

## Jobin Thomas

Economist and Impact Strategy Advisor



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Economist and impact strategy advisor with 13 years of work across donors, foundations, government, and impact-focused organisations. Brings rigorous analytical methods to programme strategy, effectiveness, and outcome questions across education, skills, gender, labour markets, healthcare, and energy access. Track record of leading global research portfolios, advising on programme design and investment decisions, and translating analysis into decisions that policymakers and programme leaders can act on.

### Skills

**Methods:** Impact Evaluation, Econometric Modelling and Forecasting, Social Cost-Benefit Analysis, Applied AI for Research

**Strategy & Advisory:** Programme Strategy and Effectiveness, Policy Advisory, Stakeholder Engagement, Research Leadership

**Tools:** R, STATA, R Shiny, QGIS, Tableau, Power BI

### Professional Experience

#### Consulting Practice

October 2020 to Present

Independent consulting practice across donors, foundations, INGOs, government, and impact-focused organisations. Includes a full-time consulting engagement with STiR Education UK as Associate Director (Global), Monitoring and Evaluation, from September 2022 to March 2026, alongside discrete advisory and research engagements with multiple clients.

#### **STiR Education UK, Full-Time Consulting Engagement (Associate Director, Global, Monitoring and Evaluation), September 2022 to March 2026**

Head of research, leading [STiR's](#) global strategy on measuring impact of their systems-led teacher motivation work implemented in India, Uganda and Indonesia, and steering STiR's advisory projects in Brazil and Ghana to better understand the impact of enhanced motivation on student learning outcomes and the education ecosystem. Key contributions:

- Set and delivered STiR's global research strategy, defining priorities and embedding evaluation systems across programmes in India, Uganda, and Indonesia, with advisory work in Brazil and Ghana.
- Led and grew a global research team, embedding a culture of enquiry and continuous improvement aligned with STiR's core values.
- Oversaw the M&E budget and resource allocation, balancing cost-effectiveness with rigorous evidence generation to support organisational goals.
- Led the development and delivery of research-based funding proposals, including an FCDO-funded research project for UNICEF Ghana within STiR's portfolio, mapping the teacher motivation landscape to inform national policy and programme priorities.
- Led a quasi-experimental impact evaluation of STiR's programmes in partnership with Professor Nishith Prakash (Northeastern University, USA) and a private firm. The study aimed to estimate the

impact of STiR's interventions on students' foundational literacy and numeracy (FLN), social-emotional learning (SEL), and other key educator outcomes.

- Guided STiR's action research on the adoption and scalability of Assessment-Informed Instruction within STiR's Learning Improvement Cycles in Uganda, delivered as sub-grantee under RTI International's Bill and Melinda Gates Foundation-funded Science of Teaching grant.
- Led STiR's research role on a research partnership with British Council on Communities of Practice for teacher professional development in Maharashtra and New Delhi; the final report is published by British Council India.
- Guided additional commissioned research including a Waterloo Foundation-funded study on mid-tier official motivations and programme sustainability across 119 District Education Officers in Uganda, a multi-country survey for EPG Strategic Communications on student aspirations in Uganda and Ethiopia, and a Fortell AI pilot testing AI-mediated data collection within STiR's research workflows in Indonesia.
- Translated evaluation insights into clear, actionable guidance for STiR's programme teams and external stakeholders, ensuring evidence directly shapes programmatic support and service development in the sector.
- Represented STiR's thought leadership at international conferences, building partnerships and feeding back global best practices.

### **Other Consulting Engagements**

#### **October 2020 to August 2022, and March 2026 to Present**

Delivered independent research and advisory engagements across multilateral, government, and foundation clients including the [World Bank](#), [National Skills Development Corporation](#), [Udaiti Foundation](#), and [Development Solutions](#). Engagements spanned India, Jordan, and Kuwait, covering labour market and skills assessment, impact evaluation, cost-effectiveness and cost-benefit analysis, women's economic empowerment research, and edtech product design. Key contributions:

- Conducted labour market analysis and skills gap assessment of vocational training ecosystems in Jordan, as consultant to the National Skill Development Corporation under a World Bank-funded programme; identified digital skills provision gaps and produced recommendations for scalable, tech-enabled learning models for national stakeholders.
- Provided short-term advisory input to the World Bank on a labour market and vocational training engagement in Kuwait.
- Assessed drivers of women's labour-force participation and empowerment in India and distilled findings into policy briefs and practitioner toolkits.
- Led social cost-benefit analyses of publicly funded vocational training programmes, quantifying long-term economic and social returns and advising stakeholders on metrics and systems for ongoing impact measurement
- Designed and piloted educational technology products, working with UX designers, developers and educators to prototype, test and refine digital tools that support learner engagement, feedback loops and data-driven improvements.
- Conducted a Cost-Effectiveness Analysis of the Boys Stand-Up adolescent SRHR programme in Rajasthan for Development Solutions, on a programme funded by the Children's Investment Fund Foundation; integrated cost data with Difference-in-Difference impact estimates across knowledge, attitudes, and gender-based violence outcomes.
- Designed a Cost-Effectiveness Analysis framework for the Matrix of Change nutrition governance programme in Jharkhand for Development Solutions, on a programme funded by the Children's Investment Fund Foundation; compared DALY-based, Generalized Cost-Effectiveness, and Decision Tree approaches.

