

# *SHUBHANKAR & CO. (S&C)*

CHARTERED ACCOUNTANTS &  
MANAGEMENT CONSULTANTS



A small profile  
aiming at making  
a big difference

**SIMPLE & SENSIBLE,  
GO BEYOND BORDERS**

SHUBHANKAR & CO., (S&C) is committed to building a better working world through playing a critical role in developing Increased trust and confidence in business to reach sustainable growth, Knowledge, Skills and talents in all its forms, and Greater collaboration with Industry & Academia, Public, Private, Development & Social Sectors

S&C works with people and organizations to help them Make better decisions, Convert those decisions to actions and Deliver the sustainable success they desire.

No matter how complex your business questions, we have the capabilities and experience to deliver the answers you need to move forward.

At S&C, we're driven by a passion to help our clients build stronger, more agile, innovative and sustainable solutions.

We work with our clients to build the capabilities that enable organizations to achieve sustainable advantage.

We aim to shape the future together.



**SHUBHANKAR & CO. (S&C)**  
**-A BACKDROP**



## VISION:

To be amongst the top ten assurance and management consulting firms in Bangladesh by the year 2030

## MISSION:

Deliver the best possible services through simplicity, speed and quality

## VALUES:

Prosper with dignity, joy and trust

## ETHOS:

Simple and Sensible, Go Beyond Borders





## FOUNDER & MANAGING PARTNER

At Shubhankar & Co., we have working diligently since 2010 to keep pace with the changes in our clients' operating environments. In recent years, as our clients have faced more rapid transformation and disruption of their businesses and organizations, we too have accelerated our pace of change.

In today's environment, we consistently hear two themes from our clients. First, they need us to bring new forms of expertise and insight to solve their most pressing issues. We are constantly upgrading the capabilities that we bring to our clients—including integrating new skills such as IT in advanced analytics, automation, and transformation in solution design. We are also hiring more professionals who bring expertise in areas such as digital transformation, automation, analytics, and corporate restructuring to augment our client service excellence. We're honing this new expertise with new team members resulting nearly one-third of our total professional staff today are with new fields.

Secondly, we hear consistently that there is a grey-line between advisory and execution, and that clients want us to serve not just as consultants but as true impact partners in delivering value from our work. Through capability building, implementation consulting, digital- transformation delivery, automation, and S&C's leadership development programs, we work with clients to deliver impact on the ground. Our confidence in our strategy-to-action approach is reflected by the fact that about 30% of our engagements now are directed to faster growth, cost reductions, procurement savings, and other metrics.

This transformation in how we work is also exemplified by our recently created our New Ventures team, which focuses on identifying and fostering innovations, IT, and integrating them into our client service. This newly created wing provides an enhanced foundation for the culture of entrepreneurialism we have always had with a renewed way.

While much is changing, some things about S&C never do—like our unrelenting commitment to put our clients' interests first, our deep investment in our exceptional people and knowledge, and our shared set of values across our global "one firm" partnership.

As we move forward, we are excited by the dual challenge of preserving our core and innovating to meet the needs of our clients. We hope this book helps explain what is new at Shubhankar & Co. (S&C) and our commitment to meet these new challenges head-on.

**Shubhankar Shil, Managing Partner**

# OUR PARTNERS



**Shubhankar Shil**

FCA, MBA (IBA,DU), BBA, LLB

**Managing Partner**

Lead- Assurance & Advisory



**Khokan Ch. Das**

FCA, B.Com

**Senior Partner**

Lead- Audit & Advisory



**Nirmal Roy**

FCA, MPF (DU), BBM (India), LLB

**Partner**

Lead -Tax & Advisory

**Shubhankar & Co. (S&C)**

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**SHUBHANKAR & CO. (S&C)**

CHARTERED ACCOUNTANTS  
& MANAGEMENT CONSULTANTS

# FOUNDER & MANAGING PARTNER

**Shubhankar Shil, FCA**

## **Education:**

FCA (ICAB); MBA (IBA, Dhaka University); BBA, LLB

## **Working Experience:**

The World Bank, IFC, ADB, UNDP, UNCDF, UNICEF, IRRI, ILO, IRC, NRC, DRC, WHO, CARE, Swisscontact, Societe Generale, ANZ Grindlays, Indosuez, Credit Agricole, Novartis, IDLC to name a few.

worked internationally in multiple countries including Bangladesh, India, Nepal, Bhutan, Thailand, Cambodia, Vietnam, and Myanmar.

