

## KAJOL TANAYA BEHERA

Development Research and Communications Professional || India

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### PROFILE

Development sector professional with over four years of experience across communications research evaluation and policy support. Strong grounding in gender, livelihoods and development frameworks. Demonstrated ability to translate field realities into high quality narratives policy briefs and donor facing outputs.

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### PROFESSIONAL EXPERIENCE

#### Independent Research Assistant

Nov 2024 – Present

- Supported course design and assessment review for **IIMA Microfinance Elective course** under Prof. Smita Premchander
  - Contributed recommendations for **SOR4D TAG proposal evaluations** covering research to action projects in countries including Uganda, Nepal, Ghana, Bolivia, Burkina Faso, and Pakistan across agroecology, DRR, traditional medicine, AI geospatial mapping and smart city planning
  - Authored chapter ***Beyond the Fields Assessing Economic Opportunities for Women in India's High Growth Sectors*** published in SOIL Report 2025 by Livelihoods India
  - Assisted Phase II recommendations for **ReMi (Nepal)** project focusing on psychosocial and economic reintegration of returnee women migrant workers
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#### Executive Assistant and Research Assistant

Sampark Livelihoods Promotion Trust

Mar 2022 – Aug 2024

- Provided knowledge and research support to Managing Director and programme teams for **project evaluation and strategy**
  - Prepared **policy briefs and evaluation summaries** for donor and institutional use
  - Assisted Prof. Smita Premchander in academic delivery for **IIMA elective Gender and Development Policies and Programmes** including lesson material, formatting lecture slides, and student assessment management for 2023 and 2024 cohorts
  - Managed **ILO and SLPT Training of Trainers programme pilot for Indian trade unions** in Bangalore
  - Co authored research paper ***Self Help Groups Beyond Three Decades Finding a Good Way Forward*** published in **Inclusive Finance India Summit Report 2022** by Access Development Services
  - Applied **SDC evaluation framework for assessment of EPFL research programmes**
  - Contributed to grant writing and secured funding from **Alstom Foundation for Sampark's Waste Warriors project**
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## Communication Assistant

Church's Auxiliary for Social Action CASA

Aug 2021 – Apr 2023

- Led **storytelling and content development for annual reports** case studies and stakeholder communications
  - Planned and executed **social media promotion strategies** including copy and graphic design
  - Conducted ground action evaluations and translated **field data into communication outputs**
  - Participated in DKH action evaluation in Rajasthan focused on tribal livelihoods, organic farming, SHG formation and microfinance
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## Communication Intern

Church's Auxiliary for Social Action CASA

Jan 2021 – Aug 2021

- Converted field interviews into case stories for blogs newsletters and annual reports
  - Drafted social media campaign stories highlighting programme impact
  - Communicated CASA's grassroots work to donors partners and stakeholders
  - Supported documentation across thematic areas including **women empowerment, livelihoods, flood relief, menstrual hygiene, food security, tribal rights, human rights and COVID 19 response**
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## CORE SKILLS

- MS Office
  - Canva
  - Research and policy analysis
  - Grant and proposal writing
  - Monitoring, evaluation and learning
  - Social media content strategy and basic SEO
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## THEMATIC AREAS

- Gender and development frameworks( GAM, GESI, Triple Roles, Harvard, Longwe, WEE, HDI)
  - Livelihoods
  - Microfinance and Financial Inclusion
  - Migration and reintegration
  - Informal work and decent work frameworks
  - SDG 4 and SDG 5
  - Theory of Change and programme evaluation
  - Academic lesson planning and LMS support
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## EDUCATION

Bachelor's in English Hons, Bachelors in Journalism Minor (2021) - CGPA 7.66

ISC XII (Physics, Chemistry, Mathematics, Biology, English) (2018)- 95%

ICSE X (2016) - 94.2%