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**SANGAY KHANDU**

**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.

**Work experience**

**2023**

* Policy expert, Re-designing Human-Wildlife Conflict Insurance Schemes, September 29 – December 3, 2023
* Expert, Workshop on Public Hearing for the Parliament of Bhutan (National Council), July 15 – 19, 2023
* Co-applicant and co-investigator, two-year project grant under the Arts and Humanities Research Council (AHRC) - Global Challenges Research Fund Networking Grant (GCRF) – The Narratives for Sustainable Biodemocracy: Bhutan and Beyond focusing on SDG 12 on responsible consumption and production, 2020 – 2022 (last activity pushed due to pandemic restrictions and to be completed by May 2023)
* Core Group Member, the Nationwide Accelerated Dog Population Management and Rabies Control Program – August 2021 to November 2023.
* National Consultant, Review of the Disaster Management Act of Bhutan 2013, Department of Disaster Management, February 2023.

**2022**

* Expert, Workshop on the conduct of Public Hearings and development of standardized templates and checklist on the preparation for the conduct of Public Hearings in the Parliament of Bhutan, July 2022.

**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, Assessment of Functionality and Development of Communication Plan for the Parliament of Bhutan during the COVID-19 pandemic and crisis, 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.
* Board Director, the Bhutan Centre for Media and Democracy (2018 – 2021).

**2020**

* Visiting Researcher, 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.
* Consultant, Seminar on 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, conducted 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**

* 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 of the National Committee on Parliamentary Entitlement representing the National Council (2013-2018)
* Chair, Economic Affairs Committee, National Council, Parliament (2016-2017)
* Interpellation / 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)
* Interpellation / Championed issue of legal aid provision and right to counsel to strengthen access to justice
* Support for the 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 the in-house team to draft House Rules of Procedure documents
* Legislative Committee, National Council, Parliament (2008-2010)
* Part of the in-house facilitating team in drafting the National Council’s strategic plan and proposing a committee system that continues to exist in the 3rd tenure of Members of the National Council (2008)
* Led effort to bring the Right to Information Bill into parliament to bring more transparency and improving public service delivery

**Other engagements**

Besides the several engagements mentioned below, has appeared numerous times to discuss various topics on national television, the Bhutan Broadcasting Service (BBS), and in the Bhutanese print media.

* Participant for consultation on the draft Bhutan Medical Health Council Rules and Regulations 2021 organized by the Bhutan Medical Health Council secretariat on March 24, 2021
* Panelist at the Bhutan Democracy Forum 2021 themed Being Apolitical in Democratic Bhutan organized jointly by the Royal University of Bhutan and Bhutan Center for Media & Democracy, March 2021
* Moderator, Conversation series 5: Anticipatory Governance organized by Bhutan Center for Media & Democracy and UNDP Accelerator Lab, December 2020
* Speaker, Reset! At The Media Lab on Institutions: How do they matter organized by the Bhutan Centre for Media and Democracy on November 4, 2020
* Guest speaker, Introduction to Policy to Youth Initiative cohort organized by the Bhutan Centre for Media and Democracy on January 18, 2020
* Judge, 2nd National Youth Award / Young Achiever’s Award (NYAA) organized by Youth Caring Community on August 12, 2019
* Guest speaker on Citizen Participation in Community Development in Paro organized by the Bhutan Centre for Media & Democracy on August 6, 2019
* Guest speaker, Legislation and Policy, 4th Cohort Certificate Course on Social Policy, Sherubtse College, July 23, 2019
* Chair, Drukgyel High School Alumni (celebration of 25th Foundation Day) on April 7, 2019
* Keynote speaker, Communicating Research for the academia at Gaedu College of Business, February 18, 2019
* Guest speaker, Constitution and Parliament to the 6th Youth Initiative cohort organized by the Bhutan Center for Media and Democracy on January 25, 2019
* Adviser/Judge, 1st National Youth Award organized by Youth Caring Community on August 12, 2018
* Guest speaker, Leading for Change programme organized by the Bhutan Network for Empowering Women (BENEW) on January 28, 2018
* Guest speaker, Policy and Parliament to Youth Initiative cohort organized by the Bhutan Centre for Media and Democracy on January 18, 2017
* Delegate to the 18th Asia Pacific Parliamentarian’s Conference on Environment and Development (APPCED) General Assembly in Seoul from November 10 to 12, 2016
* Panelist, Parliament and other State Actors on the Bhutan Broadcasting Service television on October 2, 2016
* Discussant, Parliament, State and non-state actors on the Bhutan Broadcasting Service Radio in Dzongkha on October 5, 2016
* Inaugural speaker at the launch of the YOUturn platform for the youth at Youth Harmony Centre on September 9, 2016
* Speaker, Zhabdrung: A Beacon from Four Centuries at the 7th Edition of Mountain Echoes organized August 27, 2016
* Guest speaker, Parliament Processes to Bhutan Children’s Parliament organized by the Election Commission of Bhutan on December 31, 2015
* Guest speaker, Leadership to youth participants at HAIKU camp organized by a Bhutanese living overseas on December 21, 2015
* Guest speaker, Youth Engagement and Support (YES) Forum at YDF Hall organized by Bhutan Transparency Initiative on October 28, 2015
* Discussant on leadership, social media, journalism and defamation law at the 2nd Bloggers Conference at Paro College of Education on October 26, 2015
* Moderator, Meet-the-Ministers session at the National Graduate Orientation Program (NGOP) at the Royal Institute of Management (RIM) organized by the Ministry of Labour and Human Resources on September 3, 2015
* Speaker, Parliament of Bhutan at the 1st Bloggers Conference on August 30, 2015
* Founding member, Community of Bhutanese Bloggers (CBB) on June 24, 2015
* Participant, Media Dialogue at Paro in November 2014
* Judge, the Golden Youth Award Camp 2014
* Keynote speaker, Royal University of Bhutan Inter College Literary Meet, Gaedu College of Business Studies, June 2014
* National observer, working group meeting for a post MDG world, Thimphu in January 2013
* Panelist, Role of Media during elections at the Royal Thimphu College (World Press Freedom Day) organized by the Bhutan Centre for Media & Democracy on May 3, 2013
* Panelist, 4th Internet Governance Forum (IGF) in Baku, Azerbaijan in November 2012
* Panelist, 1st Beyond Access conference in Washington DC, USA titled Responding to Citizen Needs in October 2012 (won competition prize of $10,000 for/with READ Bhutan)
* Keynote speaker, Democracy Education organized by the Department of Youth and Sports (DYS) under the Ministry of Education on September 15, 2012
* Participant, 1st International Conference on Right to Information (RTI) in Patna, India 2011
* Panelist, International Conference on the Role of Public Service Broadcasters held at Thimphu, 2010

