

# Mayur Joshi

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## PROFILE

I study the phenomenon of technology and organizing: how artificial intelligence (AI), data, and other digital technologies shape, and are shaped by, the fundamental practices, processes, and strategies of organizing. My recent work examines the role of data scientists, domain experts, and AI systems in organizational decision-making and knowledge production. I work at the intersection of information systems and organization theory domains, combining qualitative field research with computational methods. My research has appeared in *MIS Quarterly*, *Journal of Management Studies*, *Journal of the Association for Information Systems*, *MIT Sloan Management Review*, and *Research in the Sociology of Organizations*. My research advances three interrelated streams: digital technologies and organizing in practice, digital technologies and expert work, and computational tools in research.

## ACADEMIC POSITIONS

- 2025– | Father Edgar Thivierge Fellow in AI and Transformation of Work, Occupations, and Organizations  
**Telfer School of Management**, University of Ottawa, Canada
- 2023– | Assistant Professor of Technology and Organizing  
**Telfer School of Management**, University of Ottawa, Canada
- 2021– | Assistant Professor (Lecturer) in FinTech & Information Systems  
2023 **Alliance Manchester Business School**, The University of Manchester, UK
- 2018– | Research Fellow, Scotiabank Digital Banking Lab  
2021 **Ivey Business School**, Western University, Canada

## EDUCATION

- 2021 | PhD in Business Administration (Information Systems & Strategy/Organization Theory)  
**Ivey Business School**, Western University, Canada
- 2009 | Certified Associate of Indian Inst. of Banking & Finance (CAIIB)  
**Indian Institute of Banking & Finance**, Mumbai, India
- 2004 | Master of Business Administration  
**B. K. School of Business Management**, Gujarat University, India
- 2001 | Bachelor of Engineering  
**Dharmsinh Desai Institute of Technology**, Gujarat University, India

## RESEARCH

### Peer-reviewed Publications

- Günther, W., **Joshi, M.**, & Constantinides, P. (2026). Trustworthiness in Computational Theory Construction: Dimensionalization and Category Surfacing, *MIS Quarterly*, forthcoming.  
[AJG 4\* / FT50; first two authors contributed equally & are listed alphabetically]

- Stelmaszak, M., Joshi, M., & Constantiou, I. (2026). Artificial Intelligence as an Organizing Capability Arising from Human-Algorithm Relations, *Journal of Management Studies*, 63(2), 335-365. [AJG 4 / FT50; authors contributed equally & are listed reverse alphabetically]
- Hopf, K., **Joshi, M.**, Shollo, A., & Stelmaszak, M. (2025). Data-Based Craft: How Data Scientists Craft their Data, Models, and Products, in V. L. Glaser, C. Moser, D. A. Anderson, & P. D. Jennings (Eds.), *Algorithmic Organizing, Research in the Sociology of Organizations*, 95, 19-43. [AJG 3; authors contributed equally & are listed alphabetically]
- Constantiou, I., **Joshi, M.**, & Stelmaszak, M. (2023). Organizations as Digital Enactment Systems: A Theory of Replacement of Humans by Digital Technologies in Organizational Scanning, Interpretation, and Learning, *Journal of the Association for Information Systems*, 24(6), 1770-1798. [AJG 4\*; authors contributed equally & are listed alphabetically]
- Joshi, M.**, Su, N., Austin, R., & Sundaram, A. (2021). Why So Many Data Science Projects Fail to Deliver, *MIT Sloan Management Review*, 62(3), 85-89. [FT50]
- ▶ Featured in the *top 10 most popular articles of 2021* at MIT SMR [↗](#)
  - ▶ *Outreach Practice Publication Award* by the Association for Information Systems, December 2022

### Edited Books and Book Chapters

- Constantiou, I., **Joshi, M.**, & Stelmaszak, M. (2024). (eds.) **Research Handbook on AI and Decision-Making in Organizations**, Edward Elgar Publishing.
- Günther, W., Thompson, M., **Joshi, M.**, & Polykarpou, S. (2023). Algorithms as Co-Researchers: Exploring Meaning and Bias in Qualitative Research, In B. Simeonova & R. Galliers (Eds.), *Cambridge Handbook of Qualitative Digital Research* (pp. 211-228). Cambridge: Cambridge University Press.

