

## Curriculum Vitae

Phuntsho Wangdi (PhD)

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### Summary Profile

Accomplished education, public administration and policy leader with a PhD in Public Policy from Chiang Mai University, Thailand. Possesses a strong multidisciplinary academic background, including a Master of Public Administration (National University of Singapore), Master's in Education Studies (University of Canberra), and Master of Education (Royal University of Bhutan). Brings extensive experience in education policy development, public administration, and institutional leadership.

Former education administrator and policymaker with the Ministry of Education, Royal Government of Bhutan, and Project Manager with the Education Review Office, contributing to the development of the *Bhutan Education Blueprint 2014–2024*. International research experience as a Research Assistant at the University of New South Wales, Canberra.

Currently, the Founder and Managing Director of EduPlus Training Institute, Bhutan, leading initiatives in professional training, policy advisory, and capacity building. Also, the Founder of Bhutan Insights - An Educational Journal promoting research, policy, and practice integration. Research interests include equitable education policy, innovative and enterprising education systems, public administration, and education aligned with Gross National Happiness.

### Education

2020 - 2024	PhD in Public Policy, Chiang Mai University, Thailand.
2017- 2019	Master of Education Studies, University of Canberra, Australia.
2012- 2013	Master of Public Administration, National University of Singapore, Singapore.
2005- 2008	Master of Education, Royal University of Bhutan. Bhutan.
1999	Post Graduate Certificate in Education, Royal University of Bhutan. Bhutan.
1998	Bachelor of Arts (English Honours), University of Delhi, India.

### Professional Experience

2025 – Ongoing.	Founder and Deputy Editor-in-Chief for Bhutan Insights Journal.
2024 – Ongoing	Founder and Managing Director, EduPlus Training Institute, Thimphu, Bhutan.
2022	Research Assistant in the School of Business, University of New South Wales, Canberra, Australia.
2019	Mentor for 'Peer Mentoring Programme' under the Faculty of Education, University of Canberra, Australia.
2015 – 2017	Chief Program Officer, Ministry of Education, Bhutan.
2014 – 2015	Project Manager, Education Review Office, Bhutan.
2013 – 2014	Chief Program Officer, Department of School Education, Bhutan.

2012	Education Consultant for e-deo Asia, Singapore.
2010 – 2012	District Education Officer, District Administration, Lhuentse, Bhutan.
2008 – 2009	Principal, Shari Higher Secondary School (Paro), Bhutan.
2003 – 2007	Founding Principal, Baylling Higher Secondary School, Tashiyangtse, Bhutan.
2000 – 2003	Teacher, Ugyen Dorji Higher Secondary School, Haa, Bhutan.

### **Workshops, Seminars, Conferences and Training Attended**

2023	The 3 <sup>rd</sup> Southeast Asian Conference on Education (SEACE 2023). Singapore.
2022	International Conference on Equitable Education: Together Towards Equity. Bangkok, Thailand.
2017	Training on Research Methodology conducted by the Institute for Excellence and Development, Bhutan.
2017	A Leadership Development Program on ‘Teaching to Leading’, conducted by the Global Leadership Partners, India.
2016	Immersion Programme for Central School Principals of Bhutan, conducted by Universal Learn Today, India.
2016	Training on Leading for Results, conducted by the Institute for Excellence and Development, Bhutan.
2012	Training of Trainers Workshop on Life Skills education conducted by the Ministry of Education, Bhutan.
2011	Training on Leadership conducted by the Institute for Management Studies, Bhutan.
2009	Training of Trainers course on Education in Emergencies, conducted by UNICEF.
2007	International Project Administration course conducted by The Danish Youth Council, Denmark.
2001	Rover Scout Readers Training conducted by The World Organisation of the Scout Movement, The Asia-Pacific Region in Thimphu, Bhutan.
1988	The National Graduates Orientation Programme, conducted by the Royal Institute of Management, Thimphu, Bhutan.
1998	The National Etiquette Training (Driglam Namsha), conducted by the Ministry of Home and Cultural Affairs, Thimphu, Bhutan.

## Areas of Expertise

Education policy and planning, leadership and Management, public/education administration and management

## Publications

Journal Article on *Instructional Culture at Baylling Higher Secondary School – An Introspection* published in RABSEL, the CERD Educational Journal, Spring 2009, Volume XII.

