SHARNA CHAKRABORTY

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PROFESSIONAL SUMMARY

Public Policy professional with 5+ years of experience supporting results-based programme management, policy research and evidence synthesis across National Government Institutions in India, including **NITI Aayog**, the **National Human Rights Commission (NHRC)** and the **Ministry of Skill Development and Entrepreneurship (MSDE)**. Proficient in conducting quantitative and qualitative data analysis; and translating field-level evidence into policy briefs, technical strategy documents and programme recommendations for senior government and multilateral stakeholders. **Postgraduate training in Public Policy & Management (IIM Lucknow), Applied Statistics (IGNOU)**, and **Labour Studies & Social Protection (TISS)**, combined with extensive field research experiences, establishes a highly versatile foundation for senior roles in public policy analysis, M&E, programme management, governance and development research.

Key Strengths: ✦Public Policy Analysis ✦Monitoring & Evaluation (M&E) ✦Results-Based Management ✦Programme & Project Management ✦Policy Research & Briefs ✦Stakeholder & Government Liaison ✦Grant Writing & Proposals ✦Systematic Review & Synthesis

PROFESSIONAL EXPERIENCE

Assistant Director | National Institute of Labour Economics Research and Development, Government of India (GoI) *Aug 2026 - Present*

- **Joined August 21, 2026.**

Individual Consultant | NITI Aayog, Government of India (GoI) *Feb 2025 - Aug 2026*

Policy Research | Monitoring & Evaluation | Government Advisory

- **Policy synthesis & technical strategy:** Synthesized complex regional data from Aspirational Districts Programme (ADP) and Aspirational Blocks Programme (ABP) into technical strategy documents and briefing notes for State and Central government stakeholders, ensuring high-quality, insight-driven, decision-ready deliverables.
- **Systematic policy review:** Conducted systematic reviews of District Action Plans to assess alignment with the Sustainable Development Goals (SDGs), translating high-level national objectives into actionable, district-level policy recommendations.
- **Monitoring & evaluation / data validation:** Validated administrative and MIS-based data through field triangulation, ensuring ground-level realities were accurately reflected in reporting to senior leadership and strengthening the evidentiary base for policy decisions.
- **Evidence-based reporting:** Produced results tables, progress summaries and narrative performance analyses, supporting evidence-based decision-making at the apex policy think tank of the Government of India.
- **Cross-government coordination:** Served as a technical liaison between State and Central government functionaries, aligning inputs across departments to support unified national reporting on development indicators in **Assam, Sikkim** and **West Bengal**.

Junior Research Consultant | National Human Rights Commission, GoI *Jan 2024 - Feb 2025*

Human Rights Research & Advocacy | Policy Briefs | Technical Quality Assurance

- **Multi-stakeholder policy facilitation:** Facilitated multi-stakeholder discussions with international and national human rights experts and civil society representatives; synthesized diverse expert perspectives into cohesive, actionable policy briefs for national advocacy.
- **Research & intellectual capital development:** Developed technical frameworks and original intellectual capital underpinning national research publications and advocacy briefs, contributing directly to the Commission's evidence base for human rights policy engagement in Water and Sanitation and Right to Sports.

Mahatma Gandhi National Fellow (MGNF) | Ministry of Skill Development & Entrepreneurship (MSDE), GoI *Oct 2021 – Oct 2023*

Project: 'PMKVY From Scratch' | Skill Development & Livelihoods Programme Management

