition societies', in Y. Bangura and G. Larbi (eds) *Public sector reform in developing countries*, London: Palgrave Macmillan (forthcoming).
- McCourt, W. (2005) 'Public service recruitment', in R. Green (Ed.) *Commonwealth public administration reform 2005/06*, London: Commonwealth Secretariat, 128-32.
- McCourt, W. (2005) 'Human resource management and government performance', Chapter 2 in *World public sector report 2005: Unlocking the human potential for public sector performance*, New York: United Nations Department for Economic and Social Affairs, 25-34 (principal author).
- McCourt, W. (2005) 'The mixed results of HRM reform', Chapter 4 in *World public sector report 2005: Unlocking the human potential for public sector performance*, New York: United Nations Department for Economic and Social Affairs, 53-68 (contributing author).
- McCourt, W. (2005) 'Managing people as a strategic resource', Chapter 5 in *World public sector report 2005: Unlocking the human potential for public sector performance*, New York: United Nations Department for Economic and Social Affairs, 69-98 (principal author).
- McCourt, W. (2004) 'Public administration', in T. Forsyth (Ed.) *Encyclopaedia of International Development*, London: Routledge (forthcoming).
- McCourt, W. (forthcoming, November 2004) 'Comments on "Training grants decisions" case study', in D. Olshfski, K. Callahan and E. Schwella (eds) *Public management case studies: A global perspective*, London: Sage.
- McCourt, W. (2002) 'New Public Management in developing countries', in K. McLaughlin and S. Osborne (eds) *The New Public Management: Current trends and future prospects*, London: Routledge, 227-242.
- McCourt, W. (2002) 'Managing staff in developing country organisations', in R. Clarke, C. Kirkpatrick and C. Polidano (eds) *Companion to development policy and management*, Cheltenham: Edward Elgar, 342-8.

McCourt, W. (2001) 'The NPM agenda for service delivery: A suitable model for developing countries?', in W. McCourt and M. Minogue (eds) *The internationalization of public management: Reinventing the Third World state* (Cheltenham: Edward Elgar: 107-128)

McCourt, W. (2001) 'Moving the public management debate forward: A contingency approach', in W. McCourt and M. Minogue (eds) *The internationalization of public management: Reinventing the Third World state* (Cheltenham: Edward Elgar: 220-253)

McCourt, W. (1998) 'Civil service reform equals retrenchment? The experience of 'rightsizing' and retrenchment in Ghana, Uganda and the United Kingdom', in M. Minogue, C. Polidano and D. Hulme (eds) *Beyond the New Public management: Changing ideas and practices in governance*, Cheltenham: Edward Elgar, 172-187.

McCourt, W. (1982) 'Environment Training', in A. Hams (Ed.) *A Guide to Environmental Practice in Local Government*, Luton: Local Government Management Board

### **Occasional and other papers**

McCourt, W. (2007) *The merit system and integrity in the public service*, University of Manchester: Institute for Development Policy and Management Development Economics and Public Policy Working Paper No. 20.

McCourt, W. (2007) *British aid after the comprehensive spending review 2007: Where next for development spending?* University of Manchester: Institute for Development Policy and Management Working Paper No. 71.

Bebbington, A. and W. McCourt (2006) *Where does development success come from? Explanations and practical implications*, University of Manchester: Institute for Development Policy and Management Working Paper No. 70.

McCourt, W. (2006) *The human factor in governance: Findings and prospects for development*, University of Manchester: Management, Governance and Development Working Paper No. 16.

McCourt, W. (2006) *The human resource crisis in health in Africa: A case study of Namibia*, University of Manchester: Management, Governance and Development Working Paper No. 15.

McCourt, W. (2006) *Process, content, actors, implementation: the policy process in developing and transitional countries*, New York: UNDP Policy Primer.

B. Bana and W. McCourt (2005) 'Institutions and governance: Public staff management in Tanzania', University of Manchester: Management, Governance and Development Working Paper No. 14.

McCourt, W. (2005) *Patrons versus Weberians in the Sri Lankan civil service*, University of Manchester: Management in Development Working Paper No. 13.

McCourt, W. (2005) *Path dependence and history in the Malaysian civil service*, University of Manchester: Management, Governance and Development Working Paper No. 12.

Al-Arkoubi K. and W. McCourt (2003) *The politics of HRM: Waiting for Godot in the Moroccan civil service*, University of Manchester: Management in Development Working Paper No. 8 (90% written by me).

McCourt, W. (2001) *Commitment to civil service reform in Swaziland*. Manchester: Institute for Development Policy and Management, University of Manchester: Public Policy and Management Working Paper No. 17.

McCourt, W. (2001) *Limits to strategic HRM: The case of Mauritius*. Manchester: Institute for Development Policy and Management, University of Manchester: Management in Development Working Paper No. 4.

McCourt, W. (2000) *Public appointments: From patronage to merit*. Manchester: Institute for Development Policy and Management, University of Manchester: Human Resources in Development Working Paper No. 9.