Journal Article on *Vocational Education in Bhutan* published in The Druk Journal, Spring Edition, 2019, Volume 5, Issue I.

Journal Article on *A Policy Analysis on Bhutan's Participation in the Programme for International Student Assessment for Developing Countries (PISA-D)*, published in RABSEL, the CERD Educational Journal, Spring Edition of 2019.

Journal Article on *Internet Addiction among Secondary School Adolescents: A Mixed Methods Study* published in Journal of Nepal Medical Association (JNMA), Volume 57, No 219, 2019.

Journal Article on *Unpacking the Impacts of Westernisation on Bhutan's education policies – A Call for the Inclusion of core Bhutanese Values in the education reform*. Published online in the ASR Chiang Mai University Journal of Social Sciences and Humanities. Volume 9, Number 2, July to December. 2022. <https://doi.org/10.12982/CMUJASR.2022.014>.

Conference paper on *Comparative policy design analysis: An integrated approach for unpacking the education policies of Finland, Singapore and Australia*. Paper presented in the 3<sup>rd</sup> Southeast Asian Conference on Education (SEACE 2023). Singapore. 10 – 13 February 2023. ISSN: 2435-5240. <https://doi.org/10.22492/issn.2435-5240.2023.35>.

Conference paper on *Contextual complexities shaping education policies in Bhutan: Reinforcing the role of culture, local knowledge and social norms in the context of education reform agenda*. Paper presented in the IPPA Conference, Toronto, Canada, 27 – 29 June 2023. <https://www.ippapublicpolicy.org/file/paper/64786bab59ee9.pdf>.

Journal article on *Towards an inclusive education policy for sustainability: Advancing the 'Educating for Gross National Happiness' initiative in Bhutan*. Sustainability 2024, 16(13), 5446; <https://doi.org/10.3390/su16135446>

Book chapter on *Public Policy in Bhutan: Balancing global visions and aspirations of Gross National Happiness* in the Handbook of Public Policy in Asia. Edward Elgar Publishing, 2025. <https://doi.org/10.4337/9781035319602.00042>

Developed a Handbook for Rover Scouts in collaboration with the Danish Scouts Association in 2007.

Developed *Bhutan Education Blueprint 2014-2024* – a ten-year strategic roadmap for the Ministry of Education in Bhutan. 2014.

Developed the *School Disaster Management and Contingency Plan of the Ministry of Education, Royal Government of Bhutan*, in collaboration with Save the Children. 2018.

Developed *Operational Guidelines for Central Schools* for the Ministry of Education, Royal Government of Bhutan. 2016.

Developed *Guidelines for Autonomous Schools* for the Ministry of Education, Royal Government of Bhutan. 2017.

Developed '*Private Schools Establishment and Operational Guidelines*' for the Ministry of Education, Bhutan. 2018.

### **Paper presentations**

*Articulating the Global Vision and Eastern Values in Education Reform Policy: Unpacking the Royal Kasho (Edict) on Transforming Bhutan's Education*. Presented for the conference on Restructuring Government and Public Service to the Era of Digital Transformation and Pandemic. Korean Public Administration International Conference. South Korea. 24<sup>th</sup> June 2021.

*Education Reform Policy in Bhutan - A Middle Path Approach*. Presented at the conference on Public Policy for Inclusivity and Sustainability 2022. CMU School of Public Policy. 22<sup>nd</sup> March 2022.

*Impact of Bhutan Education Blueprint 2014-2024: A case of education policy reform in Bhutan*. Presented for Thailand. 12<sup>th</sup> October 2020.

*Global Practices to Education Reform in Bhutan: Towards an Equitable and Efficient Policy Design*. Presented as a thesis proposal defence in CMUSPP, Thailand. 26<sup>th</sup> July 2022.

*Comparative policy design analysis: An integrated approach for unpacking the education policies of Finland, Singapore, and Australia*. Presented for the CMU School of Public Policy Seminar. 28<sup>th</sup> October, 2022.

*An analysis of the policy design mechanism for school education with a particular focus on equitable education policy in Bhutan: Challenges and opportunities*. Presented for the CMU School of Public Policy Seminar. Thailand. 9<sup>th</sup> January, 2023.

