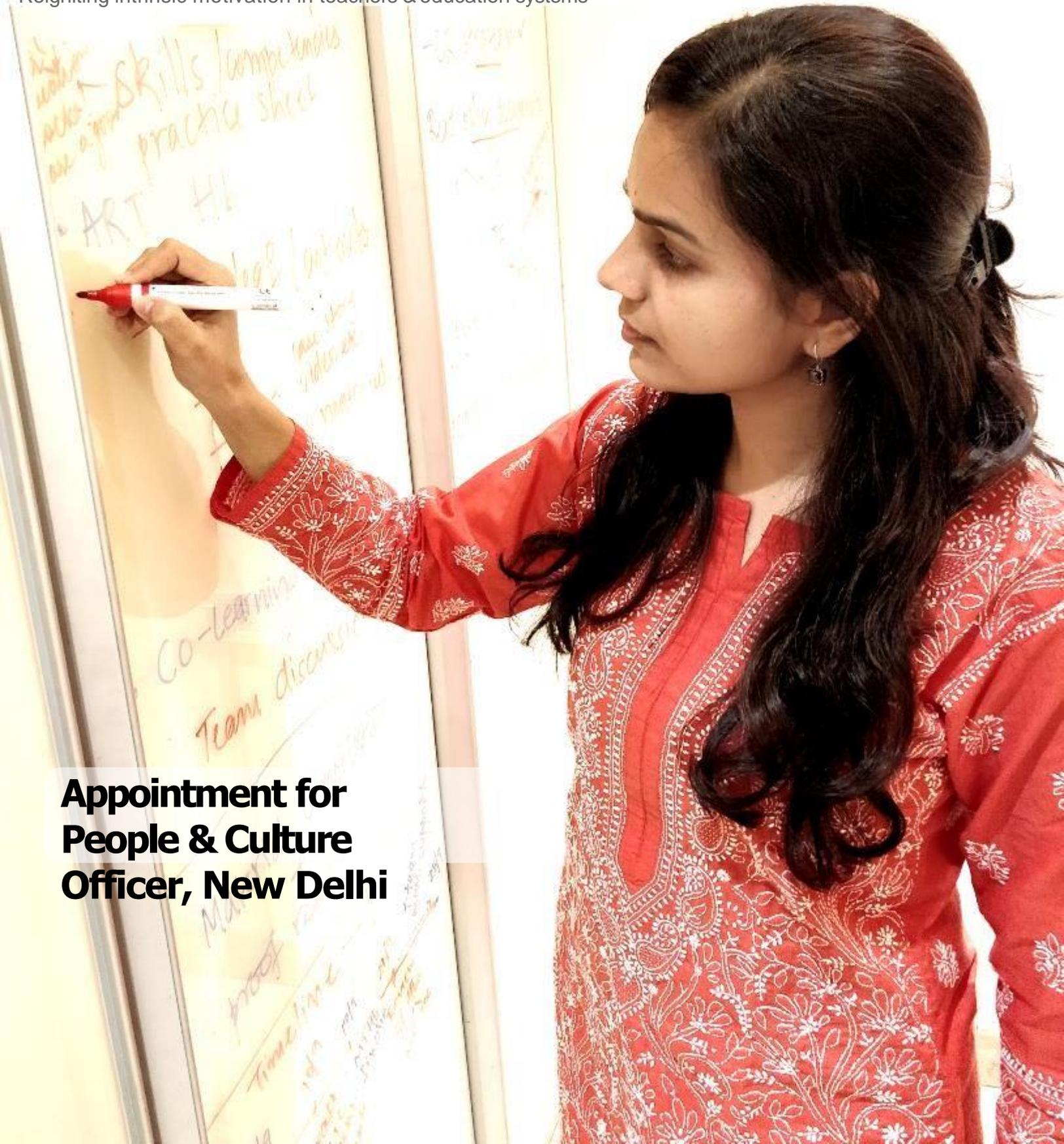


STiR education

Reigniting intrinsic motivation in teachers & education systems



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

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 - People & Culture Officer, New Delhi

STiR's People & Culture Officer is an important role for STiR that will provide support in implementing our People Strategy by ensuring systems and processes are functioning smoothly. The role is an exciting opportunity for a people-centred person who enjoys working with internal and external stakeholders to make a 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. You will:

- Support the recruitment function for STiR as you co-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.
- Support the training function in designing, developing and delivering training materials and content for bespoke training sessions.
- 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

Required Skills and Experience contd..

- 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.