

STiR education

Reigniting intrinsic motivation in teachers & education systems



**Appointment for
India Country Director**

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 – India Country Director

The STiR India Country Director will have a powerful opportunity to create a lasting impact on education in India. S/he will be responsible for bringing STiR's strong vision to life with the team – our greatest resource. Our people, partners & supporters believe strongly in the STiR approach & the values we hold firm as an organization – making it imperative that the Country Director leads in line with these values.

STiR is currently active in Delhi (where we work with all government secondary schools); Uttar Pradesh, Karnataka and Tamil Nadu. We have state wide MOUs in all cases and strong relationships with the state governments. The new Country Director will lead STiR into a new chapter in India – building on very strong foundations in all current states and leading our growth into new states.

STiR is looking for a leader who can continue to make a strategic case for developing intrinsic motivation in India's education system; lead the team in making this a reality; create a culture of continuous improvement; and lead STiR's growth within existing and new states.

Roles and responsibilities

The India Country Director will report to the Chief Programme Officer in London & will work closely with the Founder & CEO. They will lead a talented team of around 60 people (across five offices), have four State Heads/ Associate Heads as direct reports and take ownership and provide support to all elements of STiR's work in India.

The India Country Director will:

Drive the vision and quality implementation of STiR's work in India

- Establish a clear purpose and sense of momentum toward the vision of increasing intrinsic motivation for all in the education system
- Ensure the vision is shared by a 'guiding coalition' of senior government and political leaders
- Internally/externally communicate and enact a plan to achieve the vision over five years
- Take full ownership of all elements of STiR's work in India and lead the execution of STiR's programme with energy and rigour
- Conduct regular field visits to monitor programme delivery and vitality of the STiR values.

Nurture a team and partnership culture that's grounded in our values

- Model professionalism, ownership and a growth mindset at all times
- Use budget and resources effectively, efficiently and responsibly

Roles and responsibilities (continued)

Provide exemplary leadership and development support to the team and leaders

- Set a planning process and high expectations – making sure each team member sees how their role fits into the wider organizational, India wide and State-specific goals
- Clearly articulate expectations and provide operational structures for the team to meet them
- Exhibit quality line management that fosters peak performance and personal growth
- Support functional team leads to take ownership of program delivery and results

Build real learning partnerships with senior government officials at national and state levels

- Align STiR's work with national and state government priorities and hold implementation to a high standard
- Ensure STiR's role in helping governments achieve their own priorities is clearly understood and valued by all senior stakeholders
- Guide the government in bringing the vision to life using regular learning sessions and check-ins
- Develop a business case for teacher motivation, using system-level structures and budgets and a plan for growth into new states

Act as the STiR ambassador in India and contribute to our global goals, fundraising & strategy

- Work closely with our Donor Partnerships team to support engagement with our donors
- Share STiR's learnings and core messages with funders and strategic partners to establish trust and build confidence in our continual forward progress
- Manage the STiR India advisory board in a manner that enables real insight and growth
- Contribute to sector-wide learning and position STiR to stay current with policy changes and emerging trends in Indian education
- Form mutually beneficial relationships with counterparts in other countries/states to support each other and share findings

Required Skills & Experience

The India Country Director position is based in New Delhi. We will consider Bangalore as an alternative location for the right candidate. There will be significant in-country travel required plus opportunities for international travel.

- Proven experience in setting strategic direction and leading others to deliver with excitement and self-drive
- Strong implementation focus, 'can-do' attitude and ability to rapidly adapt
- Knowledge and experience in delivering complex programmes within a government context
- Proven experience in forming collaborative relationships with governments and diverse stakeholders – at all levels of seniority
- Ability to manage change and support teams to deal with ambiguity
- A commitment to developing people into leaders
- Enjoy working in a “flat” structure that empowers all team members to take responsibility for their decisions
- Ability to proactively build and maintain a dynamic culture of high expectations and learning
- Humility, no ego and open to feedback
- Excellent influencing and written/verbal communication skills
- Strong planning, budgeting & financial and project management skills
- Evidence-based decision making and data-driven alignment practices
- Creative and critical thinking – from adaptive design to problem-solving

Remuneration and Benefits

The role carries a consultancy fee of ₹300,000 per month (₹3,600,000 per annum, 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 apply for the role of India Country Director. The full interview process will include a variety of additional tasks & assessments. We look forward to taking the next step with you. [Apply here](#)

STiR is an equal opportunity employer. We accept and celebrate diversity and are committed to creating an inclusive environment for all employees.