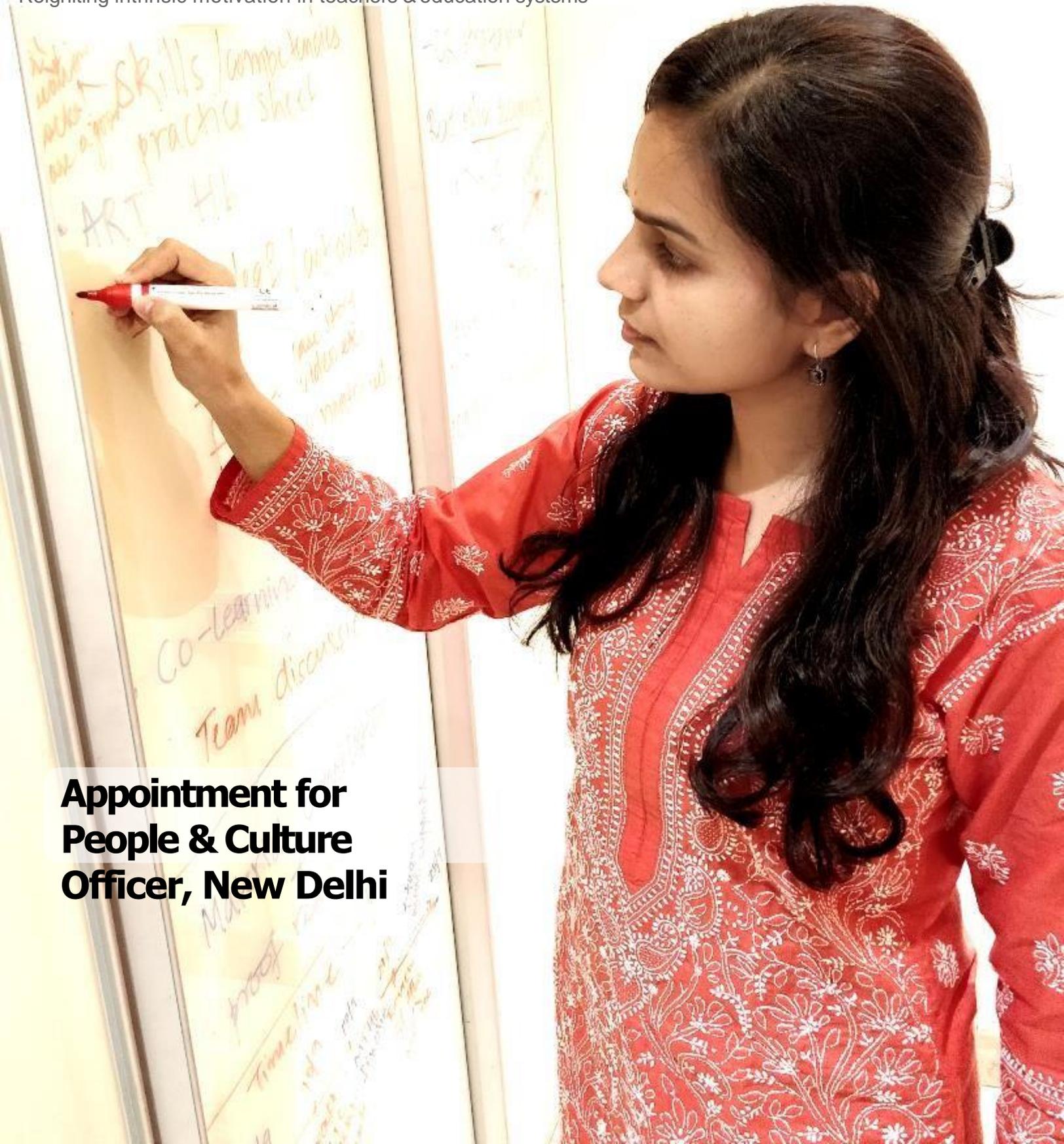


# STiR education

Reigniting intrinsic motivation in teachers & education systems



**Appointment for  
People & Culture  
Officer, 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 – People & Culture Officer, New Delhi

STiR's People & Culture Officer is a critically important role for STiR that helps find talented people to join our team and works to support our wider team and culture through effective and thoughtful coaching and administration. The role is an exciting opportunity for a people centred person who enjoys working with internal and external stakeholders to make our team as strong as possible. The right candidate will be a great communicator, critical thinker and quick learner who thrives in a fast paced environment. Previous Human Resource experience is not necessary however, keen attention to detail and a hunger to learn is essential.

## Role & responsibilities

This critical role is part of the People team and will work closely with the Associate Head of People and Culture and will:

- Lead the recruitment function for STiR as you manage our application portal to find the right people for the organisation and give every candidate that applies to STiR the best possible experience.
- Support in the design and creation of the interview and hiring process including pre-tasks, phone screens, interviews, induction and probation.
- Ensure all of STiR's People and human resource related documentation is organised, curated, accurate, backed up and fully compliant.
- Design, develop and deliver training materials and content for bespoke training sessions and our ongoing Line Manager peer group learning communities.
- Design, track, monitor and analyse STiR's People Data including employee survey data, engagement and key employee metrics.
- Work with the People team to develop STiR's emerging Alumni network
- Work closely with the Associate Head of People & Culture to contribute to any other task that helps improve STiR and our team learn and improve our impact.

## Required Skills and Experiences

- Strongly identify with STiR's purpose, vision, mission and values
- Demonstrated ability to build excellent relationships with people
- Excellent written and verbal communication
- Very close attention to detail and demonstrated ability to handle sensitive or confidential information
- Motivated to learn rapidly and is naturally proactive (happy to learn new technology)
- Very well organised, good at sticking to project timelines
- Takes ownership and pride over the quality of work as an individual and team member
- A good sense of humour with a fun outlook on life
- Previous HR experience not essential

## Remuneration and Benefits

A consultancy fee of ₹37, 548 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 People & Culture Officer](#). The interview process will include a variety of tasks & assessments. Please click here to apply.