

Role: (Senior) Legal Analyst

Prosperiti | December 2025

Who we are

Prosperiti builds state capacity to increase economic freedom in India. We produce insights on state-level regulation, identify opportunities for reforms, help build policy consensus, and assist in implementation. We release issue-specific [State of Regulation reports](#) and bi-weekly broadcasts ([insights](#) and [explainers](#)) to help states make informed decisions. In partner states, we provide design, drafting, and execution support. For the near term, our focus is to reform labour regulations and building regulations.

We have thus far supported five states in their reform journey. In Uttar Pradesh, we are assisting the state to introduce reforms to labour regulations. In Punjab and Odisha, we are supporting five departments to reform building standards. In Telangana, we have helped the state draft its [MSME policy](#). In Tamil Nadu, we assisted the MSME department to draft a chapter on ease of doing business for the [MSME Report](#). We have provided research insights on land and labour regulations to the office of the Chief Economic Advisor and the Ministry of Finance. Our research insights have been featured prominently in the Economic Survey [2023-24](#) and [2024-25](#) and were shared during the Chief Secretaries' Conference [2024](#).

We are supported by philanthropic foundations and patrons: [The Convergence Foundation](#), [Nudge Institute](#), [Azim Premji University](#), [Godrej Foundation](#), Harish Bina Shah Foundation, Lal Family Foundation, and Tree of Life Foundation.

Who leads us

- [Bhuvana Anand](#), Co-Founder: 18+ years in better regulation, governance, public finance, and political economy, at Centre for Civil Society, DFID, JPAL, Deloitte's Emerging Markets Group, and the UN.
- [Baishali Bomjan](#), Co-Founder: 20+ years in business development, strategy, communications, organisation development, at Centre for Civil Society, Atlas Network, India Institute, Centre for Indonesia Policy Studies, and Agaati Foundation.

Who we are looking for

This individual's primary role is to gather, compile, and summarise legal information and data on law and regulation, and support the state government to action our reform recommendations. In this role, the individual will be responsible for identifying regulatory challenges, fact finding and analyses, writing of policy notes, articles, papers, and reports and assisting team leads in implementing strategies to effectively engage with government departments and functionaries.

For us, an ideal team member can shapeshift into various roles to achieve project objectives. S/he can balance opposites—can run solo or in a team, do small tasks or deep uninterrupted work. Our culture prizes openness to ideas, antifragility, honesty, drive for self-improvement, adaptiveness, and collaborative working. This is of course the dream; each of our team members is different in temperament and skills. What they do share is curiosity about the world, a passion for what they choose to do, and an ability to relay with others.

Your profile today

- Bachelors or Masters in Law or other relevant fields from a reputed university.
- 0-4 years of experience in a top-tier consulting firm, law firm, government body, or political consulting firm; open to working with freshers if skills, attributes and motivation align.
- Experience in regulatory research including analysis and study of laws, rules, government orders, circulars, notifications.
- Experience liaising with government officials, systems, and processes is desirable.
- Excellent communication and persuasion skills, including the ability to effectively articulate complex ideas in simple language.
- Fluency (spoken and written) in English and Hindi, and preferably one regional language.
- Knowledge of public administration, law, and public economics in India.
- Comfort with coding, data analysis packages, cloud working, and new tech (LaTeX, Python, Google, AI).
- High level of flexibility and responsiveness to capitalise on opportunities.
- Avid reader with an enthusiasm for details, minutiae, and work process hygiene.

Your role tomorrow

1. Analyse law and subordinate legislation: Place regulation historically and evaluate it from the perspective of the Indian Constitution, legal precedent, legal principles, legal drafting, and union-state relationships.
2. Identify different practices: Study regulation and regulation making across states to identify best/typical/worst practices. Study and precis case law related to the research area.
3. Work with secondary data: Identify sources/types and administrative data, literature, government and legal documents.
4. Draft recommendations: Once you have developed expertise, do what experts do—make recommendations.
5. Work with data: Survey literature and secondary data including government's administrative data and legal documents, and occasionally collect primary data through interviews with government officials, individuals, and experts.
6. Write, write, write: Analyse, interpret, and present information through error-free, concise knowledge products for different audiences.
7. Engage with government: Build long-term partnerships, engage officers at different levels in the administration, assist them in identifying impactful regulatory changes, and support them in the process of reform.
8. Build and manage relationships: Engage with government and non-government partners without prompts, follow up immediately and thoroughly on promises, and figure out how to support reform champions.
9. Visualise what you write: Create graphics for the dissemination of ideas in engaging ways.
10. Stay up to date: Be on top of administrative and political changes, and identify policy challenges by talking with key informants and stakeholders and reading voraciously.
11. Collaborate and disseminate: Engage/partner with advocacy organisations and industry bodies, share our recommendations at meetings, convenings, hearings, and events, and deliver presentations to government officials and other stakeholders.

What do you need to know about us

At Prosperiti, culture fit is a priority. We are looking for folks who can reflect honestly on our principles and values and see if the fit is mutual.

Our principles

- Nothing persuades like the truth.
- Eternal vigilance is sine qua non for liberty.
- Democracy is government by discussion.

Our values

- Work for a cause, not for applause.
- Knowledge first. Facts over opinion.
- Mutual enrichment over crude competition.
- Don't raise your voice, improve your argument.
- Great works are performed, not by strength, but by perseverance.

What's our offer

- Competitive compensation benchmarked to top think tanks, research institutions, and non-profit organisations in India.
- Sponsorship for executive training, leadership programs and opportunities to represent Prosperiti at national and international conferences.
- Opportunity to work with the Co-founders, Advisors and leadership to build a fast-growing organisation.

How to apply

Location: Selected candidates will be based in Delhi (office address: 242, Okhla, Phase III, New Delhi-110020). Our work days are Monday-Friday from 10 am-6 pm. Please expect to travel to and do extended stays in partner states (one-three months) as opportunities arise. Currently, we anticipate such extended stays to be once or twice in a year.

Compensation: Compensation will be commensurate with experience and skills.

Interview and offer process: The process will involve the following stages:

- Expression of interest [here](#)
- Case interview based on prompt
- Interview with Co-founders
- Reference check with referees
- Offer email with details of role, and compensation

- Offer call with Co-founder including feedback on the interview process, and discussion on role, and terms of employment

Application Deadline: Applications will be considered on a rolling basis, until the positions are closed.