## **Analyst**

### **National Skill Development Corporation, August 2017 to September 2020**

At [NSDC](#), played a key role in shaping India's skill development policy through rigorous impact evaluation of government initiatives and in-depth labour market research. Key contributions:

- Developed a research-based framework to screen funding proposals from 10,000+ private vocational training providers under the nationwide rollout of [PMKVY 2.0 scheme](#), ensuring evidence-driven funding allocation; and designed a framework for monitoring and allocating vocational training targets across 720 districts of India, for implementation by District Collectors.
- Led, from NSDC's side, the commissioning and oversight of the first rigorous third-party impact evaluation of India's PMKVY 2.0 skills programme, including evaluator selection, design and methodology sign-off, and quality assurance through the study.
- Performed Social Cost Benefit Analysis (SCBA) for publicly funded vocational training investments, analysed skill training disparities across gender and socioeconomic characteristics, conducted labour force projections for India, and guided a cross-country skill gap study covering 15 countries.
- Designed and led in-house impact evaluations of PMKVY 2.0 trainee-level outcomes, including a quasi-experimental Regression Discontinuity Design study of vocational training effects on employment using trainee-level data.
- Applied machine learning to identify the drivers of women's labour-force participation in India, testing over 65,000 weighted logistic regression models on household-level data.
- Authored research reports, analytical tools and data dashboards published on NSDC's [Skills Intelligence Platform](#), including geospatial concentration analysis, Small Area Estimation of district-level population, and the India at a Glance R Shiny application for sub-national data visualisation.

## **Senior Consultant**

### **PricewaterhouseCoopers Pvt. Ltd., August 2016 to July 2017**

Conducted quantitative and qualitative research at [PwC](#) under government advisory services. Key contributions:

- Led an impact evaluation of an Asian Development Bank-funded programme assessing how rural electrification in Madhya Pradesh, India, affected women's quality of life and empowerment.
- Developed quantitative surveys, analysed data to determine impact, and compiled evaluation reports with recommendations for stakeholders.
- Developed an M&E strategy and delivered impact evaluation training for EXIM Bank of India, building internal capacity to assess the development impact of its financial instruments and projects.

## **Executive Product Leadership**

### **Nielsen India Pvt. Ltd., April 2015 to July 2016**

Developed and implemented econometric models at [Nielsen](#) to estimate and forecast socioeconomic variables. Notable project: estimated and forecasted GDP for 628 Indian districts across various sectors, using geospatial models that leveraged GIS data, including night lights, building density, and points of interest, to infer socio-economic metrics like household income and expenditures.

## **Associate**

### **IL&FS Skills Development Corporation Ltd., July 2014 to April 2015**

Conducted quantitative and qualitative research at [ISDC](#) (now called Learnet Skills) on vocational training needs and contributed to interventions resulting in training of youth. Notable project: created an economic framework for skill development for the district of Nellore in Andhra Pradesh, India. Also developed proposals for skill development projects and monitored execution of existing projects throughout India.

## **Research Associate**

**India Development Foundation, June 2013 to April 2014**

Supported impact evaluation projects at [IDF](#). Designed and implemented an impact evaluation for a women's empowerment project, covering research design, sampling, survey methodology, STATA-based econometric analysis, and reporting; additionally constructed Social Accounting Matrices (SAM) for 3 districts of Uttar Pradesh, India.

## **Assistant Manager**

**Kotak Mahindra Bank, September 2009 to February 2010**

Provided investment advisory services at [Kotak](#) to bank clients based on quantitative analyses.

## **Education**

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**Micromasters in Data, Economics & Development Policy**, MITx (an [online learning initiative](#) by Massachusetts Institute of Technology in collaboration with Edx), June 2018

**MA Economics**, Delhi School of Economics (University of Delhi), June 2013

**BA (Honors) Economics**, Delhi College of Arts & Commerce (University of Delhi), May 2009

## **Professional Affiliation**

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**Member**, American Economic Association

## **Languages**

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English, Hindi, Malayalam