- **End-to-end programme design & delivery:** Designed and executed a pilot skill-transformation project under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) from scratch in Algapur, Hailakandi - from needs assessment and stakeholder mapping through to certification - successfully certifying 210+ specialized workers (handloom weavers) in a high-pressure, resource-constrained field environment.
- **Project & resource management:** Led end-to-end project timelines, work plans, and resource allocation for flagship national schemes, coordinating with district administration, industry partners and community stakeholders to ensure on-time delivery.
- **Scale-up & cross-scheme integration:** Developed scalable project frameworks extending impact to 1,000+ beneficiaries across convergent government schemes, including Jal Jeevan Mission (JJM), Pradhan Mantri Jan Vikas Karyakram (PMJVK), SANKALP and CSR-funded initiatives.
- **Monitoring & reporting:** Established field-level monitoring routines and progress-tracking mechanisms to report against national skilling targets, feeding into the Ministry's programme MIS.
- **Applied policy research:** Authored MGNF dissertation examining the validity of the Public–Private Partnership (PPP) model within India's skilling landscape, generating recommendations for programme design.

Vidushi Fellow | Drishtee Foundation *Jul 2021 – Oct 2021*

Project Swavlamban | Community Stakeholder Engagement - Deohati GP, Bongaigaon, Assam

- **Grassroots stakeholder engagement:** Conducted direct outreach and consultation with 100+ local stakeholders to build community buy-in for a livelihoods and financial-inclusion programme.
- **Institution-building:** Facilitated the formation of 2 women-led micro-enterprise groups and connected members to digital marketing platforms, supporting income-generation and market-linkage objectives.

Independent Researcher | AVA Creations (Freelance) *Feb 2021 – Mar 2021*

Stakeholder & Baseline Analysis - Jupangbari Village, Kamrup (Rural), Assam

- **Baseline research design:** Conducted a baseline household survey covering 60 households in Jupangbari village to inform intervention design and establish pre-programme indicators.
- **Quantitative analysis:** Analyzed baseline data using SPSS and developed evidence-based intervention models and baseline reports used to secure project buy-in and stakeholder alignment - a process analogous to the grant proposal and donor due-diligence lifecycle.

PROJECTS & RESEARCH

- **Ongoing Project - Research Paper on the Growing Precarity of Jobs**
- **Flagship Project -** *PMKVY From Scratch* (Algapur, Hailakandi, Assam): Ground-up design and delivery of a national skilling pilot.
- **MGNF Dissertation -** Studying the validity of the Public–Private Partnership (PPP) model in India's skilling and vocational-training landscape.
- **M.A. Dissertation -** *Human Resource Management in Tea Plantations of Assam*: Field research on labour welfare and HR practices in Assam's plantation economy.
- **Policy Research, NIRMANA New Delhi -** *Labour Migration & the Impact of Labour Codes, 2020*. A localised research study analyzing the effects of India's consolidated labour codes on migrant-worker welfare and social protection - internship assignment.
- **Published Article -** *Trade Union Culture: A Comparison in Light of the COVID-19 Pandemic*: Peer-reviewed publication analyzing shifts in industrial relations and labour movements during the pandemic.

EDUCATION

Post Graduate Certificate Programme in Public Policy and Management - Indian Institute of Management (IIM), Lucknow - *October 2023*

Post Graduate Diploma in Applied Statistics - Indira Gandhi National Open University (IGNOU) - *July 2023*

M.A., Labour Studies and Social Protection - Tata Institute of Social Sciences (TISS), Guwahati - *2021*

B.A., Economics - Gauhati University - *2019*

SKILLS & LANGUAGES

Policy & M&E Skills: Public Policy Analysis, Monitoring & Evaluation (M&E), Theory of Change, Policy Brief & Technical Report Writing, Evidence Synthesis, Programme/Project Management, Grant Writing, Government Liaison & Advisory.

Research & Technical Skills: Quantitative & Qualitative Research, Data Analysis & Visualisation, SPSS, MS Excel, G-Suite, Canva, Literature Review, Baseline & Endline Survey Design.

Core / Soft Skills: Technical Synthesis, Multi-Stakeholder Engagement, Cross-Sector Coordination, Attention to Detail, Deadline Management, Field Research & Community Engagement.

Languages: English, Hindi, Bengali, Assamese, Sylheti (in order of proficiency).