Systems Learning Manager: Senior Programme Manager (M&E Team)

About the Role:

We are hiring for a position of a Systems Learning Manager to drive the good data pivot approach in India and Uganda. This is a senior programme manager level role. The candidate will report to the M&E head in London HQ.

Location: Bangalore.

Salary: 8.4 to 9 Lac

Brief info about Good Data Pivot Approach

Going forward, STIR's monitoring and evaluation will make use of powerful combination between small and big data across our programs globally, which has been referred to as "good data." Big data refers to an umbrella term for large quantities of diverse, high-frequency data which is stored for regular analysis and learning. Small data, as described by Pasi Sahlberg, refers to the "small clues that uncover huge trends," for example through teachers' and students' observations, assessments, and reflections of the teaching and learning process in the classroom.

STIR Education partners with education systems to ignite and sustain teachers' intrinsic motivation. This is in order to improve classroom practice, children's learning and financial efficiency in education systems. STIR has grown rapidly, now impacting 27,000 teachers and 1.1 million children in India and Uganda. By 2021, we aim to reach 120,000 teachers impacting 4.5 million children. STIR achieves its mission by building teacher networks and by embedding its approach to strengthen government systems. As our reach continues to expand, it is critical that we radically improve our understanding of changes in teacher mindsets and behaviors, teaching practice, and student learning among the teachers that we work with. The more that we learn about correlations between individual schools, teachers, and students, who all work in different contexts, come from different backgrounds, and face different challenges, the better we can provide more targeted, evidence-based support and decision making capacity to these individuals for improving their own practice as well as for better police formulation. Understanding these correlations, validated by external, rigorous impact evaluation with a representative sample of teachers and students to explore causative relationships can in turn greatly enhance education policy making among the systems that we work with. Through the good data pivot approach, we want to empower all stakeholders in the system we work with to use data for decision making.

The candidate in this role will be responsible to understand and drive how 'good data' pivot will be implemented, challenges and mitigation strategies, and approaches to ensure long

term sustainability through deeply embedding a "good data-driven culture" within our organisation as well as in the education systems that we partner with.

Roles and Responsibilities:

The key role and responsibilities for the role is described below. Also, note that good data pivot approach will sharpen as we learn more from piloting it on the ground. Accordingly, the roles and responsibilities described below may evolve further.

-Gather and understand the data requirements for good data pivot approach at STIR by working closely with Design, Programme and M&E teams as well as with external stakeholders (such as govt. officials, CCTs etc).

- Plan and lead the roll out of the good data pivot in STIR India.

- Support the M&E team with evaluations and impact assessment in Karantaka

- Research, understand and implement technology solutions to support good data pivot approach within STIR. Actively network and learn from global organisations implementing technology solutions for data based decision making.

- Provide support, training and capacity building to external stakeholders to adopt good data pivot approach.

- Work closely with members of Design, Programme, M&E and Communication team to draw insights and learning from Good Data Pivot approach, and share the same with internal and external stakeholders.

- Support fundraising team on information required regarding good data pivot for donor reports.

Skills Required:

- *A good team player with ability to collaborate across teams at STIR*

- *Strong communication skills (oral and written)*

- *Experience in mapping out processes to gather and share data*

- *Comfortable in basic data analysis and interpretation*

- *Good understanding of tech tools in social space, and comfortable in using tech tools.*

- *Possess an ability to understand people's real needs and ways of working 'on the ground' and help to develop technology that will be effective in that context.*

- *Ability to 'keep it simple' in terms of how technology can be used to gather and present data .A clear ability to keep the goal of using technology in mind, rather than fixating on the technology itself.*

- *Able to deliver on time and keep momentum for a project that will involve multiple stakeholders' requirements.*

- *Able to deal with a certain amount of ambiguity and create clarity when there are several options available*

- *ability to work closely with the M&E, design and programme teams to understand processes*

- *a belief in the value and importance of data for learning and in supporting behaviour change*

- *-Open minded and able to see the core process objectives*

Interested people can apply by answering below questions and sending their applications to **rbajaj@stireducation.org** , cc to **inigam@stireducation.org** by 15th May 2017

The interested candidates are required to

1)   Submit their CV

2)   A short letter (limit to 250 words) mentioning their fit for the role

3)   A write up (limit to 600 words) addressing the following questions.

- Describe how you think good data approach can be used in any state/district in India? What plan of action you would create your test this approach on the ground? How will you make use of existing opportunities and overcome practical constraints/Challenges?

- We want to think primarily of the use of data to improve the work of teachers and Government officials - how can tech support with that in context of good data pivot approach?

Also, we always strive to select in accordance with our values:
- We don't have all the answers upfront.
- Instead, we empower people: with high expectations and support, we'll find the answers together.
- We'll continually listen, reflect, learn and improve – and lead through whatever obstacles come our way.
- We're united by a shared belief, passion and vision - which we'll build, achieve and grow together.