### Manuscripts Under Review

1. **Joshi, M.**, Su, N., & Zbaracki, M., AI and knowledge transformation across boundaries. Provisionally accepted at *Organization Science* [AJG 4\*/ FT50]
  - ▶ Runner-up, Best ERF Paper Award, Americas Conference on Information Systems (2020)
  - ▶ Best Student Paper Award, Pre-ICIS SIGDSA Symposium, Germany (2019)
2. **Joshi, M.**, Sarta, A., Lee, H., & Nishant, R., Domain experts' AI integration. Revising after 1<sup>st</sup> R&R at *MIS Quarterly* [AJG 4\*/ FT50; first two authors contributed equally & are listed alphabetically]
  - ▶ Best Paper Proceedings AOM 2025
3. **Joshi, M.**, Chakraborty, S., & Zbaracki, M., AI and garbage can model of organizational choice. Resubmitted after 1<sup>st</sup> R&R at *MIS Quarterly* [AJG 4\*/ FT50]
4. **Joshi, M.**, & Zbaracki, M., AI in a system of organizational intelligence. Under review at *Organization Studies* [AJG 4]
5. Lalor, J., Angst, C., Nwanganga, F., D'Arcy, J., & **Joshi, M.**, Institutional decoupling in GDPR. Under review at *Information Systems Research* [AJG 4\*/ FT50]
6. Miranda, S., **Joshi, M.**, Sarta, A., & Hannigan, T., Surfacing theory from textual data. Under review at *the Journal of Management Studies* [AJG 4/ FT50]

7. Sarta, A., **Joshi, M.**, Lee, H., & Nishant, R., Configurational meta-theorizing  
Under review at *Journal of Management Studies* [AJG 4/ FT50; first two authors contributed equally & are listed reverse alphabetically]

### Manuscripts in Preparation

8. **Joshi, M.**, Lagna, A., Pahuja, A., Rizopoulos, E., & Zachariadis, M., Risk relations in AI regulation.  
Manuscript revision in progress; targeting *Information Systems Journal* [AJG 4; authors contributed equally & are listed alphabetically]
9. **Joshi, M.**, Ahmed, N., & Vergne, J.P., Exogenous shocks and digital technology adoption.  
Manuscript revision in progress; targeting *MIS Quarterly* [AJG 4\*/ FT50]
  - ▶ Honorable Mention Award in OT Division, ASAC, Canada (2019)
  - ▶ Best Paper Award in Strategic IT Track, AMCIS, USA (2018)
  - ▶ Runner-up, Best Poster Award at Ivey Faculty Retreat (2017)
10. **Joshi, M.**, Zbaracki, M., & Quattrone, P., Toward the new sciences of the artificial.  
Manuscript finalizing in progress; targeting *Administrative Science Quarterly* [AJG 4\*/ FT50]
11. Faik, I., & **Joshi, M.**, Digital technologies and institutional fields.  
Data re-analysis in progress; targeting *Information Systems Research* [AJG 4\*/ FT50]
12. **Joshi, M.**, Constantinides, P., & Hannigan, T., Computational tools and epistemic communities.  
Data collection and analysis in progress; targeting *Organization Science* [AJG 4\*/ FT50]
13. Ajaj, A., **Joshi, M.**, & Bouchard, M., AI and stigma.  
Theory development and framing in progress; targeting the *Academy of Management Review* [AJG 4\*/ FT50]
14. Bouchard, M., Ritwick, S., & **Joshi, M.**, Digital rights activism.  
Data collection and analysis in progress

### Select Conference Presentations and Proceedings

- 2025 | When and How Domain Experts Integrate AI? Building Theory with Qualitative Comparative Meta-Analysis, AoM Best Paper Proceedings, Copenhagen, Denmark [↗](#)  
AI in the Garbage Cans: How Data Scientists Contribute to Organizational Decision-Making, HICSS, Hawaii, USA [↗](#)
- 2024 | Crafting Ever-Changing Data Products: Towards a Process Model of Data Work, ECIS, Cyprus. [↗](#)  
Custodians of Rationality: Domain Experts, Data Scientists, and Working with AI, Organization Science Winter Conference, Zurich, Switzerland.
- 2022 | Enveloping Intelligent Tools: Algorithmic Accountability in Academic Research, AoM, Seattle. [↗](#)  
Custodians of Rationality: Data Scientists' Role in Organizational Decision-Making, EGOS, Austria.
- 2021 | FinTech Regulatory Sandboxes: When Regulation Meets Innovation, ICIS, virtual. [↗](#)  
Custodians of Rationality: Data Scientist's Informing Practices and Organizational Decision-Making, AoM, virtual. [↗](#)
- 2020 | Algorithmic Intelligence in Research: Prevalent Topic Modeling Practices and Implications for Rigor in IS and Management Research, ICIS, virtual. [↗](#)

