

STiR education

Reigniting intrinsic motivation in teachers & education systems



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

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 – Senior Programme Manager, Design & Programme Readiness, Karnataka

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

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 Karnataka 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 Karnataka 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;

Role & responsibilities contd...

- Working closely with the Karnataka 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 Karnataka:**
 - In collaboration with the Associate Head DPR, state lead and Country Director, by identifying a set of guiding principles for working with partners in Karnataka 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 any other technical partners, with clear roles agreed for each;
 - Act as the key liaison for the Design Task Force, ensuring that the government are actively involved in co-design of the programme at state level.
- **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 stakeholders;
 - Ensure that the programme team, particularly Senior Programme Managers and Associate Heads, are actively involved in programme team training, with clear, formalised roles in this process.

Required skills & experience

- 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 Karnataka 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 Kannada
- Excellent writing skills – able to write clearly and succinctly in both English and Kannada; knowledge of Hindi and/or Tamil 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 (₹10,51,344 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 apply [here](#). The full interview process will include a variety of additional tasks & assessments. And we look forward to taking the next step with you.