

STiR education

Reigniting intrinsic motivation in teachers & education systems



**Appointment for
India M&E Data Officer**

About STiR Education

We are an international NGO that is addressing the moral and economic imperative that every child, everywhere, should have a teacher who cultivates the joy of lifelong learning. At a practical level, that means we support governments to reignite intrinsic motivation in teachers and local officials, through teacher networks. Our vision is a world where teachers love teaching and children love learning. In our sixth full year of operations, we are working with 200,000 teachers and 6 million children across 70 districts in India and Uganda.

Our Model

We achieve this through a five year learning partnership with an education system, where we align all levels of the education system (officials, teachers and children) around the goal of increasing intrinsic motivation.

Practically, this means that teachers undergo monthly network meetings with about 20 to 30 local peers. Through these meetings they're supported to develop their practice in areas ranging from effective questioning to creating warm but orderly classroom routines – all designed to create a more effective relationship between the teacher and child. In doing so they develop a sense of autonomy (the sense they can change things), mastery (sense of getting better as a professionals) and purpose (reconnecting emotionally with their peers and students) – the key drivers of intrinsic motivation.

District officials undergo a training and coaching programme that motivates and supports them to prioritise, run and monitor the teacher networks and a close partnership with the state or national government enables the government to align this intrinsic motivation approach within their priorities, structures and systems.

The approach is run by the government from day one and after about five years of partnering with an education system we hope to have embedded a culture of improvement at all levels for the system to continue to strengthen itself. We typically allocate one member of our own staff per district to train, energise and coach the district officials running the approach, and a small team at the national or state level.

Our Values

How we approach our work is as important as what we do and our core values guide the way:

Humility – We don't have all the answers upfront.

Ownership – We empower each other with high expectations & support.

Openness – We will listen, learn and improve, and lead through obstacles.

Purpose – We're united by a shared vision we'll build & achieve together.

The opportunity – Data Officer, M&E, Delhi

A high-quality data system is critical to effectively understand the implementation and impact of STIR's programme at scale. This enables in rapid collection of data from education officials and teachers across the education systems that STIR works with in order to understand the progress towards improving teacher motivation and consequently student learning.

STIR is, hence, looking to hire a Data Officer to join the Monitoring and Evaluation (M&E) team to manage our data processes in India. This includes supporting the STIR programme team and education officials to easily collect key behavioral data at scale, to rapidly learn from this data by sharing back user-friendly templates, and lastly expand our learning by gathering data-sets from government and NGO partners.

The Data Officer will report to the Senior Manager M&E and work closely with STIR's programme teams across our various offices in India.

If you are passionate about using data to improve 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, then this role is for you!

Roles and responsibilities

1. Ensure that STIR's programme teams can easily collect key behavioral data. More specifically, you will:

1. Create easy-to-use survey forms on mobile apps or google forms based on STIR's learning framework to help collect key behavioral data for evidence-based decision making
2. Troubleshoot challenges related to technology and data collection processes for the STIR programme team such as identifying and resolving any issues in uploading data collected by them using the STIR mobile app
3. Document data quality issues and gaps, and share them with programme team on a regular basis so they can use these as a reference guide for checks for data quality

Roles and responsibilities (continued)

2. Enable STIR's programme team to easily learn from data through user-friendly sharing back of insights, you will:

1. Manage data processing platform (called mammoth) to regularly provide STIR's programme team with user-friendly data templates and data-sets to support in their planning and updating of priorities
2. Conduct regular data quality checks by following up with programme managers to ensure the programme team, as well as external partners, feel confident in the data gathered
3. Strengthen how data is shared back with STIR's programme teams, for example through data visualization and continuous improvement of user-friendly data templates

3. Expand learning about STIR's impact by gathering government and NGO partners' data sets and regularly gather feedback from STIR's programme teams about M&E processes, you will:

1. Collect regular feedback from the programme team on their experience with collecting and learning from monthly behavioural data
2. Gather data from government and NGO partners to further deepen STIR's learning about our impact on teachers and students
3. Support additional tasks as required to stimulate a genuine data-driven culture among the STIR programme team

Required Skills & Experience

- Graduate degree or higher in relevant fields (e.g. computer science, IT, data analytics, etc.)
- Needs relevant experience in data management, freshers are encouraged to apply
- Proficiency in Excel (prefer someone with knowledge of vlookup, pivot, and macros)
- Ability to communicate in English, both verbal and written
- Prefer someone with experience in app-based data collection processes

Personal Qualities:

- Attention to detail
- Patience to handle and manage multiple processes at the same time related to data platforms
- Information management and the ability to provide relevant information on time in a clear and concise manner
- Flexibility and a willingness to adapt and collaborate with M&E and programme teams across STiR's different offices
- Demonstrate maturity to work in fast paced environment
- Believe and demonstrate on STiR values (Humility, Openness, Ownership, and Purpose)

Remuneration and Benefits

The role carries a consultancy fee of ₹37,548 per month (₹450,576 per annum, subject to relevant taxes at source), along with Medical Insurance for yourself, spouse and up to three children.

Application process

If your skills, experience & priorities align with STiR's vision, mission & values, we welcome you to apply for the role of India M&E Data Officer. In your cover letter, please share with us why you are interested in this role of Data Officer with STiR Education? What skills, qualities and prior experiences (if any) of yours would help in ensuring STiR's programme team is able to rapidly gather and learn from high-quality data? The full interview process will include a variety of additional tasks & assessments. We look forward to taking the next step with you. [Apply here](#)

STiR is an equal opportunity employer. We accept and celebrate diversity and are committed to creating an inclusive environment for all employees.