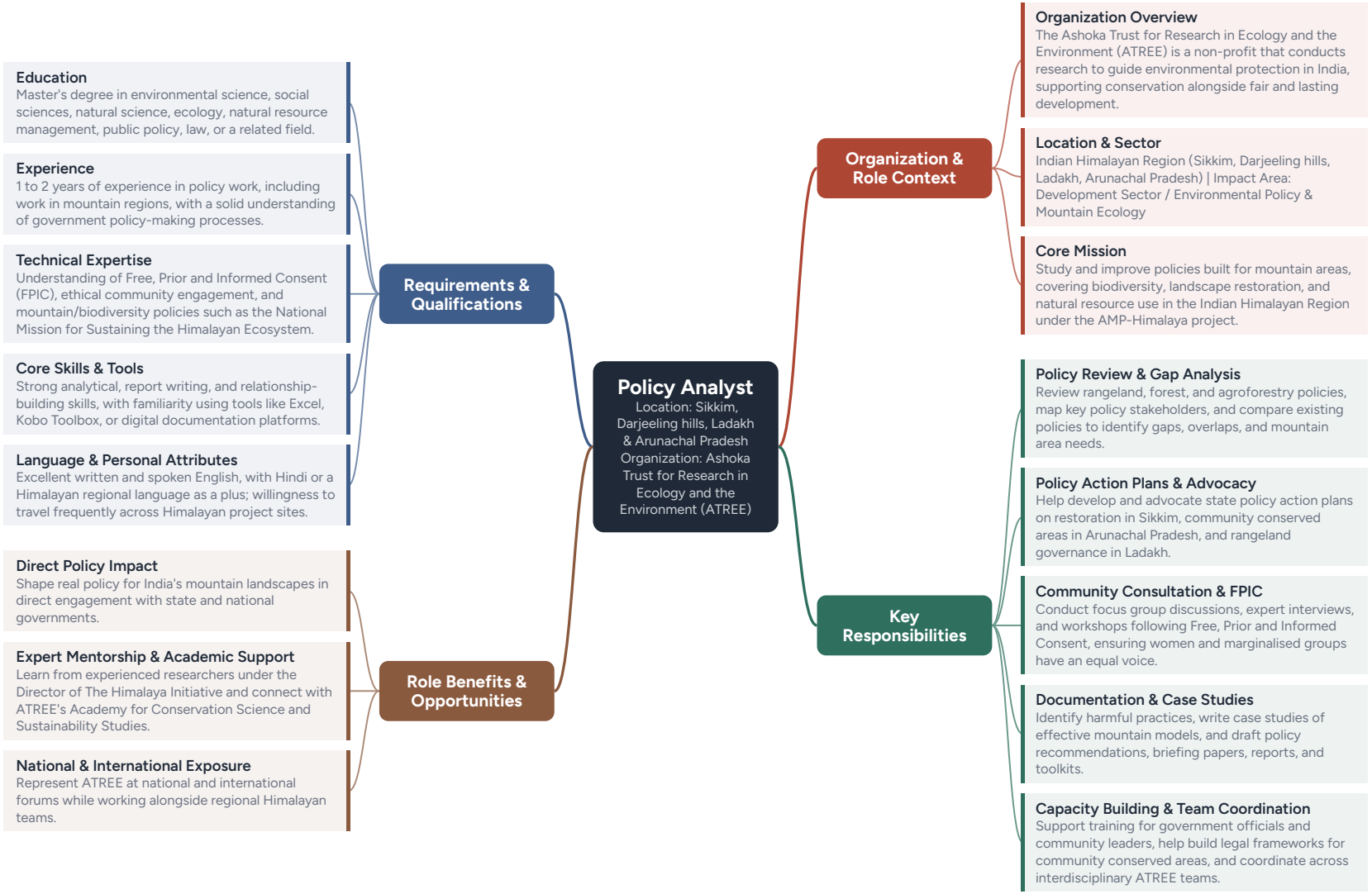
ATREE

Policy Analyst in Bengaluru | ATREE

Bengaluru, Karnataka · full-time · entry level · Competitive · Closes 20 Nov 2026

Application Assist →

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Skills this role needs

Policy research and analysis	Stakeholder engagement	Community consultations and FGDs	Policy brief and report writing	Excel / Kobo Toolbox

Job description

ATREE

The Ashoka Trust for Research in Ecology and the Environment (ATREE) is a non-profit that does careful research to guide how India protects its environment. Its work supports nature conservation along with development that is fair and lasting for people. In the Himalaya, ATREE runs a 10-year strategy called The Himalaya Initiative. It aims for a future where mountain communities, and the people who live downstream, can thrive while the region's rich wildlife and forests are protected. This role sits within ATREE's AMP-Himalaya project under The Himalaya Initiative, which works to protect biodiversity, restore landscapes and improve people's well-being in Sikkim, the Darjeeling hills, Ladakh and Arunachal Pradesh.

