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**SANGAY KHANDU**

**Work experience**

**2021**

* Facilitator, Development of Standard Operating Procedure for Functionality of Parliament during an Emergency for the Parliament of Bhutan, August 23, 2021.
* Co-investigator, Bhutan Biodemocracy & Resilience Conference 2020 in collaboration with the Center for the Study of Democracy, University of Westminster, London.
* Consultant, Assessment of Feasibility for Establishing a Joint Center for Parliament of Bhutan, UNDP and the Parliament of Bhutan.
* Consultant, Development of Communication Plan for Parliament of Bhutan during COVID19 pandemic and crisis (business continuity plan), UNDP and the Parliament of Bhutan.
* Consultant, FDI Policy Implementation Challenges for International Trade Center (UNCTAD/WTO) and the Bhutan Chamber of Commerce and Industry (BCCI).
* National Consultant, Bhutan Creative Industries Strategy (Analysis and Facilitation), International Trade Center (UNCTAD/WTO) and the Department of Trade, Ministry of Economic Affairs, Royal Government of Bhutan.

**2020**

* Visiting Fellow, the Centre for the Study of Democracy (CSD), University of Westminster, London, 2020.
* National Consultant, Strengthening Local Government Committees (development of Terms of Reference), HELVETAS Inter Swiss Cooperation Bhutan and the Department of Local Governance (DLG), Ministry of Home and Cultural Affairs, Royal Government of Bhutan.
* Training Consultant, ‘Parliamentary Procedures and Proceedings’ for journalists organized by the Bhutan Media Foundation (BMF) in Paro, August 11-12, 2020.
* National Consultant, developed ‘Guidance on Moving Motion in the Parliament of Bhutan’, UNDP and the National Assembly, Parliament of Bhutan.
* National Consultant, completed ‘Scoping Mission on Local Government Performance Assessment’, UNDP and the Department of Local Governance, Ministry of Home and Cultural Affairs, Royal Government of Bhutan.
* National Consultant, developed ‘Protocol for Local Government Sessions’, HELVETAS Swiss Inter Cooperation Bhutan and the Department of Local Governance (DLG), Ministry of Home and Cultural Affairs, Royal Government of Bhutan.

**2019**

* Co-investigator, Bhutan Biodemocracy & Resilience Conference (BBR), 2019 in collaboration with the Centre for the Study of Democracy, University of Westminster, London.

**2018 : Consultant Trainer**

* Trained Staff and Assistant Research Officers on Policy and Formulation component as part of Policy Analysis training supported by UNICEF, Bhutan.
* Planned and conducted 2 week Parliamentary Research training for both the National Council and the National Assembly research staff in collaboration with an international consultant from the House of Commons, UK supported by IDEA International.

**2013-2018 : Elected as Member of Parliament, National Council representative from Gasa dzongkhag.**

* Elected as Member to the National Committee on Parliamentary Entitlement representing the National Council (2013-2018)
* Chair, Economic Affairs Committee, National Council, Parliament (2016-2017)
* Interpellator / Member, Special Committee on Education, National Council, Parliament (2015-2016)
* Chair, Foreign Relations Committee, National Council, Parliament (2015-2016)
* Chair, Special Committee on Hydropower, National Council, Parliament (2014-2015)
* Deputy Chair, Special Committee on Mining and Minerals, National Council, Parliament (2013-2014)
* Interpellator / Championed issue of legal aid services
* Support to drafting of an Impeachment Bill
* Some constituency related work (Gasa dzongkhag):

**2008-2013 : Elected as Member of Parliament, National Council representative from Gasa dzongkhag**

* Member, Good Governance Committee, National Council, Parliament (2008-2013)
* Initiator and Member, Special Committee on Mining and Minerals, National Council, Parliament (2012-2013)
* Part of in-house team to draft House Rules of Procedure documents
* Legislative Committee, National Council, Parliament (2008-2010)
* Part of in-house facilitating team in drafting National Council’s strategic plan and proposing committee system that continues to exist in the 3rd tenure of Members of the National Council (2008)
* Led effort to bring Right to Information Bill in parliament with the aim to bring more transparency and improve public service delivery

**2006-2008** : **National Project Coordinator, International Trade Centre (UNCTAD/WTO)**, EU-Bhutan Export Capacity Development project (Bhutanese handwoven textile, spices and bottled water), Thimphu

