



Kushagra Sagar

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Summary

Developed in strategy, operations and efficiency discipline across business and intelligence domain, bringing over a decade of experience in decoding complex problems, stakeholder management, crisis response, time-sensitive decision making and high-stakes negotiations.

Professional Experience

Assistant Central Intelligence Officer-I | Intelligence Bureau, Ministry of Home Affairs | Srinagar

(Dec'23-Mar'26)

- Led **4 high-impact, time-critical operations** by synthesizing complex information, assessing risks, and coordinating execution, enabling faster decisions and successful delivery under pressure.
- Leveraged analytics across **35+ digital and mobile applications** to identify hidden networks, uncover patterns, and generate actionable insights, building expertise in data analytics, pattern recognition, and technology-enabled decision-making.
- Collaborated with **12 national and international agencies** to facilitate information sharing and coordinated investigations, developing strong capabilities in cross-functional collaboration and communication across diverse stakeholders.
- Managed strategic partnerships with **5 telecom providers** by aligning stakeholders and streamlining critical data flows, strengthening organizational capabilities and execution.
- Led technology-enabled surveillance initiatives by coordinating with specialized government and private-sector partners to deploy drone-based mapping and investigation solutions following Pahalgam attacks.

Assistant Central Intelligence Officer-II | Intelligence Bureau, Ministry of Home Affairs | Mumbai & Pimpri

(Jul'19-Dec'23)

- Managed large-scale public data operations for a population of over **2.5 million** (during CoVID-19), implementing quality-control measures that reduced reporting errors by **20% compared** to the state average.
- Spearheaded **50+ FCRA enquiries** and regulatory compliance reviews across NGOs in Mumbai and Pune, identifying compliance risks, ensuring adherence to statutory requirements, strengthening governance and stakeholder management capabilities.
- Conducted sensitive investigations and intelligence-gathering activities, leveraging analytical rigor, discretion, and evidence-based assessments to support risk identification and mitigation from anti-national and anti-social elements.
- Advised on policy and regulatory reforms for Maratha Reservation by leading multi-stakeholder consultations, conducting impact assessments, and synthesizing leader's feedback into actionable recommendations.

Analyst | Veolia (Formerly Development Enviroenergy Services Ltd-DESL) | New Delhi

(Jul'14-Sept'18)

- Conducted end-to-end operational and energy performance reviews for a major textile manufacturing facility, identifying process optimization opportunities that generated annual savings of **22.4 million Baht** through improvements in electrical, thermal & utilities.
- Executed regulatory and performance-improvement audits for 2 large textile manufacturing units under India's PAT scheme, developing measurement and verification frameworks and identifying efficiency initiatives **delivering savings of ₹41.3 million**.
- Delivered energy and operational efficiency assessments across **8 government facilities in the UAE** supporting baseline analysis, Energy Conservation Measures identification and achieving **30% savings and ROI of 7 years** for Enova Facilities Management.
- Led a biomass resource and supply chain assessment across **3 sites in Indonesia**, evaluating feedstock availability, pricing, commercial risks, and long-term sustainability to support strategic investment and infrastructure planning.
- Led a 3-member team on a regional energy-efficiency investment program covering 5 counties in the Nairobi Metropolitan Region, combining technical due diligence, financial analysis, and stakeholder engagement.

Education

Bachelor of Engineering (Electrical and Electronics Engineering), University Institute of Engineering Technology, Panjab University, Chandigarh

Accomplishments and Awards

- Awarded with Special Director, Intelligence Bureau Commendation certificate for concluding special assignment.
- Received 3 x Joint Director, JK&L, Intelligence Bureau Commendation certificates for concluding special assignments.
- Promoted from the rank of ACIO-II/Exe to ACIO/I Exe in Dec'23 with transfer to Srinagar.
- Secured Grade A for Basic Mountaineering Course and recommendation for Advanced Mountaineering Course after successfully scaling Mt Burum Khangse East (16,500 feet), North Sikkim, Gangtok.
- Overall 1st position and holder of PK Mishra Trophy in Basic Foundation Course, Jodhpur (MHA), 2019.

License & Certifications

- Completed the Lean 6σ Green Belt Certification Programme.
- Certified Energy Auditor by Bureau of Energy Efficiency (EA-28675).

Co/Extra-curricular

- Held the position of President for NGO-Mitra (UIET Social Welfare Organization) from 2012-13.
- Secured 1st position in Panjab University, Intra Department Football competition.
- Got 1st position in Table Tennis (Singles) in Basic Foundation Course & Basic Induction Course of ACIOs.
- Organized Sport Events at National intelligence Academy, New Delhi from Sep, 2019- Nov, 2019.
- Finished IIT Bombay Half Marathon-2023, Srinagar Half Marathon-2025 and Jammu Half Marathon-2026, under 2 hours.