

# STiR education

Reigniting intrinsic motivation in teachers & education systems

A woman with long dark hair, wearing a red patterned dress, is standing in profile and writing on a whiteboard with a red marker. The whiteboard has handwritten notes in yellow and red ink, including 'Skills / Competencies', 'practise sheet', 'ART Hb', 'Co-learning', and 'Team discussion'.

**Appointment for  
Senior Manager - Design &  
Programme Readiness,  
Chennai**

## 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 – Senior Manager, Design and Programme Readiness - Chennai

An exciting opportunity has arisen in the Design and Programme Readiness team in Tamil Nadu. Based in Chennai and reporting directly to the Associate Head for Design and Programme Readiness India, and working closely with the state design leads in Uttar Pradesh, Karnataka and New Delhi, you will be responsible for ensuring a world class standard in the design and delivery of STIR's programmes to both teachers and government officials in Tamil Nadu.

We will begin our programmes in Tamil Nadu in November 2018, so this is a very exciting opportunity for a highly talented individual with entrepreneurial flair to shape the programme from the very beginning.

The Design and Programme Readiness team's overall objectives are to:

- Develop and offer world class training programmes for teacher and government officials, which are focused on improving teacher motivation and performance, and thus student learning;
- Ensure that our internal programme team is trained to deliver these programmes as effectively as possible, through helping to identify and bridge gaps between the intended design of the programme and implementation.

## Role & responsibilities

Ensure the design and delivery of a world-class programme in Tamil Nadu for teachers, network leaders, and block and district education officials that is grounded in the principles of intrinsic motivation

- By working closely with the Associate Head of DPR, ensuring that the design of all of STiR's programming (for teachers and government officials) is built on the pillars of intrinsic motivation, whilst also explicitly addressing local educational needs as articulated by the Tamil Nadu government;
- By working closely with the programme and M&E teams to ensure that the design of our programme is informed by carefully articulated learning questions, as well as ensuring there is a clear process in place for rapidly responding to data informing these;
- By ensuring the STiR 'spirit' is present in all programme activities, by promoting and developing a culture of recognition across the state;
- Working closely with the Tamil Nadu state lead and India Country Director to ensure programme design is aligned with wider organizational priorities;
- Acting as a key source of knowledge internally with regards to local education priorities and global best practice in addressing these effectively.

Develop and manage partnerships with key government and non-government actors to identify and meet key technical training requirements in Tamil Nadu:

- By working closely with state-backed technical partners to ensure that our programme design is appropriately supportive and enabling of state-wide technical interventions.
- In collaboration with the Associate Head DPR, state lead and Country Director, by identifying a set of guiding principles for working with partners in Tamil Nadu that are underpinned by our values and wider strategy;
- By ensuring that clear goals, success criteria, timelines and progress checks are in place with government and other technical partners, with clear roles agreed for each.

Ensure that the programme team is prepared to deliver with excellence, through supporting in identifying and bridging gaps between intended design and implementation:

- By planning and facilitating high quality training sessions for the programme team that are explicitly informed both by the intended design of the programme and the team's development needs in delivering this to a standard of excellence;
- By continuously assessing confidence levels of program team to implement the program through regular communication with key stakeholder;
- In the first year, by spending significant time in the field to both fully understand the realities of on the ground programme delivery and to support with initial implementation, and using this to build a clear understanding of priorities for both programme design and the readiness of programme team members.

## Required skills & experience

The position is based in Chennai, reporting to Head, Design & Programme Readiness. The ideal candidate also has:

- At least 6 years' work experience working with an NGO in a programmatic or design capacity
- Strong identification with STiR values
- Good understanding of the education system in Tamil Nadu and the specific challenges faced by both teachers and government in improving educational outcomes for children
- Demonstrated passion for designing high quality educational materials
- Demonstrated interest in and understanding of pedagogical principles (for example, through experience as a teacher)
- Demonstrated ability to build positive relationships and influence others, including senior officials
- Strong attention to detail and ability to see things through to a very high standard
- Fluency in both English and Tamil
- Excellent writing skills –able to write clearly and succinctly in both English and Tamil; knowledge of Hindi and/or Kannada an advantage
- Excellent facilitation skills
- Ability to learn and adapt rapidly based on feedback and new information
- Very strong ability to work across functions and collaborate effectively
- Demonstrated ability to thrive in a fast-paced environment

## Remuneration & Benefits

A consultancy fees of ₹87,612 per month (₹1,051,344 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 Senior Manager Design & Programme Readiness](#). The full interview process will include a variety of additional tasks & assessments. And we look forward to taking the next step with you.

