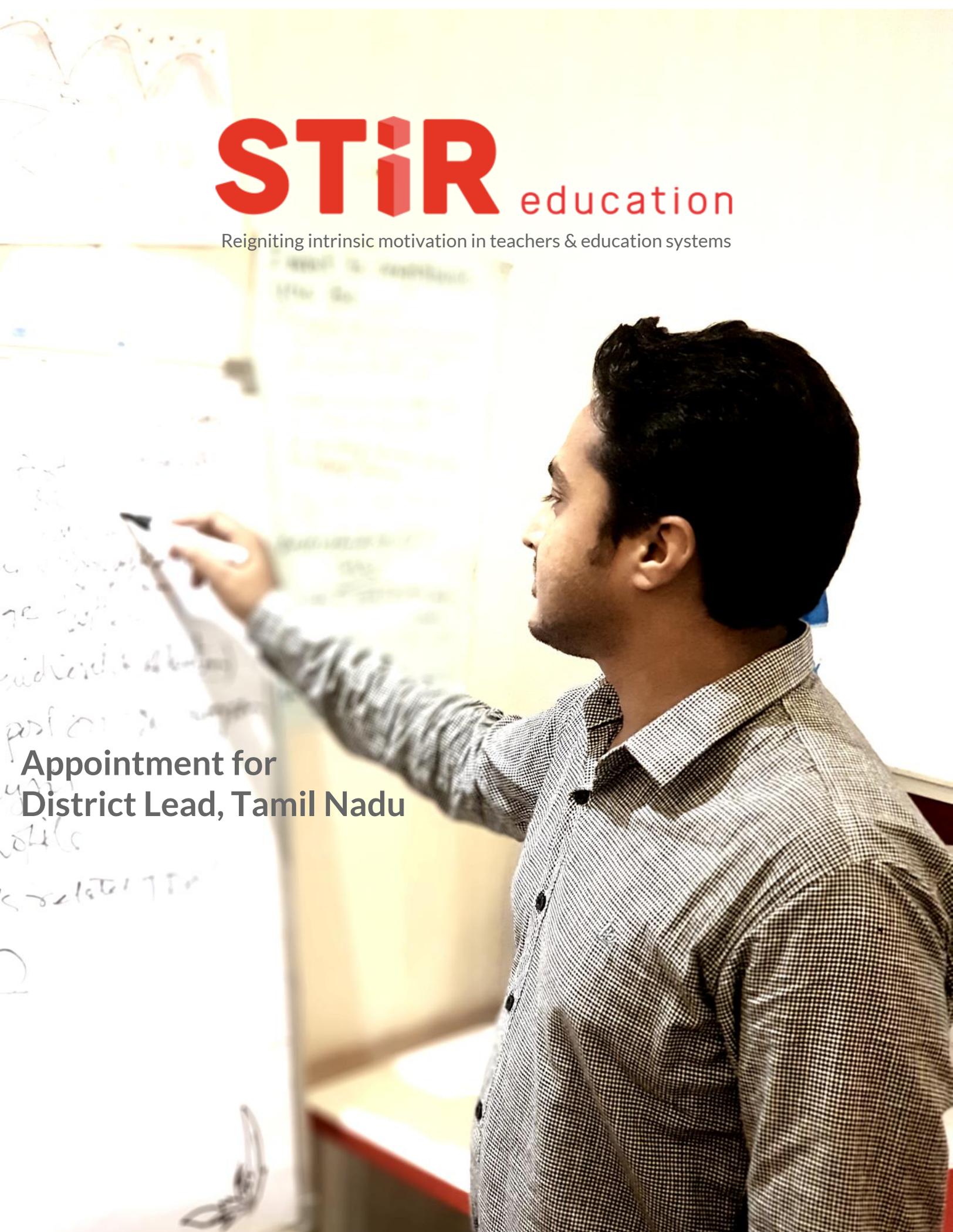


STiR education

Reigniting intrinsic motivation in teachers & education systems

A man in a checkered shirt is pointing at a whiteboard with handwritten text. The whiteboard contains several lines of text, including "STiR", "Reigniting intrinsic motivation in teachers & education systems", and "Appointment for District Lead, Tamil Nadu".

**Appointment for
District Lead, Tamil Nadu**

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 – District Lead, Tamil Nadu

STiR is looking for District Leads in Tamil Nadu reporting to the State Head, Tamil Nadu). The District Lead (DL) role presents an opportunity for the right candidate to create a lasting impact on education in Tamil Nadu. As a DL, you will be responsible for advocating for teachers and the importance teacher motivation; building excellent relationships with District and Block level officials to ensure that they are prepared to lead the STiR programme effectively in their schools; and creating and acting on a shared purpose to improve teaching and learning.

Role & responsibilities

Act as the 'chief advocate' for intrinsic motivation of local actors (officials) in the system and teachers in your district(s)

- Take real ownership for leading change in your District(s)
- Align District/block officials around the importance of teacher motivation and improved classroom practice.
- Tell stories and equip others to tell stories that highlight the possibility of change.

Build strong, purposeful relationships with District and Block education officials

- Develop a clear shared purpose with the District officials with whom you are working
- Identify and gain the trust of influential District officials such that the relationships open and focused on improving motivation and learning
- Use progress and impact data/stories to build momentum towards increased teacher intrinsic motivation and children's learning across your District(s) and strengthen your shared goals

Plan and facilitate high quality training and support for District and Block officials and teachers

- Facilitate high quality learning experiences for District and Block level teacher educators
- Work closely with District leaders to create a tailored implementation plan for the programme in their District that aligns with existing training structures and resources
- Provide excellent coaching and follow-up support to District officials to support with implementation and adaptation of the model so that a leadership group within the District(s) take full leadership for the programme

Role & responsibilities continued...

Build strong networks and a culture of openness and learning between District and block officials across Districts

- Create opportunities for people to learn from each other in an open and reflective manner with colleagues from outside their District
- Put real energy into enabling people to build relationships and feel connected to a broader, state-wide programme
- Broker chances for people to share ideas and try out new ways of working as District leaders

Contribute to the development of an overall culture at STiR that is in line with our organisational values

- Model professionalism at all times and take ownership of your own development
- Make sure that all training and support you provide and relationships you build are in the STiR spirit and in line with our values
- Model 'Growth Mind-set' at all times- show that improvement is always possible and take responsibility for supporting the whole team to achieve its goals

Required skills & experience

The District Lead position is based in Chennai, Tamil Nadu & reports to the State Head, Tamil Nadu. The ideal candidate also has:

- 4+ years of work experience
- Strong identification with the STiR values
- Ability to communicate very effectively in Tamil and English
- Ability to create a culture of high expectations & learning
- Excellent planning, project management & influencing skills
- Ability to codify and share learning effectively
- Mastery in translating ideas into action
- Faculty to co-create & work through others to achieve goals
- Understanding of how to effect behavior change in teachers & government officials
- Strong attention to detail & seeing things through to a very high standard
- Capacity to learn, adapt & thrive on feedback in a fast-paced environment
- Detailed knowledge of the Tamil Nadu education system

Remuneration & Benefits

A consultancy fees of ₹66,335/-per month (₹7,96,018 per annum) will be paid for your service (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, please apply [here](#). The full interview process will include a variety of additional tasks & assessments. And we look forward to taking the next step with you.

