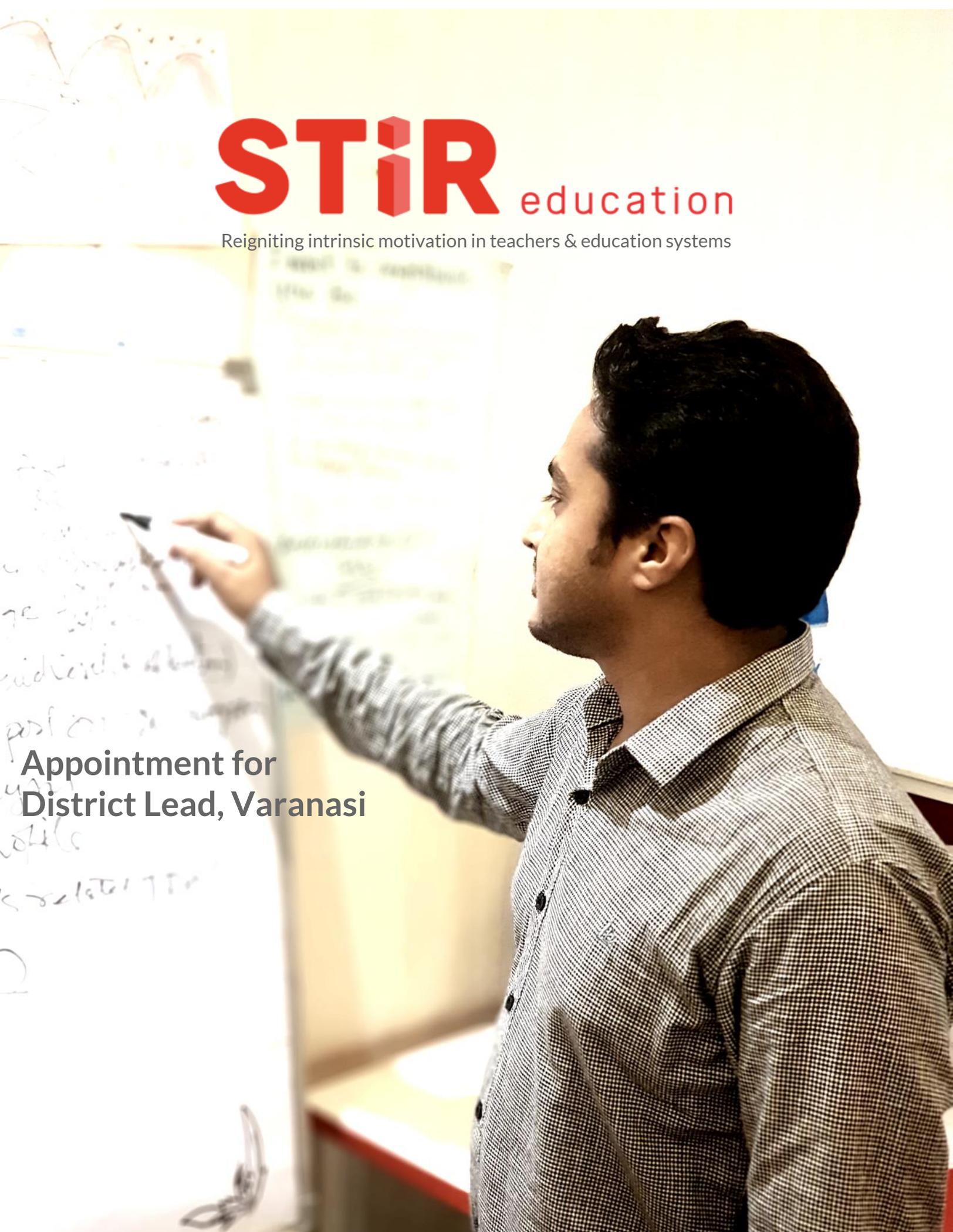


STiR education

Reigniting intrinsic motivation in teachers & education systems

A man in a checkered shirt is pointing at a whiteboard with handwritten notes. The whiteboard contains various notes and diagrams, including a diagram of a person's head and neck at the top left. The man is looking at the whiteboard and pointing with his right hand.

**Appointment for
District Lead, Varanasi**

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

Education systems where intrinsically motivated teachers & officials grow together to enable children to become lifelong learners. Where teachers love teaching, believe in their students & deepen their practice. Where officials & principals motivate & develop teachers to their fullest potential. And where children love learning, trust their teachers & steadily improve.

Mission

We support governments to establish or reignite intrinsic motivation in teachers & education systems at scale. 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 of the answers upfront.

Ownership | We empower each other with high expectations and support.

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

Purpose | We're united by a shared vision we'll build and achieve together

Team & partners

Since our founding in 2012, we've grown into a vibrant team of 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, Gandhi Fellowship, Booz & Co, Citibank, Nomura & Tech Mahindra.

We're supported by 18 of the world's leading foundations & development agencies, including DFID, USAID, Mastercard, MacArthur, Ikea Foundation, Dubai Cares & UBS Optimus.

The opportunity – District Lead, Varanasi

STIR is looking for District Leads in Varanasi reporting to the Senior Programme Manager, Varanasi). The District Lead (DL) role presents an opportunity for the right candidate to create a lasting impact on education in Varanasi. 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

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 Varanasi & reports to the Senior Programme Manager. The ideal candidate also has:

- 4+ years of work experience
- Strong identification with the STiR values
- Ability to communicate very effectively in Hindi 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 Uttar Pradesh education system

Remuneration & Benefits

A consultancy fees of ₹62,580/-per month (₹7,50,960 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, we welcome you to [begin the application for District Lead, Varanasi](#). The full interview process will include a variety of additional tasks & assessments. And we look forward to taking the next step with you.