Role

The Policy Analyst works closely with the Policy Lead to study and improve policies built for mountain areas, covering biodiversity, landscape restoration and the use of natural resources in the Indian Himalayan Region. You will review laws and plans, talk with communities and experts, and help turn what you learn into clear recommendations for state and national governments. You will be part of a team led by the Director of The Himalaya Initiative and will represent ATREE with government departments and partners. You will also work alongside regional teams in the Himalaya and the headquarters team in Bengaluru.

Responsibilities

- Support the Policy Lead in delivering the project's policy work, including reporting on time and tracking progress indicators.
- Review rangeland, forest and agroforestry policies, map the key people in policy-making, and compare existing policies to find gaps, overlaps and the needs of mountain areas across the three landscapes.
- Help develop and advocate for state policy action plans on restoration and agroecology in Sikkim, community conserved areas in Arunachal Pradesh, and rangeland and pastoral governance in Ladakh.
- Conduct focus group discussions, expert interviews and workshops that follow Free, Prior and Informed Consent and give women and marginalised groups an equal voice.
- Identify practices that harm the climate and local ecosystems, and write case studies of mountain models that work well.
- Draft policy recommendations, briefing papers and a final report and toolkit, and present them to a panel of stakeholders for feedback.
- Support training and awareness work for government officials, policymakers and community leaders, and help build a legal and institutional framework for community conserved areas in Arunachal Pradesh.
- Coordinate with the landscape, research, monitoring and communications teams, add to the project's shared digital library of knowledge, and represent ATREE at national and international forums.

Requirements

- A Master's degree in environmental science, social sciences, natural science, ecology, natural resource management, public policy, law or a related field.
- 1 to 2 years of experience in policy work, including some work in mountain regions, and a good grasp of how policy is made in government.
- Understanding of Free, Prior and Informed Consent and of ethical ways of working with Indigenous and local communities, with care for including women and marginalised groups.
- Excellent written and spoken English, with Hindi or a Himalayan regional language as a plus, and willingness to work through local translators where needed.
- Strong analysis, report writing and documentation skills, along with the ability to build relationships and communicate with people at every level.
- Willingness to travel often across project sites in the Himalaya.

- Familiarity with tools like Excel or Kobo Toolbox, mountain and biodiversity policies such as the National Mission for Sustaining the Himalayan Ecosystem, and digital documentation platforms is a plus.

Benefits

- Shape real policy for some of India's richest mountain landscapes, working with state and national governments.
- Learn from experienced researchers and policy experts in a team led by the Director of The Himalaya Initiative.
- Work with ATREE's Academy for Conservation Science and Sustainability Studies and with regional teams across the Himalaya.
- Represent ATREE at national and international forums.

Apply

Check your fit for the role and receive the apply link in your mailbox

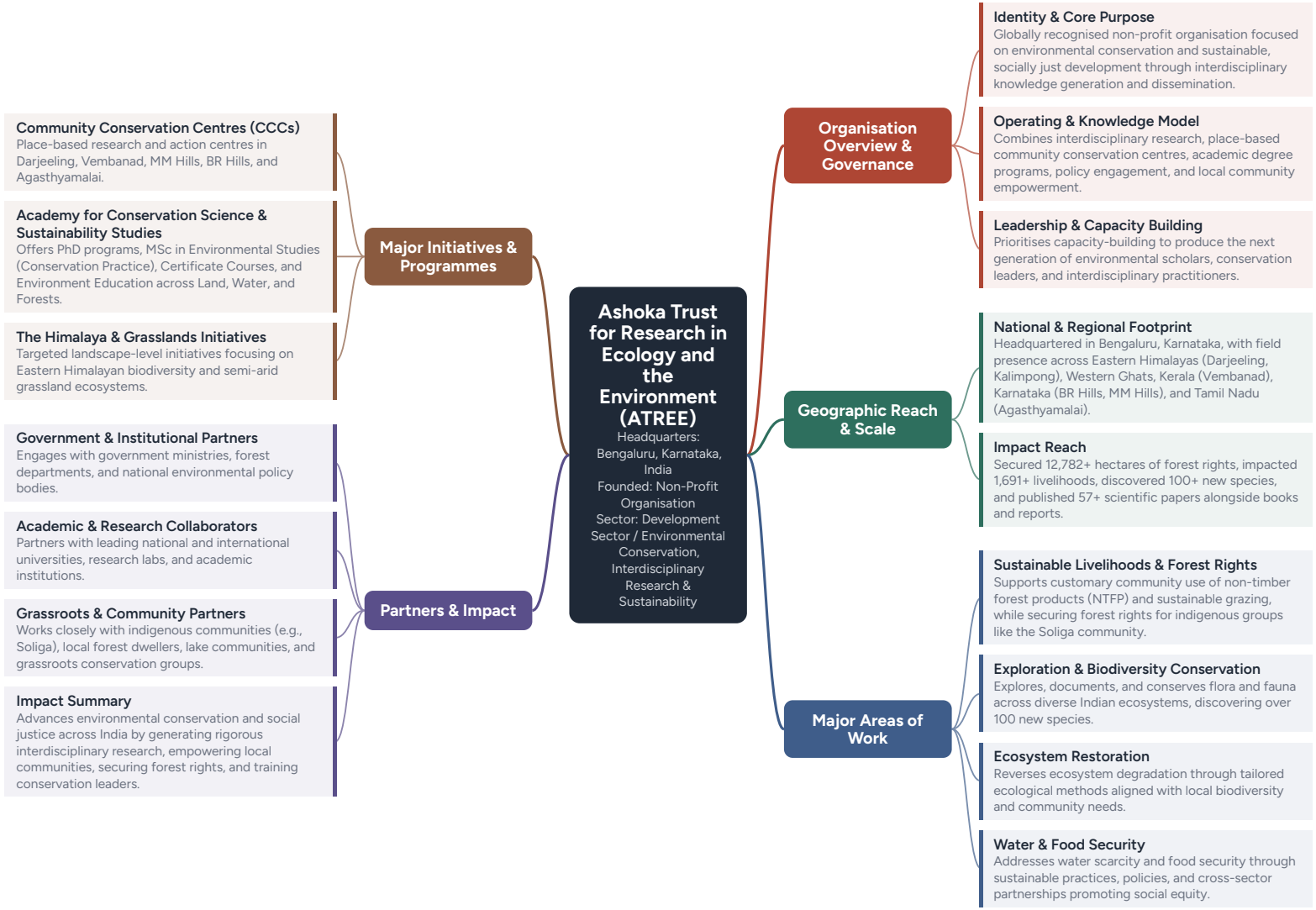
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About the organisation