## **Professional Interest:**

Start-up Growth, PPP, Corporate & Development Advisory

## **Pro- bono:**

Mentoring, SME , Corporate & Non- profit boards

## **Expertise:**

Strategy & Operations, regulations & compliance, direct & indirect taxation, cross-border business & transfer pricing, BPO & EOR, capacity building & sustainability, CXO leadership & board management, Start up, growth & transformation





## SHUBHANKAR & CO. (S&C)

CHARTERED ACCOUNTANTS  
& MANAGEMENT CONSULTANTS

# SENIOR PARTNER

## Khokan Chandra Das, FCA

### Education:

- FCA (ICAB); BCom

### Working Experience:

- Began his career as a probationary officer at Agrani Bank
- Held significant roles in prominent NGOs including BRAC, NGO Forum, and ASA International, culminating as Chief Auditor at ASA International
- Served as CFO at Renata Limited for over 13 years, contributing to financial management, budgeting, risk assessment, and corporate compliance

### Professional Interest:

- Specializes in enhancing financial practices and governance within both development and corporate sectors
- Active participant in professional development related to International Finance, Financial Risk Management, Fraud Management & Control, and Performance-based Grant Management Skills

### Expertise:

- Accounting, auditing, taxation, and finance
- Financial management and corporate compliance in both the NGO and corporate sectors
- Experienced in conducting and overseeing audit operations across international setups







## SHUBHANKAR & CO. (S&C)

CHARTERED ACCOUNTANTS  
& MANAGEMENT CONSULTANTS

# PARTNER

## Nirmal Roy, FCA

### Education:

FCA (ICAB); MPF (University of Dhaka); BBM (CMR Institute of Management Studies - CMRIMS), Bangalore University); LLB

### Working Experience:

Former CFO at Aman Group and MST Group, where he honed his expertise in budgetary control, strategic financial planning, and corporate finance. He is equally proficient in supply chain advisory, and he was led the supply chain department two large manufacturing conglomerates.

### Professional Interest:

- Committed to societal progress through participation in tax reform and anti-corruption measures in Bangladesh
- Focuses on leveraging technology to enhance financial operational efficiencies and data-driven decision-making

### Expertise:

- Audit, income tax, value added tax (VAT), Financial Management and Legal & Regulatory Compliance
- Financial Modeling, Performance Management, Operational & Strategic Excellence
- Strategic financial planning and corporate finance, with a proven ability to navigate complex financial landscapes





# LEADERSHIP



## ASHUTOSH DEY

Senior Director  
LEAD - Non - Profit & Capacity  
Building Advisory



### Education:

MSS, BSS (Honours) in Public Administration (DU); LLB

### Work Experience:

Worked internationally and domestically including *USAID, DFID, GIZ, UNICEF, UNDP, WFP, IOM, UNWOMEN, Concern Worldwide, ECHO, and OXFAM*; assignments in multiple countries including Germany, Uzbekistan, East Timor, Nepal, Afghanistan, Sri Lanka and India

### Professional Interest:

Disaster and Adaptation Management, particularly integrating disability into disaster risk management and development

### Expertise:

Expert in DRR, disability integration, needs assessment, and emergency preparedness, adept in partnership development with major international donors, government bodies, and NGOs

## **Khurshid Almeher, PhD (PMP)**

Senior Director  
Lead - Project Management &  
Capacity Building Advisory



### **Education:**

PhD; Master of Engineering (MEngg) (University of Tokyo); Bachelor of Architecture (Khulna University)

