

# STiR education

Reigniting intrinsic motivation in teachers & education systems



**Appointment for  
Programme Manager, 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 ignite 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 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 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 – Programme Manager, New Delhi

An exciting opportunity has arisen in the Delhi secondary programme as Programme Manager. The position will be based in Delhi and directly reporting to the Senior Programme Manager, Delhi Programme. The person will be responsible for ensuring a very high standard in programme delivery to both teachers and government officials in a particular district in Delhi.

# Role & responsibilities

## **Strong Programme Implementation & Quality Check across the assigned district**

- Support in setting up meetings with potential expansion and drive programme quality in assigned districts.
- Drive overall program aligned with the programme goals and track progress on regular basis.
- Ensure all the quality measures are being taken for effective delivery of the programme on ground.
- Facilitate orientation meetings, boot camp and institutes and enable to district core teams to run the institutes, network meetings and other events with desired quality
- Make sure that a learning focus is created in each school across the operational area.
- Ensure learning from different programme of Government & NGO are incorporated in programme operation and delivery.
- Prepare document/report as per the programme requirement
- Adequate organisational skill and ability to manage multiple concurrent tasks and deadlines
- Define and embed different quality control parameter in collaboration with different stakeholders across the district. Any other task as assigned by the line manager

## **Team Management & effective team building**

- Ready to work with large, small and cross-functional teams in participatory and consensus oriented environment.
- Ready to lead the programme operation at the district level with the help of 20 to 30 numbers of government officials directly as a team and by creating a participatory and consensus oriented environment
- Ready to make 10 to 15-day field visits in a month to carry out field level intervention and support the team of government officials to develop clear implementation strategies and run the model effectively on ground
- Build capacity of each of the team member through regular coaching and mentoring
- Demonstrated leadership skill (self-initiative, self-motivation) and innovative thinking

## **Building strong relationship with district officials and lead policy level groups**

- Build relationship by establishing regular communication channels with different district officials in a routine interval.
- Ensure genuine partnership with government and finding bright spots at different levels
- Engage officials in different levels of operational planning and programme design.
- Overall execute a district specific communication package to create a sense of ownership among different stakeholders

## **Data Management, learning and support in bigger learning questions**

- Share key data, stories and feedback with Insight & Impact team about the programme implementation at the ground.
- Build a data based impact driven culture across the district.
- Familiar with programme operational rhythm

## Required skills & experience

- At least 4 years of experience with at least 2 years in grassroots education, a strong demonstrated interest in the education sector either through their work or as a volunteer and clear leadership and management experience. Candidates with even 2 years of relevant and exceptional experience are encouraged to apply.
- Strong identification with STiR values
- Excellent influencing skills
- Excellent planning and project management skills
- Ability to communicate very effectively in Hindi and English
- Strong attention to detail and ability to see things through to a very high standard
- Ability to learn and adapt rapidly based on feedback and new information
- Able to build strong relationships and connections with people of all levels of seniority
- Demonstrated ability to work through others to achieve goals
- Ability to co-create and collaborate to achieve goals
- Ability to codify and share learning effectively
- Understanding and demonstrated ability to use all angles to ensure behaviour change of teachers and government officials
- Demonstrated ability to thrive in a fast-paced environment
- A strong understanding of the Delhi 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 Programme Manager New Delhi](#). The full interview process will include a variety of additional tasks & assessments. And we look forward to taking the next step with you.