Custodians of Rationality: Data Science Professionals, Epistemic Technologies, and Information Production, AMCIS, virtual. [↗](#)

2019 | From Hierarchies to Markets: Transformation of Corporate Innovation at Ericsson, SMS, USA.

Do I Want My Money Backed? Trust Ambivalence & Business Consequences Ensuing India's Demonetization, AoM, USA. [↗](#)

Do I Want My Money Backed? Trust Ambivalence and Organizational Consequences Following India's Demonetization, ASAC, Canada.

2018 | Digital Currencies & Cryptocurrencies as Alternative Providers of Institutional Trust, AMCIS, USA. [↗](#)

Sensemaking through Digital Channels: A Tale of Two Banks, AOM Big Data Conference, UK. [↗](#)

2017 | Organizational Support for Innovative Use of IT: A Slack Resources Perspective, AMCIS, USA. [↗](#)

### Research Grants and Scholarships

- ▶ **SSHRC Insight Grant** (2026-2028), Co-applicant, \$295,000. *From Surviving to Thriving: Responsible AI for Resource-Constrained Sport Organizations*
- ▶ **SSHRC Insight Development Grant** (2024-2026), Principal Investigator, \$71,770. *Evolving nature of work in the era of artificial intelligence.*
- ▶ **SEED Funding**, University of Ottawa (2023-2025), Principal Investigator, \$20,000. *Domain experts' AI integration.*
- ▶ **Startup Funding**, Telfer School of Management, University of Ottawa (2023-2025), Principal Investigator, \$40,000.
- ▶ **Research Support Fund**, Alliance Manchester Business School, The University of Manchester (2021), Principal Investigator, \$8295.
- ▶ **Startup Grant** from Centre for Digital Trust and Society (DTS), The University of Manchester (2022), Principal Investigator, \$2528.
- ▶ **Manchester-Melbourne Research Fund** for FinTech Research (2021), Co-applicant, \$8050.
- ▶ **Brock Scholarship**, Ivey Business School (2019-2020), \$30,000.
- ▶ **Professor Al Mikalachki PhD Research Fund**, Ivey Business School (2019), \$1,500.
- ▶ **Dean's Scholarship**, Ivey Business School (2016-2020), \$20,000.
- ▶ **Plan for Excellence Doctoral Fellowship**, Ivey Business School (2016-2020), \$110,800.

### Research Awards and Honors

- ▶ **Showcase Symposium** recognition by the Communication, Digital Technology, and Organization (CTO) Division (2026) for the co-organized symposium on from data to AI and back
- ▶ **Father Edgar Thivierge Fellowship** in AI and Transformation of Work, Occupations, and Organizations, Telfer School of Management (2025)
- ▶ **Best paper proceedings @ AOM** (2025) for the paper on domain experts' AI integration
- ▶ **Outstanding Associate Editor Award** by Communication, Digital Technology, and Organization (CTO) Division of AOM (2023)
- ▶ **Best Associate Editor Award** by European Conference on Information Systems (2023)
- ▶ **Outreach Practice Publication Award** by the Association for Information Systems (2022)
- ▶ **Showcase Symposium** recognition by the Organization and Management Theory (OMT) Division AOM (2022) for the co-organized symposium on data workers in organizations
- ▶ Authored one of the **top 10 most popular articles** in *MIT Sloan Management Review* (2021)

- ▶ Runner-up, **Best ERF Paper Award**, Americas Conference on Information Systems (2020) for the paper on AI and knowledge transformation
- ▶ **Best Student Paper Award**, Pre-ICIS SIGDSA Symposium, Germany (2019) for the paper on AI and knowledge transformation
- ▶ **Honorable Mention Award** in OT Division, ASAC, Canada (2019) for the paper on exogenous shocks and digital currency adoption
- ▶ **Best Paper Award** in Strategic IT Track, AMCIS, USA (2018) for the paper on exogenous shocks and digital currency adoption
- ▶ Runner-up, **Best Poster Award** at Ivey Faculty Retreat (2017) for the paper on exogenous shocks and digital currency adoption
- ▶ **Excellent Progress in Doctoral Studies**, Ivey Business School (2017, 2018, 2019)

