

STiR education

Reigniting intrinsic motivation in teachers & education systems



**Appointment for
Associate Head People &
Culture, New Delhi**

About STiR Education

STiR Education is a fast-growing international education NGO currently operating in India & Uganda. Where many see a global learning crisis, we see a unique opportunity to empower a promising young generation to reduce unemployment, increase life expectancy & bring an end to extreme poverty. And we think teachers are the light that can lead the way.

Vision

At STiR we are working towards a world where teachers love teaching & children love learning. This is because we believe it's a moral & economic imperative that every child, everywhere, has a teacher who cultivates the joy of lifelong learning.

Mission

STiR supports education systems to reignite intrinsic motivation in teachers & officials through teacher networks. Our approach strengthens leadership, improves teaching practice, increases student learning & boosts financial efficiency for the education system.

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.

Team & partners

Since our founding in 2012, we've grown into a vibrant team of almost 100 people working across the UK, India & Uganda. Our cross-cultural group has a strong mix of education, business & social entrepreneurship experience, and hails from the likes of Teach First, Teach for India, Google, J-PAL, Save the Children, Gandhi Fellowship, Educate!, Booz & Co, Citibank, & Tech Mahindra. We are supported by 18 of the world's leading foundations & development agencies, including DFID, USAID, Mastercard, MacArthur, Ikea Foundation, Dubai Cares & UBS Optimus.

The opportunity – Associate Head of People & Culture, New Delhi

STiR's Associate Head of People & Culture is an exciting new role that will help shape and implement our People strategy across India and beyond. The role is a dynamic mix of skills including strategic thinking, project management, people centred interactions and high quality policy and processes implementation. The right candidate will find every day challenging, rewarding and different as they enable STiR to be on the cutting edge of leadership growth and development. Previous Human Resource experience is not necessary but a commitment to world class excellence and an eye for detail is essential.

Role & responsibilities

- Live and breathe our values with a passion for people as you lead key aspects of our People strategy
- Provide exemplary leadership and demonstrate excellence in all aspects of your work to help raise standards of your team and those around you including the line management of the People team and really knowing our team across India.
- Review, update and improve the implementation of our People strategy that covers all aspects of the employee life cycle (Recruitment, Induction, Training, Data and Exit) and oversee its effective implementation.
- Review, develop and lead STiR's learning and development offer to ensure it remains world class
- Design, develop and deliver training materials and content for bespoke training sessions and our ongoing Line Manager peer group learning communities.
- Use coaching and mentoring principles to coach and develop leaders in the organisation
- Ensure STiR's foundational policies and processes are appropriate, proportionate and fully compliant, up to date and easy to access and use for the team (including oversight of our new learning management system)
- Working closely with the Indian leadership team work champion a culture of high expectations, openness and direct feedback and manage the people team and budget.
- Work with the with the team to develop STiR's emerging Alumni network
- Work with the team on any other task that helps improve the quality and engagement of STiR's work

Required Skills & Experience

The Associate Head of People will ideally be based in Delhi (other STIR offices are a possibility) and report to STIR's Chief Operating Officer. Key skills and competencies required include:

- Strongly identify with STIR's purpose, vision, mission and values
- Outstanding written and verbal communication
- Ability to create a culture of high expectations, constant learning and raising standards of quality for self and others
- A self-starter who is naturally proactive, organised and loves to solve problems
- Takes ownership over the quality of work as an individual, team member and for STiR globally
- A good sense of humour with a fun outlook on life
- Excellent planning and project management skills
- Strong critical thought with proven ability and desire to implement ideas, not just think them
- Demonstrates care and compassion with people whilst being able to make difficult decisions, have difficult conversations and hold firm in the face of challenge
- Demonstrated ability to build excellent relationships with people to influence and drive their development and results
- Previous HR experience not essential (must be hungry to learn)

Remuneration and Benefits

A consultancy fee of ₹1,20,000 per month will be paid for your service (subject to relevant taxes at source), along with Medical Insurance for yourself, spouse and up to three children and you will be eligible for STIR's 'Core Offer' of learning opportunities.

Application process

If your skills, experience & priorities align with STiR's vision, mission & values, we welcome you to [begin the application process for Associate Head of People](#). The interview process will include a variety of tasks & assessments. Please click here to apply.