APPOINTMENT FOR ASSOCIATE HEAD - PEOPLE & CULTURE - INDIA
ABOUT STIR EDUCATION
STIR Education is an international NGO that supports education systems to reignite intrinsic motivation so that every child, teacher and official is motivated to learn and improve. At a practical level, that means we support governments to reignite intrinsic motivation in teachers and local officials, through teacher networks. Our vision is a world where teachers love teaching and children love learning. Since 2012 we have reached 200,000 teachers and 6 million children across 70 districts in India and Uganda and have recently launched our programme in two districts in East Java, Indonesia.

OUR MODEL
We achieve this through a five-year learning partnership with an education system, where we align all levels of the education system (officials, teachers and children) around the goal of increasing intrinsic motivation.

Practically, this means that teachers undergo monthly network meetings with about 20 to 30 local peers. Through these meetings they’re supported to develop their practice in areas ranging from effective questioning to creating warm but orderly classroom routines – all designed to create a more effective relationship between the teacher and child. In doing so they develop a sense of autonomy (the sense they can change things), mastery (sense of getting better as a professionals) and purpose (reconnecting emotionally with their peers and students) – the key drivers of intrinsic motivation.

District officials undergo a training and coaching programme that motivates and supports them to prioritise, run and monitor the teacher networks and a close partnership with the state or national government enables the government to align this intrinsic motivation approach within their priorities, structures and systems.

The approach is run by the government from day one and after about five years of partnering with an education system we hope to have embedded a culture of improvement at all levels for the system to continue to strengthen itself. We typically allocate one member of our own staff per district to train, energise and coach the district officials running the approach, and a small team at the national or state level.

OUR 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 the answers upfront.
Ownership – We empower each other with high expectations & support.
Openness – We will listen, learn and improve, and lead through obstacles.
Purpose – We’re united by a shared vision we’ll build & achieve together.
ASSOCIATE HEAD – PEOPLE & CULTURE (INDIA)

THE OPPORTUNITY
The Associate Head – People & Culture is an exciting role that helps shape our People strategy across India. The role is a dynamic mix of skills including project management, strategic thinking, people centred interactions and high quality policy and process implementation. The role involves a mix of People management with core Human Resource functions, with the person being responsible for overseeing a team member lifecycle in the organisation, while being a champion of our values.

REPORTING, ROLES AND RESPONSIBILITIES
Based in Bangalore, Delhi or Chennai, the Associate Head, P&C - India will report to the India Country Director, with a dotted line reporting to the Global Associate Director – People & Culture. The role will be a part of the India leadership team and will contribute significantly to the India strategy work and organisational development. The person will be expected to travel to our implementation geographies across India. The Coordinator - People & Culture will report directly to this role.

ROLES AND RESPONSIBILITIES

PROMOTE ORGANISATIONAL DEVELOPMENT AND TEAM CULTURE AS A MEMBER OF THE INDIA LEADERSHIP TEAM

- Live and breathe our values with a passion for people as you lead key aspects of our People strategy
- Provide exemplary leadership and demonstrate excellence in all aspects of your work to help raise standards of your team and those around you including the line management of the People team and really knowing the team across India.
- Role model professionalism and integrity at all times and take ownership of your own development
- Make sure that all the work you do and relationships you build are in the STiR spirit and in line with our values
- Model ‘Growth Mindset’ at all times- show that improvement is always possible and take responsibility for supporting the whole team to achieve its goals
- Have a strong focus on team mental health and well-being ensuring that our team is well supported and able to operate effectively
- Provide strong line management support for the People & Culture Coordinator
- Build a network of like-minded People & Culture practitioners in India
● Contribute to STIR’s People and Culture work globally with P&C leads from other geographies.

**REVIEW, UPDATE, IMPROVE AND OVERSEE THE IMPLEMENTATION OF OUR PEOPLE STRATEGY IN INDIA THAT COVERS ALL ASPECTS OF A TEAM MEMBER LIFECYCLE (RECRUITMENT, INDUCTION, TRAINING, DATA AND EXIT)**

- Implement values aligned recruitment practices that offer all applicants to the organisation a positive, professional and efficient recruitment process
- Work closely with and train various hiring managers to ensure that they imbibe the right spirit of recruitment and onboarding and that processes are followed effectively.
- Working with each hiring manager, ensure a strong induction process is planned for each new recruit, along with offering each of them a holistic induction into the People processes of the organisation
- Provide effective training to all team members as required on different aspects of the People function

**REVIEW AND IMPLEMENT STIR’S LEARNING AND DEVELOPMENT OFFER IN INDIA TO ENSURE THAT IT IS OF HIGH QUALITY**

- Work closely with the various line managers in the country to ensure that STIR’s L&D process is implemented in a manner as to offer each team member a high quality growth and learning experience
- Work on strategies to improve the uptake of the L&D fund in order to further the learning opportunities accessible to each team member
- Work with line managers to strengthen Development conversations that they have with their team members
- Identify and implement other opportunities for learning and development in the organisation

**WORK WITH TEAM MANAGERS TO DEVELOP LEADERS WITHIN THE COUNTRY**

- Using principles of coaching and mentoring, coach and develop leaders within the country
- Work closely with line managers to support them in managing their teams effectively
- As a member of the India Leadership Team, work closely with them to champion a culture of high expectations, openness and direct feedback
- Support the Country Directors to build a strong local leadership team and maintain a values aligned organisational culture

**ENSURE STIR INDIA’S FOUNDATIONAL POLICIES AND PROCESSES ARE UP-TO-DATE**

- Develop country level budgets for the P&C function
● Review STiR’s India based policies and processes to ensure we are compliant with the country’s laws
● Ensure that the policies and processes are appropriate and easy to access for the team
● Oversee the thorough implementation of STiR’s leave policies in India including ensuring effective use of our leave management portal
● Ensure that all Human Resources data and statistics are current and easy to access
● Oversee effective implementation and management of all People records and documentation

REQUIRED SKILLS AND EXPERIENCE
➢ Strong identification with STiR values, vision, mission and purpose
➢ Outstanding verbal and written communication
➢ Ability to create a culture of high expectations, constant learning and raising standards of quality for self and others
➢ A self-starter who is naturally proactive
➢ Takes ownership over the quality of work as an individual, team member and for the organisation
➢ Excellent planning and project management skills
➢ Strong critical thought with proven ability and desire to implement ideas
➢ Demonstrates care and compassion with people whilst being able to make difficult decisions and have difficult conversations
➢ Demonstrated ability to build excellent relationships with people to influence and drive their development
➢ Previous experience of working in People & Culture/HR, preferably in the development sector required

REMUNERATION AND BENEFITS
A consultancy fees of ₹ 141,574 /- per month (₹16,98,883/- per annum) will be paid for your service (subject to relevant taxes at source.)

APPLICATION PROCESS
If your skills, experience & priorities align with the requirements of this role, please apply here for the role of Associate Head – People & Culture.