

SHASHANK BANERJEE

✉ shashank.ban.62348@gmail.com | ☎ +91 75710 41954 | Kanpur, Uttar Pradesh

PROFILE

Results-driven MIS and Data professional with 10+ years of experience including designing monitoring systems, MIS dashboards, and data-driven reporting frameworks for social sector programmes. Proven track record of building end-to-end data ecosystems — from field-level data collection protocols to state-level dashboards — for NGO programmes operating across multiple districts. Hands-on expertise in Excel, Power BI, Google App Script, VBA automation, and large-scale administrative data management. Strong background in capacity building, stakeholder engagement, and translating complex data into actionable insights for programme leadership. Seeking to apply this experience to strengthening foundational learning monitoring systems at scale.

PROFESSIONAL EXPERIENCE

ETASHA Society — Grassroot Entrepreneurship Programme

Apr 2022 – Mar 2025

Project Coordinator | Rewari, Haryana

District-level entrepreneurship programme in partnership with TATA Strive, providing business training and start-up support to rural ITI and Polytechnic graduates.

- Designed and operationalised a comprehensive MIS framework to track end-to-end programme data for 150+ enterprises, monitoring revenue generation, business milestones, employment creation, and monthly income trajectories across the enterprise cohort.
- Built multi-level dashboards in Google Suit, providing programme leadership with real-time visibility into enterprise performance, cohort progress, and district-level aggregates.
- Established data collection protocols and monitoring workflows for field staff, ensuring consistent and high-quality data submission from 25 programme members on a weekly basis.
- Designed and maintained monitoring and evaluation frameworks covering key indicators — enterprise viability, revenue targets, training attendance, and milestone completion — enabling timely identification of at-risk enterprises for corrective support.
- Prepared and submitted monthly progress reports with data-backed insights for programme leadership and donor (TATA Strive), synthesising field data into concise programme narratives.
- Coordinated with government ITIs, Polytechnics, and district administration, building and managing relationships with institutional stakeholders across Rewari district.
- Conducted periodic field visits for data quality checks, user feedback collection, and verification of reported enterprise metrics against ground reality.

Key Accomplishments

- Achieved 100% MIS data compliance across a 150-enterprise cohort by standardising reporting templates and conducting regular capacity-building sessions for field staff on data entry protocols.
- Developed a revenue tracking dashboard that enabled programme leadership to identify and prioritise support for underperforming enterprises, contributing to a measurable improvement in enterprise survival rates over the programme period.

ETASHA Society — Spreading Wings Programme

Feb 2020 – Mar 2022

Facilitator cum Accounts Officer | Pataudi, Haryana

Multi-component programme providing remedial education and vocational training to adolescents and youth in Haryana.

- Designed, built, and maintained MIS and monitoring dashboards for three concurrent programme verticals — Vocational Training, School Remedial Education, and Employability Skills — enabling the programme team to track learner progress, attendance, and assessment outcomes across verticals.
- Developed learner outcome tracking frameworks with defined indicators, data collection tools, and reporting protocols; conducted periodic reviews with programme leadership to assess progress against targets.
- Trained and supported programme staff in data collection methodologies, monitoring tool usage, and evidence-based lesson planning — building a data-literate programme team.

- Delivered vocational training sessions to youth in Spoken English, MS Office, Interview Skills, and Interpersonal Skills; took remedial English and Mathematics sessions with adolescents.
- Managed day-to-day accounts, expense documentation, and financial reporting for the programme.

Key Accomplishments

- Designed and developed the CATT (Confidence in Computers, Accounts, Taxation and Tally) revised curriculum for the organisation, adopted across ETASHA programmes.
- Designed Digital Literacy programmes for both adult and youth cohorts, contextualised for rural users — focused on productive use of smartphones for learning, livelihoods, and daily tasks.
- Facilitated the procurement and onboarding of the SAHAJ ERP application, automating the payroll process for the organisation and eliminating manual payroll errors.

Anshfin Solutions Pvt. Ltd.

Mar 2019 – Feb 2020

Senior Accounts Officer | New Delhi

- Managed GL accounting and MIS reporting across 3 international branches, producing consolidated financial dashboards for senior management review.
- Responsible for AP and AR accounting, GST compliance (GSTR-3B, GSTR-1, GSTR-9, GSTR-2A reconciliation) across branches.

Monark India Ltd.

Jul 2018 – Feb 2019

Finance and MIS Executive | New Delhi

- Handled GL accounting, MIS reporting, financial statement preparation, and payroll accounting for 120 employees.

Key Accomplishments

- Designed a VBA-based Inventory Tracking System to monitor material deliveries across 5 multi-storied towers (650 flats) — eliminating manual tracking and reducing reporting errors.

KSMC and Associates

Apr 2015 – Mar 2018

Audit and Accounts Assistant | Kanpur

- Conducted statutory financial audits, internal audits, and annual tax audits for client organisations.
- Created and finalised financial statements; prepared and submitted VAT, Service Tax, Income Tax, and TDS returns.

P R O F E S S I O N A L D E V E L O P M E N T B R E A K

Apr 2025 – Present | Upskilling and Portfolio Development

- Undertaking advanced Power BI training — building proficiency in DAX, star schema data modelling, Row-Level Security, drill-through navigation, and Power BI Service deployment.
- Developing a Bihar Mission monitoring dashboard using real PARAKH Rashtriya Sarvekshan 2024 district-level data and ASER learning outcomes data — demonstrating end-to-end MIS build capability for an education mission context.
- Deepening statistical analysis skills relevant to large-scale learning assessment data, including percentile analysis, cohort tracking, and target-setting methodologies.

T E C H N I C A L S K I L L S

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| • Microsoft Power BI — DAX, RLS, drill-through, Power BI Service | • VBA Automation — custom tools, automated MIS reporting systems |
| • Advanced Excel — pivot tables, Power Query, complex formulas | • MIS System Design — end-to-end monitoring architecture |
| • Google Sheets — collaborative MIS, automated reporting pipelines | • Statistical Analysis — percentile analysis, cohort tracking, targets |
| • Data Visualisation — dashboard design for programme leadership | • Capacity Building — staff training on data tools and protocols |
| • Tally & Accounting — GL, AP, AR, GST compliance, payroll | |

EDUCATION

Master of Business Administration — Finance
Bachelor of Commerce
10+2, Commerce

Sikkim Manipal University (DE)
C.S.M. University, Kanpur
Guru Har Rai Academy, Kanpur

CERTIFICATIONS

- Advanced Excel and VBA — SLA Consultants India, New Delhi
- Data Visualisation in Excel — Leila Gharani (Microsoft MVP), Udemy
- Looker Studio Complete Advanced — Udemy
- Advanced Accounting with Tally — MCKL India

LANGUAGES

Hindi — Native | **English** — Professional working proficiency