### **Work Experience:**

- A former faculty member at Khulna University, adjunct faculty at multiple universities including MIST, BUP, BRAC University, NSU, and SUB
- Managed major projects for international and local firms like Microsoft – Bangladesh, Chevron Bangladesh, Citibank NA, and many more

### **Professional Interest:**

Specialized in project management, teaching, and coaching within the architectural and management fields

### **Expertise:**

- Project management, resource optimization, contract management, vendor management, negotiation, and procurement processes
- Development of project design and implementation manuals and modules
- Highly skilled in managing relationships and contracts with high-profile clients and companies

## **ADVOCATE SAZAL SARKAR**

Senior Director  
Lead - Legal and Compliance  
Advisory



### **Education:**

**LLB; BBA** in Management from Jagannath University;  
Chartered Accountancy Course (ICAB)

### **Work Experience:**

- Practicing lawyer and an Advocate of the Bangladesh Supreme Court
- Retainer attorney for various conglomerates, with extensive experience in industries like real estate, construction, and manufacturing
- Advised on finance, accounting, assurance, auditing, and legal issues

### **Professional Interest:**

- Business law, taxation law, and both civil and criminal jurisprudence
- Coaching and teaching laws to aspirant lawyers

### **Expertise:**

- Legal compliance and problem-solving in complex legal and business scenarios
- Business advising with a strong foundation in accounting and legal frameworks
- Mentorship of new lawyers, focusing on practical applications of law in business contexts



## TAPAN FOUZDER

Director  
Lead - Automation & IT  
Advisory



### Education:

Master's in Public Health (State University Bangladesh); BS in Civil Engineering (RUET)

### Work Experience:

- Developed IT-enabled accounting and inventory solutions for over 500 companies
- Extensive international experience, particularly in South and East Asia, including work with global health sector funds
- Skilled educator and trainer in information technology and accounting software, including *QuickBooks and Tally*

### Professional Interest:

- Leveraging information technology to enhance organizational efficiency and decision-making
- Business process outsourcing and automation

### Expertise:

- Designing financial and inventory management systems
- MIS and database management system development
- IT-enabled financial management systems
- Education and coaching in IT applications for accounting and finance professionals

## **JUBAIDA BEGUM**

Director  
Lead - Marketing & Strategy  
Advisory



### **Education:**

MBA in Marketing (IBA, Dhaka University)); MDS (Dhaka University);  
MSc, BSc in Mathematics (Dhaka University);

### **Work Experience:**

She has served as Managing Partner & Head of Brands at Mystic Minds, Head of Operations at Aanda Niketon European School, Brand Director, Associate Brand Director, Brand Manager, and Senior Brand Executive at Unitrend Limited, and Design Coordinator at PRAN Group, handling major brands, leading strategic initiatives, and managing communication projects across multiple organizations.

### **Professional Interest:**

Focused on strategic communication, brand management, and organizational growth.

### **Expertise:**

- Strategic planning, brand management, media planning, event management, and audio-visual production.
- Skilled in crisis management, sustainability strategies, and business operations.

## **ANISUZZAMAN**

Director  
Lead - Business Development  
& B2B Advisory



### **Education:**

MBA in Management Information Systems (University of Dhaka); BBA (Khulna University)

### **Professional Experience:**

- Over 20 years in B2B, Tech Sales, and Fintech
- Specializes in developing business for large and medium enterprises, with a focus on sales administration, partnership forging, scaling and replication strategies, and client retention
- Extensive experience in digital transformation to improve problem-solving and communication within teams

### **Fields of Expertise:**

Business-to-Business (B2B); Key Account Management; Telecommunications; Private LTE and Radio Communication (DMR, P25, PTT); Internet of Things (IoT); Security Solutions and Cyber Security; Financial Technology (Fintech); Application-to-Person (A2P), Communications Platform as a Service (CPaaS), Value-Added Services (VAS), Software as a Service (SaaS); E-commerce and Mobile Devices; Digital Marketing