McCourt, W. (1999) *Human Resource Management in the UK public service: Its practice and its relevance to public reformers in South Africa*. Manchester: Institute for Development Policy and Management, University of Manchester: Human Resources in Development Working Paper No. 8.

McCourt, W. (1999) *Public appointments: From patronage to merit* (Washington D.C: World Bank Poverty Reduction and Economic Management briefing note)

McCourt, W. (1999) *Towards a new model of employment and pay reform*. Manchester: Institute for Development Policy and Management, University of Manchester: Public Policy and Management Working Paper No. 10.

McCourt, W. (1998) *The new public selection? Competing prescriptions for the development of the Public Service Commission of Nepal*. Manchester: Institute for Development Policy and Management, University of Manchester: Public Policy and Management Working Paper No.8.

McCourt, W. (1998) *The bloody horse: indigenous and donor prescriptions for civil service reform in Sri Lanka*, Manchester: Institute for Development Policy and Management, University of Manchester: Discussion Paper No 54.

### **Conference and seminar papers and presentations**

McCourt, W. (2007) 'The merit system and integrity in the Public Service', paper presented at the OECD Conference on Public Integrity and Anticorruption in the Public Service, Bucharest, May 2007.

McCourt, W. (2007) 'Understanding development policy success', International Research Symposium on Public Management, Potsdam, April 2007.

- McCourt, W. (2007) 'The human resources crisis in health in Africa', guest lecture at the Royal Dutch Tropical Institute, March 2007.
- McCourt, W. (2006) 'Developing case studies for training and research', keynote presentation at Conference of Malaysian Case Writers' Association, Kuala Lumpur, Malaysia, June 2006.
- McCourt, W. (2006) 'The human factor in governance: Managing public employees in Africa and Asia', paper accepted for Panel Session on Human Resource Management in the Public Sector at International Research Symposium on Public Management, Glasgow, April 2006.
- McCourt, W. (2006) Invited presentation on 'consultancy across cultures', Lancaster University Business School, March 2006
- McCourt, W. (2006) Invited paper on 'The human factor in governance: Managing public employees in Africa and Asia', IDPM International Development seminar series, February 2006.
- McCourt, W. (2006) Invited presentation on 'Administrative reform', UK Foreign and Commonwealth Office conference on 'Libya: fulfilling potential at home and abroad', FCO Conference Centre, Wilton Park, UK, February 2006.
- McCourt, W. and T. Bebbington (2005) 'Statecraft in the South: A framework for understanding public policy success in developing countries', presented at seminar on 'Statecraft in the South: Public policy success in developing countries', University of Manchester, May 20 2005 (also delivered at seminars at IDS, Sussex, IIED, London and IDD, Birmingham)
- McCourt, W. (2005) 'Malaysia as model: Improving and emulating Malaysian public management, International Research Symposium on Public Management, Milan, April 2005
- (2004) Invited presentation on 'Public administration reform: A possible agenda for Libya', UK Foreign and Commonwealth Office conference on 'Libya: the future', FCO Conference Centre, Wilton Park, UK, May 2004
- (2004) Keynote presentation on 'Why public administration reform fails – and how to make it work', UNDP public administration practice conference, Bratislava, Slovakia, April 2004
- (2004) 'The future of public management in developing countries', keynote presentation at International Research Symposium on Public Management, Budapest, April 2004
- (2004) Public lecture on 'New developments in public management', National Academy of Public Administration, Hanoi, Vietnam (under auspices of DANIDA), March 2004
- (2003) Chaired open paper session on regulatory reform at conference on 'Regulatory impact assessment', University of Manchester, November 2003

- McCourt, W. and A. Ramguttty-Wong (2003) 'Limits to strategic human resource management: the case of Mauritius'. Paper presented at International Research Symposium on Public Management, Hong Kong, October 2003 (90% written by me).
- Al-Arkoubi K. and W. McCourt (2003) 'The politics of HRM: Waiting for Godot in the Moroccan civil service', presented at International Human Resource Management conference, University of Limerick, Ireland, September 2003 (90% written by me).
- (2001) Keynote speech on 'strategic human resource management' at annual conference of Foundation for Human Resource Development, Malta, October 2001.
- (2001) 'Political commitment to reform: Civil service reform in Swaziland'. Paper presented at International Research Symposium on Public Management, Barcelona, March 2001.
- (2001) 'Civil service staff management and economic growth: The Mauritian civil service'. Invited paper presented in University of Manchester Economics and Social Sciences research seminar series, January 2001.
- (2000) 'The application and applicability of New Public Management in developing countries'. Paper presented at symposium on New Public Management at the annual conference of the Academy of Management, Toronto, August 2000.
- (2000) 'Launching distance learning in a development institute': invited paper presented at the Conference of Development Studies Centres, March.
- (2000) 'DFID's Governance and Poverty Strategy: An IDPM reaction', invited paper presented at a joint DFID/University of Birmingham seminar, March 2000.
- (1999) 'Public appointments: From patronage to merit'. Paper presented at conference on 'Human resources for development: People and performance', Manchester, June 28 1999.
- (1999) 'Writing distance learning materials': presentation at University of Manchester workshop on distance learning, May 1999
- (1998) Presentation on 'Employment and pay reform' at DFID Government and Institutions Department 'retreat', September 1998
- (1997) 'Civil service reform equals retrenchment? The experience of 'rightsizing' and retrenchment in Ghana, Uganda and the United Kingdom.' Paper presented at conference on 'Public sector management for the next century', Manchester, June 1997.