**Invited Research Presentations**

- ▶ When AI meets Organizational Intelligence, IS Seminar, DeGroote School of Management, McMaster University, May 2026
- ▶ Competing Epistemic Stances, Seminar Series, School of Accounting and Finance, University of Waterloo, September 2025
- ▶ Custodians of Rationality, Digital Technology Seminar Series, Smith School of Business, Queen’s University, February 2025
- ▶ Custodians of Rationality, MIS Speaker Seminar, John Molson School of Business, Concordia University, January 2024

**Keynote Talks**

- ▶ *Demystifying AI: Understanding its impact on society*, AI and Digital Literacy Symposium, the LIFE Research Institute and the Centre for Law, Technology and Society, University of Ottawa, February 2026

**TEACHING AND SUPERVISION**

**Teaching**

My teaching spans information systems, digital organizing, AI strategy, and research methods across undergraduate and graduate programs. Courses are designed around current research and real-world problems rather than textbook coverage. At Telfer, I have re-architected existing courses and developed new ones from the ground up, integrating case-based learning, editorial and reviewer standards, and industry experience. I have received Teaching Excellence Awards from the Dean, Alliance Manchester Business School (2021–22 and 2022–23). My course evaluations consistently rank above institutional averages. A summary of evaluations is provided below. Note that:

- ▶ Instructor evaluation is measured as teaching excellence at Alliance Manchester Business School, while at Telfer School of Management, it is a combination of preparedness, delivery, and role as a teacher.
- ▶ Scores reported here are averaged across the sections of the same course.

**Telfer School of Management & University of Ottawa (2023–present)**

Course	Program	Terms	Evaluation
ADM 4396 — AI & Strategic Decision-Making in Practice	Undergrad	Summer 2025, 2026 (total 2 sections)	NA- small cohort

Course	Program	Terms	Evaluation
ADM 4377 — Digital Enterprise Systems & Strategies	Undergrad (BCom — BTM)	Fall 2023, Fall 2024, Winter 2025 (total 3 sections)	<b>4.70 / 5.00</b>
ADM 2372 — Management Information Systems	Undergrad (BCom — BTM)	Fall 2024 ( total 2 sections)	<b>4.59 / 5.00</b>
DTI 7102 — Interdisciplinary Research Methods	Master of Science (Digital Transformation & Innovation)	Fall 2024, Fall 2025 (total 2 sections)	<b>4.95 / 5.00</b>
MGT 5320 — Information Systems Theories	Master of Science (Information Technology Management)	Fall 2026	First offering
MBA 5264 — Digital Organizations	MBA	Fall 2023 (2 sections)	<b>4.08 / 5.00</b>

- ▶ ADM 4396 developed end-to-end; ADM 4377, DTI7102, and MBA5264 re-architected

#### **Alliance Manchester Business School, University of Manchester (2021–2023)**

Course	Program	Terms	Evaluation
BMAN 74222 — Financial Data Analytics and AI in Finance	MSc Business Analytics	Winter 2022, 2023 (total 2 sections)	<b>4.53 / 5.00</b>
BMAN 74042 — Marketing Analytics	MSc Marketing	Winter 2023 (total 1 section)	<b>4.60 / 5.00</b>

- ▶ BMAN74222 developed end-to-end; BMAN 74042 re-architected
- ▶ Both courses won the Teaching Excellence Awards from the Dean

#### **Ivey Business School, Western University (PhD-era teaching, 2017–2020)**

- ▶ Course Instructor: Analytics Bootcamp (Pre-HBA, Fall 2019).
- ▶ Session Instructor: Data Management (HBA & MSc, Spring 2020 — Database Architecture and Data Warehouses); Project Management (HBA, Spring 2020 — Microsoft Project).
- ▶ Teaching Assistant: Data Management (HBA), Data Management (MSc), Leveraging Information Technology (HBA).