* Initiated formation of the Spices and Herbs Association of Bhutan.
* Developed Documentation Centre in the Department of Trade.
* Helped conduct value chain analysis of the Bhutanese handwoven textile sector.
* Organized and coordinated “a product development programme” for the Bhutanese textile sector.
* Organized and facilitated “a Bhutanese handwoven textile” exporter’s mission to Maison et Objet, Paris in France.
* Helped with a preliminary feasibility study of potentials for export of Bhutanese bottled water.
* Helped with a preliminary feasibility study of Bhutanese spices and export potential.
* Trained Bhutanese weavers in association with the Handicrafts Association of Bhutan the use of natural dye.

**2005-2006 : Assistant Manager, Human Resources and Administration Department, Bhutan Power Corporation Ltd., Thimphu**

* Initiated, designed and developed the Human Resource Management Information System (HRMIS) in-house.
* Implemented Performance Management System in Bhutan Power Corporation and improved corporate productivity and human resource management (PMS).
* Co-ordination of corporate target setting and publication of Corporate Benchmarks; Performance Based Incentive System (PBIS) for 2 years (2006 and 2007).
* Member team for re-designing the Corporate Service Rules and Regulations (SRR).
* Member team for drawing up Corporate Strategy Plan (CSP 2007).
* Trained over 400 employees for over 60 hours on Human Resource matters.
* Developed user manual for HRMIS and trained related IT and HR personnel.
* Appointed champion user on HRMIS after awarding with a special promotion.

**2001-2002 : Assistant Foreign Exchange Officer, Royal Monetary Authority of Bhutan, Thimphu**

* Besides processing foreign exchange releases, helped update database of the newly installed system.

**Education**

2002-2005 : Master in Business Administration (Organization Behavior), Assumption University, Bangkok, Thailand.

1999-2001 : Bachelor of Commerce (Hons) Sherubte College, University of Delhi, Trashigang, Bhutan.

1997-1998 : Class XII, Commerce, Indian Secondary Certificate, Yangchenphug High School, Thimphu.

**Training and Workshop**

* Seminar on TRIPPS and Pharmacy (04/07/2017)
* Certificate course on Social Policy (21/12/2016)
* Seminar on Macroeconomic Performance Outlook and Budget Formulation for Parliamentarians (4/7/2016)
* Workshop on Leadership Program for Parliamentarians at the Royal Institute of Strategic Studies, Phuentsholing (3-17/3/2016)
* Sensitization Workshop on Population and Development (14/6/2015)
* Workshop on Parliament Committee System development (21/10/15)
* Seminar on National Debt and related issues by the World Bank, Thimphu (14/8/2014)
* RSIS-WTO Parliamentarian Workshop, Singapore (25-27/05/2014)
* Certificate in Strategic Human Resource Management at DFI, the Philippines (9-14/4/2006)

**Publication**

* Review report on Tourism to Parliament, National Council, Parliament (21/12/2016)
* Review report on School Education to Parliament (co-funded by the UNICEF), National Council, Parliament (14/11/2016)
* Review report on the hydropower policy to Parliament by Special Committee, National Council, Parliament (27/11/2015)
* Review report on the mining policy to Parliament, National Council, Parliament (3/12/2014)
* Review report on the mineral and mining sector to Parliament, National Council, Parliament (25/2/2013)
* Master’s Thesis, “*Relationship between individual attributes, organization support, demographic factors and job performance”,* Graduate School of Business, Assumption University (2005), Thailand.

**Skills**

In addition to knowledge on policy formulation, legislative process, research, engagement at grassroots and a rich network, possesses proficiency in public relations, media relations besides Microsoft Word, Excel and Power Point. Also training needs assessment, designing training and delivering training.

**Language**

Proficiency in reading, writing and speaking in:

1. Dzongkha
2. English

**Additional information**

* Deputy leader of delegation to the 137th IPU in St. Petersburg in Russia (2017).
* Indo-Bhutan Parliamentary Friendship group (2016-2018).
* Co-founder and member, Community of Bhutanese Bloggers (2015).
* Member, Transparency Advisory Group (SAARC) supported by the World Bank.
* Initiated debate and drafted Right to Information Bill for Bhutan as a private member’s bill (2012).
* **President**, **Forum for International and National Awareness (FINA) 2000-2001, Sherubtse College, Trashigang, Bhutan.**