**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 the formation of the Spices and Herbs Association of Bhutan.
* Developed a Documentation Centre in the Department of Trade.
* Initiated the conduct of 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, France.
* Initiated preliminary feasibility study of potentials for the export of Bhutanese bottled water.
* Initiated preliminary feasibility study of Bhutanese spices and export potential.
* Initiated training of Bhutanese weavers in collaboration with the Handicrafts Association of Bhutan in 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 a Performance Management System in Bhutan Power Corporation and improved corporate productivity and human resource management (PMS).
* Coordination 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.
* The 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 the database of the newly installed system.

**Training and Workshop**

* International Program for Development Evaluation Training 2021 in the Asia Pacific by Asia-Pacific Evaluation Association, October 21-22, 2021
* BSAFE, Certificate of Achievement, United Nations Department of Safety and Security, January 21, 2020
* Seminar on TRIPPS and Pharmacy, July 4, 2017
* Certificate course on Social Policy, December 21, 2016 to January 1, 2017
* Seminar on Macroeconomic Performance Outlook and Budget Formulation for Parliamentarians, July 4, 2016
* Workshop on Leadership Program for Parliamentarians at the Royal Institute of Strategic Studies, Phuentsholing, March 3-17, 2016
* Sensitization Workshop on Population and Development, June 14, 2015
* Workshop on Parliament Committee System development, October 21, 2015
* Seminar on National Debt and related issues by the World Bank, Thimphu, August 14, 2014
* RSIS-WTO Parliamentarian Workshop, Singapore, May 25-27, 2014
* Certificate in Strategic Human Resource Management at DFI, the Philippines, April 9-14, 2006

**Publications**

* An audio-visual record of proceedings of the Workshop on Women’s Participation in Local Government in Bhutan (virtually during the COVID-19 pandemic lockdown), August 2021 (<https://bhutanbiodemocracy.com/gdw-2021/>)
* Co-authored 'Bhutan – Bangladesh Relations', Asia Dialogue, March 2020 (<https://theasiadialogue.com/2020/03/30/small-state-relations-bhutan-and-bangladesh>)
* Co-authored 'Bhutan – India Relations in the 21st century', 9DashLine, March 2020 (<https://www.9dashline.com/article/bhutan-india-relations-in-the-21st-century1>)
* Bhutan: Biodemocracy and Resilience Conference (proceedings report), 2020 ([www.bhutanbiodemocracy.com](http://www.bhutanbiodemocracy.com))
* Bhutan: Biodemocracy and Resilience Conference (proceedings report), 2019
* Review report on Tourism to Parliament, National Council, Parliament, December 21, 2016
* Review report on School Education to Parliament (co-funded by the UNICEF), National Council, Parliament, November 14, 2016
* Review report on the hydropower policy to Parliament by Special Committee, National Council, Parliament, November 27, 2015
* Review report on the mining policy to Parliament, National Council, Parliament, December 3, 2014
* Review report on the mineral and mining sector to Parliament, National Council, Parliament, March 25, 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 of policy formulation, the legislative process, research, engagement at the grassroots, and a rich network, possess proficiency in communication. Is also skilled at utilizing computer applications for word processing, analytical took like sheets and various presentation platforms including WordPress platform. Also has experience in conducting needs assessments, designing training, and delivering training.

**Language**

Proficiency in reading, writing and speaking in:

1. Dzongkha
2. English

**Additional information**

* Deputy leader of the delegation to the 137th IPU in St. Petersburg, Russia, 2017
* Indo-Bhutan Parliamentary Friendship group, 2016-2018
* Co-founder and member of the Community of Bhutanese Bloggers, 2015
* Member, Transparency Advisory Group (SAARC) supported by the World Bank.
* Championed practicing provision of legal aid and legal counsel.
* Initiated debate and drafted the 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.**