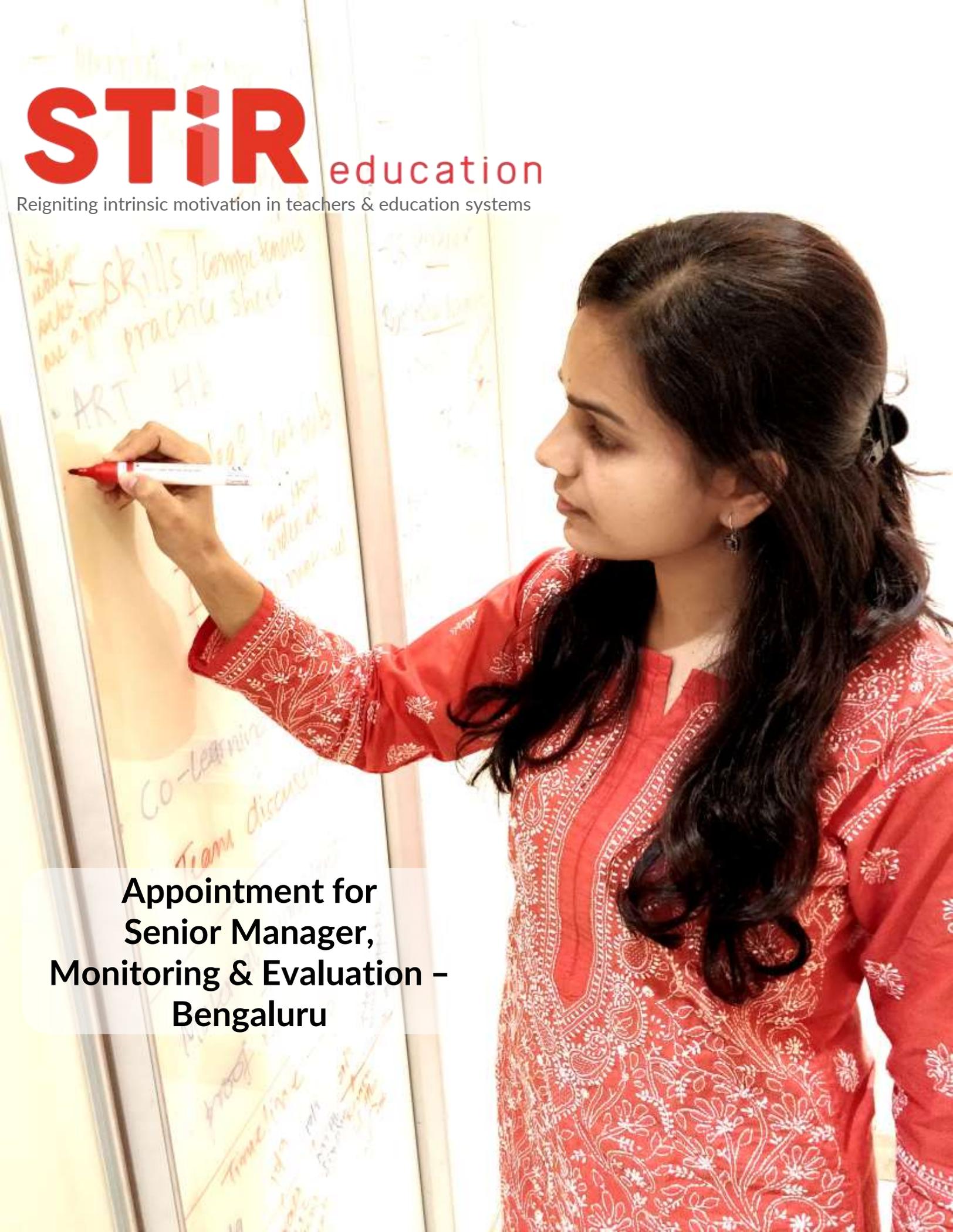


STiR education

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', 'practice sheet', 'ART Hb', 'Co-learning', and 'Team discussion'.

**Appointment for
Senior Manager,
Monitoring & Evaluation –
Bengaluru**

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

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 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 Manager, Monitoring & Evaluation, Bengaluru

STiR is looking to hire a Senior Programme Manager based at Bangalore to lead our M&E work in Karnataka and Tamil Nadu. As part of an international team this critical role will help STiR's programme team evaluate and improve their impact. This fast paced role will use and conduct research and engage with new methods and technology to evaluate and improve STiR's work. You will report to the Associate Head, M&E.

STIR's overall M&E priorities

- Develop a genuine internal and external evidence-based learning approach to enable our programme team and government partners to learn rapidly and widely across education systems
- Conduct high-quality, rigorous rapid learning cycles, using a mixed methods approach, leading to improvements in programme design and delivery
- Collaborate with external partners on a longitudinal study of STIR's impact, validating findings from our big-data approach and supplementing this with rigorous process evaluations

Key role responsibilities

Lead implementation of rapid learning cycle evaluations using a mixed-methods approach to thereby answer key learning questions focused on optimizing STIR's impact and creating collaterals for sharing the learning internally and externally

- Design and implement rapid, rigorous qualitative and quantitative studies to answer specific learning questions focused on testing different impact levers
- Leverage existing system data as part of rapid learning cycles and develop specific tools (e.g. surveys, etc.) to deepen our understanding of what works to accelerate impact
- Develop timely, high-quality reports/presentations for internal and external stakeholders and shared key insights from rapid learning cycles to thereby enable improved evidence-based decision making

Raise the overall quality of DLs' and SPMs' to collect and use data as part of the monitoring process

- Train the program team to collect and use qualitative data as part of the monitoring process to collect, analyse and learn from their data on a regular basis
- Conduct regular trend analysis and work closely with programme and design teams on optimizing our internal and external monitoring approach

Work closely with country lead on the implementation of external longitudinal study

- Collaborate with Country Lead, external evaluation partner, and other colleagues cross functionally on the design and implementation on longitudinal study to assess STIR's impact.
- Ensure that learning effectively feeds into improvements in design and delivery and is shared back clearly with system partners.

Required Skills & Experience

- At least 4 years' experience in M&E, field experience
- Proficiency in English, Hindi and Kannada or Tamil
- Strong identification with STIR's values
- Strong quantitative and qualitative evaluation skills
- Proficiency in at least Excel, Stata/SPSS, and a qualitative analysis platform (e.g. Nvivo)
- Proven experience striking the right balance between evaluation rigor and practical use of evidence
- Strategic, analytical and critical thinker

- Experience in education sector advantageous
- Strong attention to detail and ability to see things through to a very high standard
- Dynamic self-starter that demonstrates creativity and initiative
- Enjoys ambiguity and able to bring clarity where needed
- Strong interpersonal and relationship management skills
- Excellent self, project and time management
- Post-graduate degree or higher (preferably with a focus on quantitative and qualitative evaluation)
- Experience managing impact evaluations in partnership with an external partner preferred
- Openness and creativity to explore bold new ways of learning

Remuneration & Benefits

A consultancy fees of ₹1,05,134 per month (₹12,61,608 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 Monitoring & Evaluation - Bengaluru](#). The full interview process will include a variety of additional tasks & assessments. And we look forward to taking the next step with you.

