

Riha

they/she

M&E | Data Systems | Project Management | Impact Communication | Field Research

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I work across data systems, program management, M&E, and field research. Over four years in the development and climate sector, I have built monitoring frameworks, managed multi-country teams, designed data infrastructure, written grants, and delivered training across organisations working in gender education, conservation, reforestation, and online safety. I'm comfortable moving between technical architecture and stakeholder communication, between field visits and funder reports, between leading a team and doing the messy work of data quality.

AREAS OF EXPERTISE

Monitoring & Evaluation | Grant Writing & Management | Project Coordination | Team Management & Coaching | Community Facilitation | Workshop Design & Delivery | Stakeholder & Donor Engagement | Impact Communication & Reporting | Data Systems & Infrastructure | Data Storytelling & Visualisation | Budget & Financial Tracking | Field Research | Process Design & Improvement | Cross-functional Collaboration | Knowledge Management

WORK EXPERIENCE

Shhor AI

Remote

Consultant – Data and Strategy (Part-time)

August 2025 – Present

- Analysed hate speech datasets to identify patterns and social signals across Indian code-mixed languages
- Built database structures, data dictionaries, and methodology documentation; handled data cleaning and quality assurance
- Designed interactive data visualisations and scrollytelling formats to communicate findings to non-technical audiences
- Supported grant writing, pitch deck preparation, and stakeholder reporting
- Coordinated operational and administrative workflows across project cycles

Career Break | May 2025 – Present

Personal health and family caregiving. Continued part-time consulting (Shhor AI) and freelance tutoring during this period.

Earthtree

Shillong, India | Eldoret, Kenya

Senior Business Analyst

January 2024 – May 2025

Team & Operations

- Managed a team of Business Analysts across India (4 direct reports) and Kenya (3 direct reports); coordinated data workflows for 10–12 people across project and field teams
- Set up and managed BA team workflows using Monday.com; trained and onboarded two incoming analysts during restructuring, stepping up when two senior members left simultaneously
- Set up the Kenya team from scratch: process mapping, stakeholder requirement mapping, and collaboration with local leadership

Data Systems & Infrastructure

- Led migration of operational data from Google Sheets to Snowflake: designed database architecture, moved analysis and cleaning pipelines from App Scripts to SQL, and worked with the data engineering team on a full data dictionary
- Built API automations pulling ODK data into Google Docs and photo outputs to Drive; connected to Power BI for weekly operational dashboards shared with CEO and leadership

- Built multiple Streamlit dashboards for reporting and analysis including seed germination rate analysis using drone and sapling photo proxy data
- Reconciled data across connected systems (finance, nursery, planting, operations); audited integrity and ensured data completeness
- Identified gaps in labour data and legal compliance; designed and rolled out a new data system with project managers and COO under a one-week timeline

Field Monitoring & Process Design

- Identified boundary overlaps in the in-house land monitoring tool using GIS and R; managed the cross-team correction process across GIS, tech, and operations
- Developed the Land Preparation Register (upgraded from Pit Digging register), ODK data collection forms for land preparation, and the Drone Activity Tracker v2; led field team training on all three
- Created workflow systems for Nursery, Planting, and Transportation teams using ODK, Coda, and Google Sheets; worked with tech team to migrate key ODK features to an internal Android app
- Conducted field visits to verify data collection processes, GPS accuracy, and data quality with field teams on-site
- Maintained weekly, monthly, and quarterly dashboards; produced visualisations and analysis for quarterly and annual reports and funder reporting

Balipara Foundation Grant and Impact Curator

Remote (Northeast India)
May 2022 – December 2023

Youth Leadership & Facilitation

- Participated in the interview and selection of Rural Futures Fellows, a climate youth leadership program for young leaders from the Eastern Himalayas; contributed to fellowship curriculum design and facilitated workshops for fellows
- Facilitated workshops on diversity, queer rights, and advocacy across the organisation; created space for open dialogue while maintaining professional trust
- Conducted technical trainings for team members on data collection tools, reporting tools, and impact assessment practices