*Comparative policy design analysis: An integrated approach for unpacking the education policies of Finland, Singapore and Australia*. Presented for the 3rd Southeast Asian Conference on Education (SEACE2023) in Singapore from February 10-13, 2023. Organised by the International Academy Forum (IAFOR) Research Center at the Osaka School of International Public Policy at Osaka University in partnership with Singapore Management University (SMU).

*Contextual complexities shaping education policies in Bhutan: The role of culture, local knowledge and social norms in the context of Bhutan's education policies*. Presented for the 6<sup>th</sup> International Conference on Public Policy (ICPP 6) in Toronto, Canada, from 27 to 29<sup>th</sup> June 2023. Organised by the International Public Policy Association.

*A critical review of the influences of Westernisation through policy transfers on Bhutan's education policies with reference to the local cultural values and practices*. Presented for the Conference titled

‘Intersections of Culture, Climate and Science: Innovations from Bhutanese research in Australia in Sydney, Australia, from 4 to 5 December 2023. Organised by the Faculty of Arts and Social Science of the University of Sydney, Australia.

*Education policy-making process in Bhutan: Lessons and opportunities.* Presented for the CMU School of Public Policy Seminar. Chiang Mai. Thailand. 6<sup>th</sup> February 2024.

*Designing equitable education policy for school education in Bhutan.* Presented for the Conference titled ‘Interdisciplinary Perspectives on Emerging Topics – Bridging Innovation between Australia and Bhutan in Perth, Australia, from 04 to 06 December 2024. Organised by Edith Cowan University, Australia.

*Designing an inclusive and comprehensive education policy for school education in Bhutan.* Presented for the Conference titled ‘*Bridging Knowledge and Innovation: Harnessing the Power of Research*’ in Thimphu, Bhutan from 3<sup>rd</sup> to 5<sup>th</sup> December 2025. Organised by the Royal University of Bhutan in collaboration with the Department of Foreign Affairs, Australia and the Royal Bhutan Embassy in Canberra, Australia.

### **Consultancy and training**

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| 2017      | Lead Consultant for the commencement of the Programme for International Students Assessment for Developing (PISA-D) Countries conducted jointly between the Ministry of Education, Bhutan Council for School Examinations and Assessment and OECD |
| 2015-2016 | Guest Trainer of Professional Development programs in the Institute for Excellence and Development.                                                                                                                                               |
| 2015      | Lead Consultant for the nationwide rollout training of teachers on Transformative Pedagogy organised by the Ministry of Education, Bhutan.                                                                                                        |
| 2016      | Lead Consultant for the National Curriculum Conference organised by the Ministry of Education in collaboration with the Royal Education Council, Bhutan.                                                                                          |
| 2016      | Facilitator for the ToT Core group Members on the ‘Teachers Handbook on School-Based Disaster Risk Management Project for the Education Sector, conducted by the Ministry of Education and Save the Children.                                     |
| 2014      | Facilitator for the National ‘School-Based Disaster Preparedness for Safer Schools’ workshop for Jakar District, conducted by the Ministry of Education and Save the Children, Bhutan Country Office.                                             |
| 2014      | Facilitator for the National ‘School-Based Disaster Preparedness for Safer Schools’ workshop for Chukha District, conducted by the Ministry of Education and Save the Children, Bhutan Country Office.                                            |
| 2014      | Facilitator for the National ‘School-Based Disaster Preparedness for Safer Schools’ workshop for Zhemgang District, conducted by the Ministry of Education and Save the Children, Bhutan Country Office.                                          |

- 2014 Facilitator for the National ‘School-Based Disaster Preparedness for Safer Schools’ workshop for Samdrup Jongkhar District, conducted by the Ministry of Education and Save the Children, Bhutan Country Office.
- 2012 Education Consultant for e-deo Asia, Singapore.
- 2011 Resource Person for Education in Emergencies (EiE) for Teachers of Bhutan.
- 2011 District Consultant with District Governor in Accelerated Rural Development Projects.
- 2009 Lead Trainer in the nationwide rollout Workshop to educators in Educating for Gross National Happiness.
- 2009 Certified Trainer on Education in Emergencies.

### **Awards**

- Presidential Scholarship Award – Chiang Mai University, Thailand for PhD.
- Chang Yung Fa Foundation Scholarship Award for MPA at the National University of Singapore.
- Bhutan Civil Service Award.
- Award for Best Contribution to Chipen Rigpel Project by NIIT, India.

### **Current Address**

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