

## STIR Education M&E Manager - UP, India

### About STIR Education

STIR Education is a fast-growing international NGO, currently operating in India and Uganda.

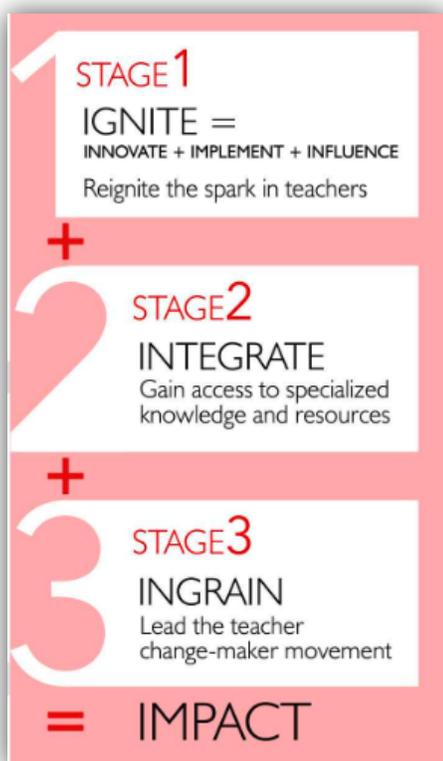
STIR's aim is to address the learning crisis in the developing world by empowering teachers to be changemakers. We support teachers to re-imagine their role in leading change in their classrooms, schools and the wider education system. We see teachers as the solution to the learning crisis, rather than the problem. Having launched in Delhi, India 3.5 years ago with just 25 teachers, there are now 12,000 teacher changemakers across India and Uganda, working in government, NGO and affordable private schools.

Our **vision** is to have **120,000 teacher changemakers** in the movement by **2020**, impacting learning for **4.5 million children**. By **2024**, we aim to have **1 million teachers** in the movement, impacting learning for around **40 million children**.

STIR's exciting journey took several huge steps forward with the signing of the Memorandums of Understandings with the Uttar Pradesh Government (SCERT) in 2013 and with the Ministry of Education and Sports in Uganda, through which we are embedding STIR's teacher changemaker model directly within those government systems.

We have grown into a vibrant team of 80 enthusiasts working across our offices in London, Uganda, New Delhi and Lucknow. This cross-cultural team has a strong mix of education, business and social entrepreneurship experience – from founding Teaching Leaders, an education non-profit that attracted over \$25m in scale up capital; to former employees of Teach First, Teach for India, Google, J-PAL, Gandhi Fellowship, Booz & Co, Citibank, Nomura and Tech Mahindra; in addition to 30 years of collective teaching and school leadership experience.

Our Global Advisory Board includes the World Bank's Chief Education Economist; chief advisor to UN Education special education envoy Gordon Brown; Professors James Tooley and Eric Hanushek; a global Director at Pearson; the co-founder of Teach for All; and the former Permanent Secretary for Education for Uganda. Our India Advisory Board includes the CEOs and Directors of some of India's most progressive education reform organisations – Central Square Foundation, Bharti Foundation, JPAL, Pratham and Akanksha.



STIR is fortunate to be funded by some of the world's leading foundations and development agencies, including USAID, the Macarthur Foundation, the Mastercard Foundation and the Draper Richards Kaplan Foundation.

### The Problem we seek to solve

Over 90% of all children in developing countries are now enrolled in school – a remarkable achievement! Yet when in school most children hardly learn anything. We know teachers make the biggest difference in whether children learn – yet many teachers are absent from school, poorly motivated and inadequately skilled. More fundamentally, teaching is not seen as a true profession, with a pivotal role in shaping life-chances for all children, either by teachers themselves or by society at large.

### Our 3-stage model

We motivate, network and empower teachers to become committed, skilful and influential changemakers and practitioners – so they can improve their

own teaching, as well as contribute to wider teacher-led movement for change, in order to improve children's learning. We REIGNITE the motivational spark within teachers, through recognising their existing efforts (their micro-innovations in the classroom) and networking them together to become changemakers, so they can lead improvement and influence peers; CONNECT (Integrate stage) them to external support and resources to sustainably improve their practice; and HAND OVER OWNERSHIP (Ingrain stage) of the movement to teachers themselves over time.

### **The Position**

In order to effectively measure the impact of the programme at scale, STIR is looking to hire an M&E Manager to oversee STIR UP quantitative and qualitative evaluations, including the planning and preparation of various large scale evaluations. The M&E Manager will work closely with STIR's Monitoring and Evaluation Lead and with STIR's existing team of managers and other staff in the UP office as well as with colleagues in India.