#### **Student Supervision**

#### **Telfer School of Management & University of Ottawa**

##### Supervisor

- ▶ Ayman Ajaj, PhD Student, Digital Transformation and Innovation Program (co-supervising with M Bouchard)

#### Thesis Advisory Committee Member

- ▶ Kosuke Okoshi, PhD Student, Sport Management
- ▶ Manoj Bayan, PhD Student, Digital Transformation and Innovation Program
- ▶ Ehteram Abolbaghaee, PhD Student, Digital Transformation and Innovation Program
- ▶ Johnson Oware, PhD Student, Digital Transformation and Innovation Program
- ▶ Ouassila Kherchouche, PhD Student, Digital Transformation and Innovation Program
- ▶ Shaun Meric Menezes, Master's Student, Digital Transformation and Innovation Program

#### **Alliance Manchester Business School, University of Manchester**

#### Supervisor

- ▶ Shailendra Ramchandra Gavali, Master's Student, Business Analytics Program
- ▶ Shinta Larasati, Master's Student, Business Analytics Program
- ▶ Natthanit Sucheewakul, Master's Student, Business Analytics Program
- ▶ Sean Wei Xuan Ngeo, Master's Student, Business Analytics Program
- ▶ Unchalika Thanakanya, Master's Student, Business Analytics Program
- ▶ Yilan Zhang, Master's Student, Business Analytics Program
- ▶ Joshua Tetebuga Staenz, Master's Student, Business Analytics Program
- ▶ Lu Liu, Master's Student, Business Analytics Program
- ▶ Talal Farid Khan, Master's Student, Business Analytics Program
- ▶ Xincong Zhu, Master's Student, Business Analytics Program

#### ACADEMIC SERVICE

#### ***Service to the Institution (Telfer School of Management)***

- ▶ Member, Hiring Committee, Joint BAIS/Management Section position on AI and Organizing
- ▶ Member, Hiring Committee, Canada Impact Plus Chair, OBHR Section
- ▶ Co-organizer, Faculty Assembly on AI's Impact on Scholarly Work (2026)
- ▶ Panelist, Telfer Spring Open House (2025)
- ▶ BAIS section representative in Graduate Research Programs Committee (GRPC) (2024–2028)
- ▶ Judge for Telfer Annual Thesis Competition (2024)

#### ***Grant Reviewing***

- ▶ Social Sciences and Humanities Research Council (SSHRC) Insight Grants / Insight Development Grants (2025–)

#### ***Editorial Affiliations***

- ▶ (Guest) **Associate Editor** on Special Issues, European Journal of Information Systems (2026–)
- ▶ **Senior Editor**, Information and Organization (2025–)
- ▶ **Editorial Board Member**, Information Systems Journal (2024–)
- ▶ **Editorial Board Member**, Journal of Strategic Information Systems (2022–)

#### ***Elected Roles***

- ▶ **Representative-at-large**, CTO Division, Academy of Management (2025-2028)

### **Conference Organizing**

- ▶ Co-organized the IDEaS 2026 Conference at Imperial College London
- ▶ Co-organized the IDEaS 2025 Conference at the Telfer School of Management, Ottawa

### **Seminar Organizing**

- ▶ Organizing FinTech Seminar Series at Alliance Manchester Business School *since 2021*
- ▶ Helping coordinate the Digital Transformation Seminar Series at Alliance Manchester Business School *since 2021*

### **Workshops and Symposia Organizing**

- ▶ Co-organized CTO Webinar on Navigating Scholarly Identity (2026)
- ▶ Served as a panelist/presenter at a Symposium on AI in Action: Studying Algorithms in Real World Contexts at AOM (2025)
- ▶ Served as a panelist/mentor at a PDW on Expanding and Extending the Community for Computational Theory Construction at AOM (2025)
- ▶ Moderated a Symposium on Expertise in and around Organizations at AOM (2024)
- ▶ Panelist, AIS Doctoral Student College webinar on scholarly impact (2024)
- ▶ Co-organized a PDW on Rationality in the Era of Artificial Intelligence at AOM (2023)
- ▶ Panelist at a Symposium on *Algorithmic Bias and Data Injustice: Dark Side or Dark Matter* at AOM, Boston (2023)
- ▶ Panelist, FinTech Talents Festival, London (2022)
- ▶ Co-organized a Symposium on *Data Workers in Organizations: What do they do, how they do and why they do it!* at AOM (2022)
  - Recognized as a *Showcase Symposium* by the OMT Division
- ▶ Panelist on *How can AI interact with humans during decision-making in organizations?* at Copenhagen Business School (2021)
- ▶ Panelist on *How can your organization become the new Google? Or at least, improve the value creation from data!* at Digital Tech Summit, Copenhagen (2021)