Grant Management & Donor Relations

- Led grant proposal development and management; wrote and supported applications that secured and renewed approximately ₹4 crore in funding from major CSR companies and an international donor
- Managed multi-year budgets, cash flows, and financial planning for habitat restoration programs; supported audit processes and expenditure tracking
- Maintained regular donor communication; handled all aspects of funder reporting across multiple concurrent funding cycles

M&E & Impact Systems

- Designed and implemented M&E frameworks to track program progress, capture learning, and surface implementation gaps across multi-year conservation and livelihoods projects
- Contributed to structuring the Rural Futures Index, a proprietary socioecological impact assessment tool for community-level outcomes
- Conducted quantitative and qualitative analysis of community feedback; contributed to refinement of a Bayesian model for program prediction and improvement
- Built impact dashboards as decision-support tools for team and leadership; produced visualisations for quarterly and annual reports

Documentation & Communications

- Wrote quarterly and annual reports, donor reports, and case studies; developed and presented impact narratives translating field realities into accessible knowledge products
- Collected field stories, photographs, and case studies; worked cross-functionally with the communications team on social media and organisational content
- Migrated field data collection from paper-based systems to Kobo Toolbox; streamlined processes related to finance, training, and transportation
- Supported CEO and leadership during key annual events; coordinated event logistics and managed external vendors for tech, lighting, and production
- Conducted feasibility assessments for new program areas

Voice 4 Girls
Monitoring and Evaluation Officer

Hyderabad, India
May 2021 – April 2022

Field Work & Community Engagement

- Conducted field visits across social welfare schools in Telangana to assess implementation, understand community context, and build ground-level relationships
- Facilitated training for college student volunteers on gender, sexuality, and critical thinking; designed sessions that created space for honest, open dialogue
- Trained 25+ program staff on data collection tools and practices, building organisational data capacity

M&E & Analysis

- Designed M&E frameworks to track shifts in knowledge, attitudes, and behaviours around gender, education, and work among adolescent program participants
- Analysed pre- and post-survey data from 8,000+ students; synthesised findings and worked directly with the curriculum team to translate them into program improvements
- Developed performance measurement systems; maintained data management systems for accuracy and completeness
- Produced documentation and reports connecting field research to organisational learning and program redesign

INDEPENDENT & PERSONAL PROJECTS

Intersections in Online Hate Speech

A scrollytelling data visualisation built with D3.js exploring how sexist, political, and communal hate speech overlap across narratives in Indian online spaces. As users scroll, a chord diagram transitions through stages to show intersectional patterns. Stack: D3.js, JavaScript, HTML, CSS.

Sweetviz EDA Web App

An interactive web app that automates exploratory data analysis using Sweetviz and Streamlit. Stack: Python, Streamlit, Pandas.

EDUCATION

MA Development

Focus on rural environment and public health

Azim Premji University, Bengaluru

B.Sc Anthropology

Hansraj College, University of Delhi

LANGUAGES

Malayalam (native), English (fluent), Hindi (working proficiency)

CERTIFICATIONS

- Google Business Intelligence Certificate — November 2025
 - ESRI Spatial Data Science — November 2025
 - Asana Workflow Specialist Certificate — March 2025
 - LinkedIn: The Data Science of Nonprofit Service Organizations
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SKILLS AND TECHNOLOGIES

Languages: Python, R, SQL

Data Visualisation: Matplotlib, Seaborn, Plotly, D3.js, Power BI, Streamlit, Tableau

Data Infrastructure: Snowflake, Google App Scripts, ODK/Kobo Toolbox, Pandas

Web: HTML, CSS, JavaScript

GIS: QGIS, ArcGIS

Project & Ops Tools: Monday.com, Asana, Coda, Jira, Google Workspace, Microsoft Excel

Interests: Entomology, Biodiversity, Citizen Science, Ecological Illustration, Photography, Citizen Journalism, Open Data