

STiR education

Reigniting intrinsic motivation in teachers & education systems



**Appointment for
State Head, Uttar Pradesh**

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 – State Head, Uttar Pradesh

The State Head for Uttar Pradesh (UP) is a new role within our India Senior Leadership Team. STiR Education is currently undergoing a shift in strategy, which demands a leader with sound vision with a focus on quality and team that will ensure the success of our partnership with the UP government. The new State Head will have the powerful opportunity to create a lasting impact on education in both UP & India at large.

Role & responsibilities

This critical State Head role holds the responsibility for creating a genuine, open partnership with the Uttar Pradesh government that is focused on motivating all levels of the education system to ultimately improve student learning. The State Head will:

Develop a shared vision for the STiR Education team & UP government

- Establish a clear purpose & sense of momentum toward the vision
- Ensure the vision is shared by a 'guiding coalition' of senior government & political leaders

Build a strong focus on intrinsic motivation by system leaders

- Align STiR's work with government priorities & hold implementation to a high standard
- Ensure STiR's role in helping the government achieve its own priorities is clearly understood & valued by all senior stakeholders
- Strengthen the UP government's commitment to increasing intrinsic motivation, then support them to bring it to life

Provide exemplary leadership & development support to the team & leaders

- Be a role model to all team members & a dynamic manager to senior leaders – setting them up to lead day-to-day implementation of the STiR approach
- Enact a clear planning process & set high expectations – making sure each team member sees how their role fits into the wider organizational & UP-specific goals
- Support the senior UP leadership team to own the vision, values & work

Act as the STiR Education ambassador to funders & other partners in UP

- Share STiR's learnings & core messages to establish trust & build confidence in our continual forward progress
- Contribute to sector-wide learning & position STiR to stay current with policy changes

Play a role in achieving the STiR Education vision across India

- Form mutually beneficial relationships with counterparts in other states/countries to support each other & share learning
- Keep the India Country Director up to speed on developments in UP

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

- Model professionalism, ownership & a growth mindset at all times
- Ensure budget & resources are used effectively, efficiently & responsibly

Direct the UP budgeting process to drive value & accountability

- Demonstrate a strong understanding of STiR income/expenses & donor needs/interests
- Lead budget setting, forecasting, management & controls
- Promote value for money – ensuring costs are optimized to maximize impact

Required Skills & Experience

The State Head position is based in Lucknow & reports to the India Country Director. Effective communication in both Hindi & English is a must. The ideal candidate also has:

- 10+ years of work experience
- Strong identification with the STiR values
- Demonstrated ability to build relationships with government officials & political leaders
- Proven capacity to assemble & lead high functioning teams
- Objectivity about progress & development
- Ability to create a culture of high expectations & learning
- Excellent planning, project management & influencing skills
- Mastery in translating ideas into action
- Faculty to co-create & work through others to achieve goals
- Understanding of how to effect behavior change in teachers & government officials
- Strong attention to detail & seeing things through to a very high standard
- Capacity to learn, adapt & thrive on feedback in a fast-paced environment
- Detailed knowledge of the UP education system & how to influence its operation

Remuneration and Benefits

A consultancy fees of ₹1,50,000 per month (₹1,800,000 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 State Head, Uttar Pradesh](#). The full interview process will include a variety of additional tasks & assessments. And we look forward to taking the next step with you.

