



PERSONAL

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EDUCATION

Bachelor of Science (Psychology) and Criminology, Australian National University (2021)
Master of Criminology, University of Sydney (2022-2023)



THEEBANA THARMAKUMAR CONSULTANT



Theebana is a criminology postgraduate student with proven research, data collection and analysis skills. Theebana joined ARTD following experience as a change management consultant. She draws on her background in psychology, behaviour change and criminology to engage stakeholders in critical decision-making processes.

Theebana joined ARTD in 2022, bringing with her diverse experience in change management consultancy, qualitative and quantitative data collection and analysis, needs analysis, and experience using SPSS for statistical analysis.

Theebana is also fluent in Tamil and is experienced in engaging with diverse population groups including multicultural, migrant and refugee populations, ex-detainees, and neurodivergent children.

Since joining ARTD, Theebana has supported her team with the design of evaluation tools, ethics and plans, and qualitative and quantitative data collection and analysis.

- » **Remand Domestic Violence Evaluation** (Department of Communities and Justice, current): Worked closely with the team to develop a program logic, project plan and ethics application. Wrote interview guides and interview collateral documents, outlining data collection tools and methodology for interview and reporting.
- » **Creative Kids Outcomes and Process Evaluation** (Department of Premier and Cabinet, Create NSW, 2023 and current): Coordinated and facilitated interviews with program and user stakeholders. Analysed insights from interviews and survey data to understand, evaluate and communicate barriers and enablers of the programs processes and outcomes.
- » **Consultation Design for Social Housing and Homelessness Sector** (Department of Communities and Justice, current): Working closely with internal and external government stakeholders to design best practice consultations for future housing consultations. Coordinated and engaged stakeholders in focus group consultations to inform the consultation design. Identified and analysed trends in interview data to inform the writing of the consultation plan.
- » **Job Academy Evaluation** (Office for Women, Department of the Prime Minister and Cabinet, current): Completed a literature review about job readiness programs for women to provide an evidence base for the Jobs Academy program. Supported the facilitation of interviews with internal Jobs Academy stakeholders.
- » **Masters of Inclusive Education & Grad Cert in Education Evaluation** (Department of Education and Training, Victoria, current): Supporting the process and outcomes evaluation of two programs that build capacity for inclusive practices in schools. Lead the development of interview guides and methodology aspects of the project plan.
- » **Queensland Drug and Alcohol Court Evaluation** (Queensland Department of Justice and Attorney General, current): Completed qualitative data analysis to identify trends in program outcomes and inform the evaluation report.



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.