### **Role and Contributions:**

- Utilizes extensive expertise in Tech Sales and Fintech to drive business growth and maintain high levels of client satisfaction
- Leads initiatives for digital transformation, enhancing organizational communication and efficiency



## **ZAHIRUL QUAYUM**

Director  
Lead - PPP & Liaison  
Advisory



### **Education:**

ACCA qualification, London, UK; MDS (Dhaka University); BBA (IBA, DU)

### **Work Experience:**

- Former Senior Internal Auditor at Telekom Malaysia, specializing in Enterprise Risk Management (ERM) and internal control within the COSO framework and CSA
- Worked in audit and accounting with Ahmad & Co. in London, UK
- Extensive experience in the Banking and Telecom sectors in Bangladesh
- Consulting career includes roles on the boards of companies in the Fuel & Energy and Marine Logistics sectors

### **Professional Interests:**

- Oil & Energy markets, economic transitions, and globalization
- Engagement with educational social enterprises

### **Expertise:**

- Performance management, process optimization, and due diligence
- Investment advisory services, including local and foreign investments, joint ventures, and partnership brokerage
- Extensive experience in partnership brokerage with successful deals across multiple countries including Bangladesh, Belgium, England, the Netherlands, Hong Kong, and Singapore.

## S M RAYHAN

Director  
Lead - Strategy & IT Advisory



### Education:

BBA (Khulna University); pursuing a Chartered Secretarial Courses

### Professional Experience:

- Over two decades of experience in telecommunications, mobile financial services, and startups in Bangladesh
- Experienced entrepreneur who established and managed group businesses with significant turnover and extensive operations
- Business strategist at Ten Decimal, focusing on strategic solutions for CSMEs

### Achievements:

- Successfully managed businesses generating a monthly turnover of 9 billion Bangladesh Taka
- Oversaw 500+ employees and 18 offices nationwide
- Developed impactful market plans for over 25 companies across 20 different industries, leading to nationwide success and market leadership positions

### Expertise:

Driving business growth and fostering innovation; Strategic planning and market plan development; Entrepreneurial leadership and business management in diverse industries

### Professional Interest:

Dedicated to contributing to the socio-economic development of Bangladesh through innovative business strategies and solutions

## **MD IMDADUL ISLAM**

Director  
Lead - Partnership &  
Engagement Advisory



### **Education:**

BBA in Finance & Banking (Jahangirnagar University)

### **Work Experience:**

- Former roles at Grameen Distribution Ltd., where he doubled sales through innovative strategies and IoT partnerships
- At Shubhankar Consulting, expanded firm offerings and enhanced strategic consultancy services
- Pioneered cloud accounting services at Rich Insight Global
- Extensive experience in corporate training, policy consulting, and driving organizational growth

### **Skills:**

Proficient in QuickBooks, Xero, and MS Office; Multilingual: Fluent in Bangla, English, and Hindi

### **Professional Expertise:**

- Business development and strategic consulting across various sectors
- Expert in corporate training and policy consulting
- Leadership in team management and partnership development
- Delivered numerous keynote sessions on leadership and business development
- Actively involved in leading community initiatives and stakeholder engagement strategies

## TEAM IN THE MIDDLE



**Tanni Biswas**

MPF (DU), BBA (Dhaka City College)  
**Senior Manager,  
Tax & Assurance & Advisory**



**Barna Paul**

MBA, BBA (Finance, DU)  
**Senior Manager,  
Tax, Assurance & Advisory**



**Md. Sojib Hossain**

MBA, BBA (Accounting, NU)  
**Manager,  
Tax & Advisory**



**Nazmul Hossain**

MBA, BBA (Accounting, NU)  
**Manager  
Assurance & Advisory**



**Md Omar Faruk Hasib**

MBA (Finance, RU); BBA (ULAB)  
**Business & Research Analyst**



**Tanjila Akter**

BBA (ULAB)  
**Operation Analyst**





## **Audit & Assurance**

- Statutory Audit
- Group Reporting and Corporate Governance
- Project Audit
- FD 4 & NGOAB Audit
- Internal Audit
- Statutory Audit
- Forensic & Investigations
- Process and Compliance Audit
- Performance & Value for Money Audit
- Other Assurance Services