*If you are passionate about improving education for disadvantaged children across the developing world; positive and optimistic such that you can motivate others during challenging times; flexible with a willingness to adapt; resilient and creative generating practical approaches to challenging situations; like the fast pace of growth of a social enterprise; humble as you work with people from a variety of backgrounds; this role is for you!*

As STIR India - UP M&E Manager, your key responsibilities will involve the following:

- Oversee operations of evaluation planning and piloting in collaboration with partners and data firms
  - o Manage operations, including all logistical arrangements
  - o Prepare operations for evaluations, including liaising with partners and data firms on logistical arrangements, sample selection, etc.
  - o Work closely with STIR India M&E Lead and Research Manager on design of evaluation studies based on learning in the past
  - o Managing evaluation survey team from recruitment level to payment and also prepare/ensure the plan of monitoring and data quality
- Lead on quantitative evaluation and support on qualitative evaluations in UP
  - o Work closely with Qualitative Analyst and Research Manager on designing/implementation of quantitative and qualitative studies, survey development, sample selection, etc. with support from central M&E team
  - o Responsible for implementation of studies including data collection, entry, and analysis
  - o Ensure learning from studies is communicated effectively both internally and externally
- Capacity building and development:
  - o Work closely with STIR UP M&E Data officer on improving data management and processes
  - o Managing UP scorecard and supporting funder reporting team in consultation with STIR India M&E Lead.
  - o Exploring ways to improve data tracking and learning processes using different software tools and platforms like visual basics, access, php etc.
  - o Conducting data workshops regularly with internal staff for capacity building which may including training on excel, evaluation studies, using technology in field etc.
  - o Oversee STIR app to more quickly learn from field experiences among STIR teachers
  - o Support on any other Monitoring and Evaluation tasks as required
  - o As STIR is a growing organization, support on any additional tasks as required

## Required Skills & Experience

- The ideal candidate has **demonstrated interest in managing and handling large scale evaluations in education**. Candidates with prior experience preferred.
- Data base management skills, have good knowledge on working on Excel and other technical software related to database management and analysis.
- Experience with conducting or analyzing interviews and focus groups preferred

### Candidates should possess:

- Post Graduate degree or higher
- Experience in managing monitoring and evaluation, preferably in the education sector, including both quantitative and qualitative studies
- Proficiency in using Stata/SPSS, MS Excel, Microsoft Access, and other relevant software
- Proficiency in speaking and understanding English and Hindi

### Personal Qualities:

- Attention to detail
- Patience to handle and manage large scale evaluation
- Information management and the ability to provide relevant information on time
- High degree of planning and organizing
- Ability to work under time pressure and with diverse partners
- Flexibility and a willingness to adapt and collaborate with the team
- Demonstrated maturity to work in fast paced environment
- Humility as you work with people from a wide variety of backgrounds and experiences
- Creative – especially in terms of finding ways to overcome the challenges of managing large scale studies
- Open and keen to learn new software, tools, and improve and grow with the organisation
- Highly organized and professional in approach to manage diverse evaluations
- Strong commitment to excellent education for all and a belief in teachers as innovators to lead change in the system
- Positivity and optimism such that you can motivate others during challenging times
- Flexibility and a willingness to adapt and work in low-resource settings
- Humility as you work with people from a wide variety of backgrounds and experiences and openness to learn from their experience
- Innovative – especially in terms of motivating people and finding ways to overcome the challenges of working in schools in low-income communities

**Position Type:** Permanent (With 3 months of provisional period)

**Location:** Lucknow, UP - India

**Starting Date:** 1<sup>st</sup> Feb 2017

### Application Process

- In a cover letter (**no longer than one page**) please share with us why you are interested in becoming the STIR UP M&E Manager and why you think your experience makes you a suitable candidate to advance STIR's mission to create a movement of teacher changemakers.
- Please also send a copy of your CV (**no longer than 3 pages**) and details for three professional referees to **psingh@stireducation.org** before **10<sup>th</sup> Dec, 2016**, 5.00pm IST. In the subject line of your email, please write **STIR UP: M&E Manager**

- For more information about STIR and our mission please visit [www.stireducation.org](http://www.stireducation.org)
- *Due to a high number of applications, unfortunately we will only be able to contact those that have been shortlisted. Female candidates are encouraged to apply. We recognise local contexts and assure safety and security for all our employees.*
- *STIR Education is an equal opportunity employer. We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, economic status, marital status, sexual orientation, or any other legally protected status.*