### **Official reports**

- McCourt, W. (2007) *International experiences in the development of health human resources for basic health care services: Report to the Health Policy Support Project*, Beijing: World Health Organisation.
- McCourt, W. (2006) *Improving the policy-making process*, primer produced for UNDP governance advisers (5,800 words)

McCourt, W. (2004) *Commentary on politics and pay reform report*, Paris: Organisation for Economic Co-operation and Development (7,500 words).

McCourt, W. (2000) *Social safety nets for the rationalisation of the civil service workforce*, Phnom Penh: Government of Cambodia and United Nations Development Programme (6,000 words)

McCourt, W. (1998) *Employment and pay reform: A guide to assistance*. London: Department for International Development (21,000 words)

McCourt, W. (1997) *The experience of "rightsizing" and retrenchment in Ghana, Uganda and the United Kingdom*. Report to the Department of Public Service and Administration, Government of South Africa (12,000 words)

McCourt, W. (1997) *International comparative experience and benchmarking in Human Resource Management*. Report to the Presidential Review Commission, Government of South Africa (5,000 words)

### **Postgraduate distance learning modules**

Johnston, M. and W. McCourt (2004) *Research methods*, University of Manchester: distance learning module for the Master's degree programme in Human Resource Management and Development (50% written by me)

Cooke, B., W. McCourt and S. Methven (2003) *Organization development*, University of Manchester: distance learning module for the Master's degree programme in Human Resource Management and Development (25% written by me)

McCourt, W. and D. Eldridge (2003) *Human resource practice*, University of Manchester: distance learning module for the Master's degree programme in Human Resource Management and Development (75% written by me)

McCourt, W., A. Ramguttty-Wong, R. Heeks and E. Wilson (2001) *Core issues in human resource management and development*, University of Manchester: distance learning module for the Master's degree programme in Human Resource Management and Development (60% written by me)

Eldridge, D. and W. McCourt (1998) *Human resource management and development* School of Oriental and African Studies, University of London: distance learning module for the Master's degree programme in Public Policy and Management (50% written by me)

### **Book reviews**

McCourt, W. (2007) Review of B. O'Toole *The ideal of public service, Public Management Review* (forthcoming).

McCourt, W. (2004) Review of A. Farazmand (Ed.) *Administrative reform in developing nations, Public Administration*, 82: 530-532

McCourt, W. (2001) Review of D. Eade (Ed.) *Development and management, Public Administration and Development*, 21: 274-5.

## **RESEARCH GRANTS**

(2004) 'Statecraft in the South: Understanding policy success in developing countries', ESRC seminar series grant for which I am lead researcher: £13375.

(2004) 'Human resource management in developing country governments': study of HRM in the governments of Malaysia and Sri Lanka for which I am sole researcher. British Academy: £4250.

(2000) Decentralisation and human resource management systems in the health sector and staff performance in South Africa and China: Phase 1 (DFID ESCOR: member of advisory panel)

(1999) Production of research paper on protecting against patronage in civil service recruitment in developing countries. World Bank: \$2500.

(1999) Production of overview paper on pay and employment reform: input to the 'Copenhagen Plus Five (Five Years After the World Summit for Social Development) conference. United Nations Research Institute for Social Development: \$2000.

(1997-98) Employment and pay reform: A guide to assistance: Government and Institutions Department, Department for International Development: £26000

(1997) Comparative study of rightsizing and retrenchment in three countries, two African and one industrialised: Department for International Development in Southern Africa: £19993

## **RESEARCH SUPERVISION**

I am currently supervising six Ph.D. candidates. In an average year I supervise about six M.Sc. dissertations.

## **EXTERNAL EXAMINING DUTIES**

2005- External examiner for MScEcon in Development Management, University of Wales Swansea

2003- External examiner for MA in Public Service Management, London Metropolitan University

1999-2002 External examiner on MBA Public Service (International Stream) at the University of Birmingham

I have also acted as a PhD external examiner at Birmingham, London (SOAS) and Sussex (IDS) Universities in the UK, and at Macquarie and Monash Universities in Australia, Massey University in New Zealand and the University of the West Indies.

**LANGUAGES:**

	<b>Speaking</b>	<b>Reading</b>	<b>Writing</b>
French	Good	Good	Good
Nepali	Good	Basic	Basic
Spanish	Basic	Basic	Basic
German	Basic	Basic	Basic
Cantonese	Basic	-	-