



SUGIDHA NITHIANANTHAN is the Director, Advocacy and Research at AWARE since April 2023.

Sugidha is legally-trained, having graduated with Upper Second-Class Honours from the National University of Singapore in 1988. Her career began in private practice, where she was a lawyer at M/s Tan Rajah & Cheah, one of the oldest local law firms in Singapore. She has more than 15 years of legal practice experience as a litigator and corporate lawyer, having conducted several trials in the High Court and appeals at the Court of Appeal, with an impressive success rate and setting several legal precedents along the way, too. This first 20 years included a 4.5 year break from practice a year after she was made a partner, when she devoted herself to the up-bringing of her 3 sons who were 1, 3 and 4.5 years old when she took time off for this.

She then worked for almost 10 years as an in-house lawyer for Tolaram Group, a multinational group spanning several countries. She was the General Counsel leading several teams of international lawyers on an infrastructure project in Africa, the Lekki Port Project, which won the PFI Award for “Infrastructure Deal of the Year - Africa” in 2019. She left the Group upon the successful development of the project.

Sugidha volunteered for many years in AWARE’s legal clinic when she was in practice. She has conducted AWARE’s Sexual Assault First Responder Training programme and done training on workplace harassment and being an Active Bystander for AWARE’s clients at Catalyse Consulting, before joining AWARE as its Director, Advocacy and Research 2 years ago. She oversees the research that AWARE conducts and leads the advocacy efforts at AWARE to effect change.