

## 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 4.5 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, Karnataka government -DSERT and with the Ministry of Education and Sports in Uganda, basis which we are embedding STiR's teacher changemaker model directly within those government systems.

We have grown into a vibrant team of 50 enthusiasts working across our offices in London, Uganda and New Delhi, Lucknow and Bangalore. 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.

For more information about STIR and our mission please visit [www.stireducation.org](http://www.stireducation.org)

### **The Opportunity: Program Manager, Government Programs\***

**Application Deadline: 4<sup>th</sup> December 2016**

**Location : Karnataka**

**No of Vacancies : 4**

We are hiring Program Managers to lead and support the rapid expansion of STiR's Government program. He/she will be responsible for improving learning outcomes of children using the Teacher Changemaker model in the blocks they works. Each program manager is responsible for a minimum of two blocks in a district, and assigned numbers of Teacher Changemaker networks (led by 1 or more Education leader) and Block/District Education Officers

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!

### **Your Role as a Program Manager**

1. Talent Management & On-boarding of ELs
  - Identification and recruitment of Education leaders
  - Rapport Building, Motivating & Supporting EL
  - Build Capacity for Education leader for each stage through institutes
2. Engagement & Development of ELs
  - Support Education leader to take the journey and get to the prescribed status bronze, silver
3. Stakeholder Management (both internal and external)
  - Work with Program Design team to support District core team to deliver the District Wide Changemaker Summit and support Education leaders to get the teachers to benefit of the same
  - Build key relationships in both blocks to ensure that a learning focus is created in each school that STiR project is impacting
  - Work with district team to build a strong relationships with DIET and engage other key officials in district through learning improvement group
  - Execute a District Specific Communication Package to create very high sense of movement within the teachers, Education Leaders, govt about the national/ international movement leading establishment of movement, ethos and overall change within the teaching community at district
4. Impact Management
  - Analysing data; sharing & acting on learnings
  - Documentation/Storage of program documents
  - Updating & filling trackers
5. Contributing to Stir at office, team and global level, aligned with STiR's Values

### **Required Experience:**

The ideal candidate will have at least 4 years of experience with at least 2 years in grassroots education, a strong demonstrated interest in the education sector either through their work or as a volunteer and clear leadership and management experience. Candidates with even 2 years of relevant and exceptional experience are encouraged to apply.

- Experience of managing a team who are based 'in the field' for the majority of the time
- A clear understanding of the challenges our teachers and schools face

- Experience of developing people to become excellent people managers themselves
- Experience of overseeing multiple projects simultaneously
- Experience managing change, supporting others to do so and an ability to help people solve problems and overcome challenges
- Experience in building and maintaining relationships with multiple key partner organisations
- Knowledge and understanding of the factors that will enable change in a variety of contexts
- Experience in managing the collection of data and updating the same over trackers in Excel
- Demonstrated ability to provide useful feedback to team members
- Experience in building a team and ensuring team members are able to learn from each other
- Sensitive to the different level of support people need and able to provide the necessary support
- Experience in analysing data and sharing & acting on learnings

**Required Skills:**

- Good Communication Skills
- Problem solving and multi tasking
- MS Excel proficient
- Reading and writing proficiency in Kannada

**Application Process:**

- In a cover letter, please share with us, why you are interested in becoming a STIR Programme Manager and why you think your experience makes you a suitable candidate.
- Please also send a copy of your CV- **please no more than 2 pages** - and details for two referees to [ndrolia@stireducation.org](mailto:ndrolia@stireducation.org), marking a copy to [akirola@stireducation.org](mailto:akirola@stireducation.org)
- Mention your Current Notice period, Current CTC and Expected CTC in the text of your mail

*\*Applications are considered on a rolling basis. 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.*