

Theebana Tharmakumar | Senior Consultant

After working in change management and behaviour change consulting, Theebana became increasingly interested in the broader systems that shape outcomes. Her transition to evaluation at ARTD has allowed her to explore these systems and provide meaningful recommendations that encourage their improvement.

I enjoy working through complex, systems-based problems—understanding how different parts connect and influence each other. I'm equally driven to ensure the voices of those impacted are part of shaping the solution.



Education:

Bachelor of Science (Psychology) and Criminology, The Australian National University (2021)

Graduate Certificate of Social Justice Studies (Peace and Conflict), University of Sydney (2025)

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Criminal Justice

Theebana is passionate about criminal justice and draws on her background in criminology and post-incarceration support work to contribute to evaluations that intersect with the criminal justice sector, including in FDSV, housing, diversion programs and court support. She is skilled in ethically and sensitively engaging stakeholders in conversation and communicating complex ideas simply, to different audiences.

- Evaluation of Family Advocacy and Support Services (Attorney Generals Department) (2024–ongoing)
- Queensland Drug and Alcohol Court Evaluation (QDAC) (Department of Justice and Attorney General QLD) (2022–2024)
- Remand Domestic Violence Intervention Evaluation (Department of Communities and Justice NSW) (2023–2024)
- Tenant Participation and Community Engagement Program (Department of Communities and Justice NSW) (2023)
- Consultation Design for Social Housing and Homelessness sector (Department of Communities and Justice NSW) (2023)

- Evaluation of 1800RESPECT (Department of Social Services) (2024–ongoing)
- Evaluation of Financial Counselling in Prisons (Financial Counselling Foundation) (2024–ongoing)
- Technology Facilitated Abuse Support Service evaluation (eSafety Commissioner) (ongoing)
- Children & Technology Facilitated Abuse (eSafety Commissioner) (ongoing)

Mixed methods data collection and reporting

Theebana facilitates interviews and focus groups and designs and distributes surveys. She also analyses and synthesises this data to draw out key findings.

- People Management and Skills Program (PMSP) Survey Analysis (Health Education and Training Institute) (2023)
- Evaluation of the Trans and Gender Diverse in Community Health Initiative (Your community Health) (2023)
- Indigenous Girls STEM Academy (National indigenous Australians Agency) (2022– Current)
- Master of Inclusive Education & Grad Certificate in Education Evaluation (Department of Education and Training) (2023)
- Creative Kids Outcomes and Process Evaluation (Department of Premier and Cabinet) (2023)

Last updated April 2025