## **Taxation**

- Income Tax & VAT Advisory
- Tax Planning & Optimization
- Income Tax & VAT
- Legal Compliance Advisory
- Direct/Corporate Tax
- Tax - Registration
- Tax – Compliance
- VAT – Audit and Appeal
- Personal Income Tax

## **Automation & IT Services**

- Financial Software & Cloud Finance
- Implementing IT tools for Various Processes
- Business Automation
- IT Operations - maintenance Advisory

# OUR SERVICES

## HR & Human Capital Services

- Payroll Advisory
- Labor Relations
- Human Capital Development
- Training & Capacity Building

## Corporate Advisory Services

- Assets Management
- Operations & Strategy Management
- Business Valuation
- Business Re-structuring & Re-engineering
- Financial & Risk Management
- Change Management
- Growth Strategy (Sales & Marketing)
- Situation Analysis: Assessment of Companies in distress
- Family Business & Succession Planning
- Transaction Advisory & Corporate Finance
- Business Recovering & Turnaround.
- Process segmentation/ automation
- Organization redesign

# Our practices

At the heart of our client-centric approach lies a fusion of unparalleled industry expertise and multifaceted functional capabilities. Across 26 sectors and 10 dynamic business areas, we stand as pioneers, continuously evolving with new capabilities, innovative tools, and diverse talent profiles meticulously integrated into every facet of our practice.

But we don't stop there. We're committed to pushing boundaries, pioneering new disciplines to unlock bigger, faster, and more sustainable results for our clients.

- Business functions
- Analytics
- Digital transformation
- Implementation
- Learning Programs for Clients Marketing & Sales
- Operations
- Organization
- Recovery & Transformation Services Risk
- Strategy & Corporate Finance
- Sustainability & Resource
- Productivity

# Industries We Served

- 

Asset Management
- 

Banking
- 

Broker/ Dealer
- 

Consumer Products and Apparel
- 

Construction
- 

Employee Benefit Plans
- 

Energy and Utilities
- 

Financial Services
- 

Health Care
- 

IT Industry
- 

Transportation and Logistics
- 

Owner/ Operators
- 

REITs
- 

Real Estate
- 

International Organization
- 

Private Equity
- 

Private Client Services
- 

Industrials
- 

Insurance
- 

Manufacturing and Distribution
- 

Not for Profit
- 

Public Sector
- 

Hospitality
- 

Professional Services Firms
- 

Media, and Information
- 

Food and Beverage

# Organizations- We have worked with

*Our diverse Team members have vast experience of working with these mentioned organizations.*

“

We **Value** Our **Clients** The Most.





# We are Enlisted with -



Financial Reporting  
Council Bangladesh



NGOAB



The Institute of  
Chartered Accounts of  
Bangladesh (ICAB)



Microcredit Regulatory  
Authority

## S&C'S DIFFERENTIATED POINTS-

Why should you choose us as your **Partner of Choice?**

- **S&C** is seasoned in complexity analysis and solution delivery.
- **S&C** solves Tax, VAT, Audit, Business operation, & Financial complex issues involving enterprises, organizations or functions.
- **S&C** has expertise in designing optimal **design thinking and problem-solving** methodologies by reflecting industrial characteristics.
- **S&C** has Project-proven methodology and expertise.
- **S&C** establishes concrete strategies based on business experience at the corporate, industrial, and urban levels.
- **S&C** Provides long-term perspectives & result oriented strategy considering the business Re- structuring & Re-engineering.



## *Shubhankar & Co.*

Chartered Accountants  
& Management Consultants

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