ATREE

Environmental Conservation and Sustainable Development

atree.org ↗
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About ATREE

Ashoka Trust for Research in Ecology and the Environment (ATREE) is a research organisation focused on environmental conservation and sustainable, socially just development in India. It produces and shares interdisciplinary knowledge that both shapes and is shaped by the needs of grassroots communities, policymakers and the wider public.

Youtube Videos

Its researchers explore, document and conserve plants and animals across India's landscapes. It also works on restoring degraded ecosystems and on water, food and livelihood security. ATREE puts strong weight on capacity building and runs its own Academy to train the next generation of scholars and conservation leaders.

> *Headquarters: Bengaluru, Karnataka, India*

Major Areas of Work

- Exploration and Conservation: Surveying, documenting and conserving plants and animals across India's landscapes.
- Restoration: Reversing ecosystem degradation in ways suited to each landscape's ecology and to the needs of its people and biodiversity.
- Water and Food Security: Tackling water scarcity and food insecurity through sustainable practices, policy and partnerships that support ecological health and social equity.
- Sustainable Livelihoods: Supporting communities' customary and sustainable use of traditional resources such as non-timber forest products (NTFP) and grazing.
- Research and Capacity Building: Producing rigorous interdisciplinary research and training scholars and practitioners in conservation science and sustainability.

Major Initiatives and Programmes

- Community Conservation Centres: Five field centres at Vembanad, Male Mahadeshwara Hills, Biligiri Rangaswamy Temple Tiger Reserve, Agasthyamalai and Darjeeling that combine place-based research with community action.
- PhD Programme: An interdisciplinary doctoral programme at ATREE's Academy for Conservation Science and Sustainability Studies, open to students from any discipline.
- MSc Environmental Studies (Conservation Practice): A Master's course that gives natural and social science students the interdisciplinary knowledge and skills to address conservation challenges.
- Certificate Courses: Short courses that combine field and classroom sessions for people interested in the environment and sustainable development.
- Environment Education: A programme that promotes environmental understanding and action among different groups of people around three themes: land, water and forests.

The Community Conservation Centres are ATREE's long-term presence in the field. The Biligiri Rangaswamy Temple Tiger Reserve centre in Chamarajanagar district, Karnataka, was set up in 1992. It works with the Soliga community on livelihoods, community rights and the assessment of important species. The Darjeeling centre, set up in 1998, carries out place-based research in the Darjeeling and Kalimpong districts of the Eastern Himalaya. The Agasthyamalai centre (2001) works in southern Tamil Nadu. The Vembanad centre (2007) works on wetland conservation, livelihoods and climate action around the Ramsar-listed lake in Alappuzha district, Kerala. The Male Mahadeshwara Hills centre (2008), in southeast Karnataka on the Tamil Nadu border, works with local communities on the continued, sustainable harvest of forest resources.

Impact

ATREE states that its researchers have discovered more than 100 new species across India. Its own site also cites more than 10,000 hectares of forest rights secured and more than 1,000 livelihoods impacted.

ATREE suits people who want their work to sit where research meets practice, including ecologists, social scientists, water and livelihoods specialists, and educators. Its field sites run from Kerala's wetlands and the Western Ghats to the Eastern Himalaya. Staff work closely with forest-dwelling communities and with policymakers. Because ATREE also runs PhD, Master's and certificate programmes, staff get exposure to teaching, mentoring and interdisciplinary teamwork. It fits people who care equally about rigorous science and the rights of the communities who depend on these ecosystems.

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