



## PERSONAL

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## EDUCATION

Bachelor of Science (Psychology) and Criminology, Australian National University (2021)  
Master of Social Justice (Peace and Conflict Studies), University of Sydney (Current)



Theebana draws on her background in the justice sector and change management to engage service users in qualitative data collection, and stakeholders in critical decision-making processes.

## THEEBANA THARMAKUMAR CONSULTANT



### JUSTICE

Theebana brings experience from her studies in criminology and work in prison reintegration to her work at ARTD. Since joining ARTD, Theebana has lead qualitative data collection and analysis with stakeholders who interact with the criminal justice system in NSW.

- » **Queensland Drug and Alcohol Court Evaluation (QDAC)** (Department of Justice and Attorney General, QLD, 2022 in-progress): Consultation management for 16 interviews and focus groups across 9 different stakeholder groups.
- » **Remand Domestic Violence Evaluation** (Department of Communities and Justice, NSW, 2023): Supported face to face interviews, led by Aboriginal Associate Syl Johns, engaging sensitively and ethically with men on remand in correctional and community centres across regional and metro NSW, about their participation in a behaviour change intervention. Wrote a literature review and supported development of a program logic, project plan and ethics application with guides, data collection tools and methodology for interview and data analysis. Lead qualitative data analysis and report writing.

### HOUSING

- » **Tenant Participation and Community Engagement (TPCE) Program** (Department of Communities and Justice, NSW, 2023 in-progress): Lead interviews with Frontline Operations DCJ stakeholders within the seven DCJ Housing districts to collect qualitative data to inform the evaluation report.
- » **Consultation Design for Social Housing and Homelessness Sector** (Department of Communities and Justice, NSW, 2023): Managed stakeholder logistics for consultations with internal government and external community stakeholders (n=224) to inform DCJs consultation design. Supported qualitative data collection in the writing of summary documents that were shared with consultation stakeholders.

### DATA COLLECTION, ANALYSIS AND REPORTING

Theebana is experienced in consulting with diverse stakeholder groups sensitively and ethically, as well as analysing qualitative and quantitative data. She draws on her knowledge of change management strategies to inform recommendations that are strategic, useful and framed in a way that supports decision making and actions to improve programs and policies.

- » **Creative Kids Outcomes and Process Evaluation** (Department of Premier and Cabinet, Create NSW, 2023 in-progress): Coordinated and facilitated interviews with program and user stakeholders and analysed open text survey responses.
- » **Masters of Inclusive Education & Grad Cert in Education Evaluation** (Department of Education and Training Victoria, 2023 in-progress): Lead interviews with Masters students and participating university staff, analysed qualitative data and contributed to report writing.
- » **Job Academy (JA) Evaluation** (Future Women, 2022 in-progress): Lead the writing of a literature review about job readiness programs for Women to provide an evidence base for the Jobs Academy program. Co-lead interviews with program participants and executive level staff of JA partnering organisations. Lead a portion of qualitative data analysis and report writing.
- » **People Management and Skills Program (PMSP) Survey Analysis** (Health, Education and Training institute, 2023): Cleaned, linked and processed survey data on R to allow for data analysis.



*I am passionate about understanding human behaviour and applying this knowledge in policy and program evaluation to alleviate the disadvantage faced by marginalised populations across Australia.*