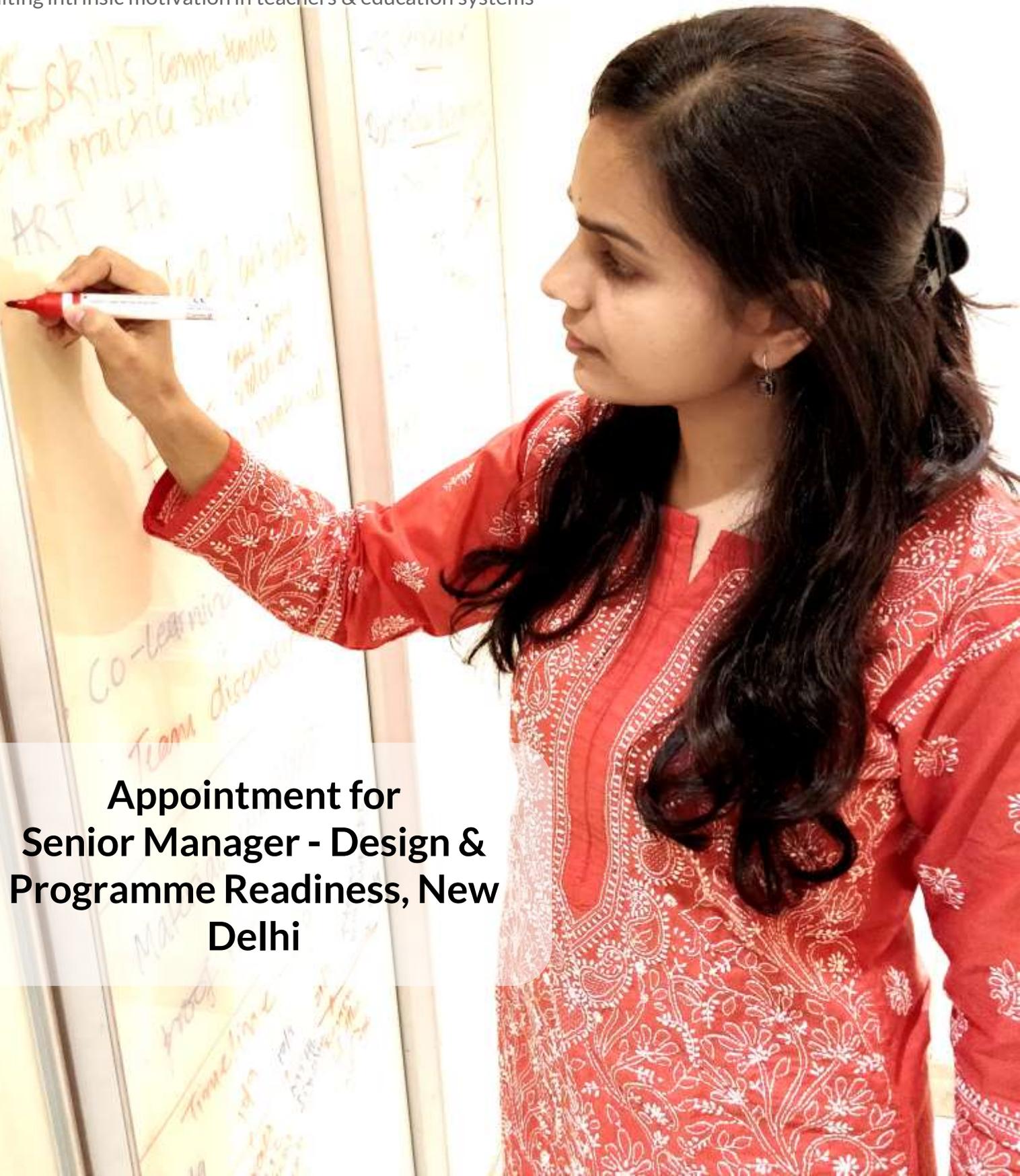


STiR education

Reigniting intrinsic motivation in teachers & education systems



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

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 - New Delhi

An exciting opportunity has arisen in the Design and Programme Readiness team in New Delhi. Based in New Delhi and reporting directly to the Associate Head of Design and Programme Readiness, and working closely with the state design leads in Uttar Pradesh, Karnataka and Tamil Nadu, 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 New Delhi.

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 New Delhi 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 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 Delhi 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 Delhi state lead and Associate Head DPR ensure programme design is aligned with wider organizational priorities;
- By working closely with state-backed technical partners to ensure that our programme design is appropriately supportive and enabling of state-wide technical interventions (e.g. Pratham on reading).
- 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 ensuring there is a clear, robust programme training strategy in place in Delhi.
- 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 internal stakeholders, particularly Senior Programme Managers.

- Acting as a key source of knowledge internally with regards to local education priorities and global best practice in addressing these effectively .
- Spending time in the field with the programme team in order to understand how the programme is delivered on the ground, and responding promptly to this learning through identifying support for the programme team and incorporating key learning into design.

Required skills & experience

The position is based in New Delhi, 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
- Strong understanding of the education system in New Delhi 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)
- Strong attention to detail and ability to see things through to a very high standard
- Excellent writing skills –able to write clearly and succinctly in both English and Hindi
- 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
- Demonstrated ability to build positive relationships and influence others, including senior officials

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.