### **Chairing Conference Minitracks**

- ▶ Minitrack on AI at Work at AMCIS (2025)
- ▶ Minitrack on *Service Innovation in Data Ecosystem* at AMCIS (2022)
- ▶ Minitrack on *Digital Transformation through Data Analytics, Artificial Intelligence and Other Epistemic Technologies* at AMCIS (2020)

### **Conference Associate Editor**

- ▶ Track on *Data Management & Analytics* at ICIS (2026)
- ▶ Track on *Human-AI Collaboration* at ECIS (2025)
- ▶ CTO Division of the Academy of Management (2023–)
- ▶ Track on *Data Analytics for Business and Societal Challenges* at ICIS (2022)
- ▶ Track on *The Token Economy–Blockchain Applications beyond FinTech* at ECIS (2022)

### **Reviewing (excluding editorial affiliations mentioned above)**

- ▶ Journals: Journal of Management Studies (2024–), Journal of Business Ethics (2024–), Organization Science (2023–), Information & Organization (2023–2025), MIS Quarterly (2023–), Information

Systems Research (2019– ), Journal of Strategic Information Systems (2020–2021), Information Systems Journal (2020–2023), ACM Transactions on Modeling and Computer Simulation (2020)

- ▶ Conferences: ICIS, HICSS, AMCIS, ECIS, AoM (2017– )

### Knowledge Translation through Academic Blogs

- ▶ Management Studies Insights Blog: Rethinking Artificial Intelligence: From an Entity to an Organizing Capability, Nov'25
- ▶ Data Studies Blog: An Information Production Turn in the Studies of Technology and Organizing, Aug'25
- ▶ ASQ Blog: Interview with Mark Zbaracki for ASQ paper on “TQM” Jan'23
- ▶ Original Thinking Blog on The Rhetoric and Reality of Data Science May'21
- ▶ ASQ Blog: Interview with Matthew Beane for ASQ Paper on “Shadow Learning” May'20
- ▶ ASQ Blog: Interview with Beth Bechky for ASQ paper on “Evaluative Spillovers” Nov'19

### Volunteering and Student Services

- ▶ ICIS (2019), AMCIS (2019), Ivey FinTech Conferences (2016-2020)
- ▶ Academic Vice President, PhD Association, Ivey Business School (2018-2019)
- ▶ Student Representative: Executive Board, AIS Special Interest Group in Organizational Systems Research (SIGOSRA) (2020-2021)

## PROFESSIONAL DEVELOPMENT

- ▶ **Faculty consortia:** Junior Faculty Consortium, OMT Division (AOM 2023, Boston); Junior Faculty Consortium, CTO Division (AOM 2022, Seattle); Wharton Global Faculty Development Program (2021).
- ▶ **Author/reviewer workshops:** MISQ Author Development Workshop (2021, 2020); MISQ Reviewer Development Workshop (2021); OMT Writing & Reviewing Workshop, UBC (2018).
- ▶ **Method workshops:** Grounded Theory Workshops at ICIS (2025, 2021, 2019); KIN Summer School, Vrije University (2022, 2019); Algorithms and Organizing PDW at EGOS (2020); Qualitative Comparative Analysis for IS Research at AMCIS (2017).
- ▶ **Topical workshops:** SIG DSA Symposium, Pre-ICIS (2025, 2019); Changing Nature of Work at ICIS (2022) and at Stanford (2021); Digital Practices at AOM (2019); OASIS, IFIP WG 8.2 Pre-ICIS Workshop (2019).
- ▶ **Doctoral consortia:** ICIS 2020; AMCIS 2019; AOM 2019; HICSS 2019.

## INDUSTRY POSITIONS (last position held in each organization)

- 2006–2016 | Sub-unit Head (Assistant Vice President), Retail Branch Control Unit,  
**HDFC Bank Limited, India**
- 2005–2006 | Teller Authorizer,  
**ICICI Bank Limited, India**
- 2004–2005 | Management Trainee, Business Planning & Analysis,  
**Claris Lifesciences Limited, India**