APPOINTMENT FOR GLOBAL SENIOR MANAGER – M&E
ABOUT STIR EDUCATION

Education systems today must prepare every child, everywhere, to thrive in a world of ‘unknown unknowns’. Children and young people today face a world of ‘unknown unknowns’. To succeed, they need to develop a love of learning which has been recognised in the development plans of many emerging countries.

STiR is an international NGO that partners with governments to reignite intrinsic motivation in teachers and officials, to role-model the foundations of lifelong learning for every child through teacher networks. Our vision is a world where teachers love teaching and children love learning. We’ve identified five core foundations that enable lifelong learning - namely safety, engagement, curiosity and critical thinking, self-esteem, intentional teaching. These foundations are supported by a deep body of global evidence.

In our sixth full year of operations, we are working with 200,000 teachers and 4.7 million children across 60 districts in India and Uganda. Over time, we expect to see officials and school leaders developing the foundations of lifelong learning. They will spend more time in schools supporting and understanding teachers. And recognise their crucial role in driving improvements. We have developed an innovative set of measurement tools – in partnership with groups like the World Bank – to measure this progress on a monthly basis through a data app, and through an annual external longitudinal research study led by a leading JPAL affiliate professor.

Other organisations are doing great work on direct training programmes and curriculum reform. From reading programmes to adaptive learning software, these ‘seeds’ will be essential in improving education systems. But there are almost no interventions that focus on the ‘soil’ – the intrinsic motivation of teachers and officials in systems. At STiR, we recognise that this soil is just as important. Without fertile soil, seeds cannot grow and flourish. It’s our unique contribution to achieving Sustainable Development Goal 4.

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.
GLOBAL SENIOR MANAGER – M&E

THE OPPORTUNITY

The Senior Manager, Data Management, offers an exciting opportunity to lead the development and implementation of high-quality data processes and systems in India, Uganda, and future expansion countries. As Senior Manager, M&E, you’ll play a critical role to ensure smooth data collection through our mobile app, high-quality data processing, and sharing back of data in a user-friendly manner. In close collaboration with our programme heads in our different systems globally you will ensure that our indicators are regularly refined, and the overall use of data is constantly strengthened, and embedded in the government partners’ data systems.

You will lead our on-going explorations on ways to leverage technology, like WhatsApp, to understand programmatic progress at a larger scale by ensuring officials and teachers collect data systematically.

Lastly, as a senior member in the organization you will contribute to the leadership team and ensure smooth collaboration between M&E and other functions in line with STiR’s values.

Please note that the data approach for M&E at STiR is constantly evolving as we learn more about the use of technology and its impact. We foresee that the roles and responsibilities described below may change as well.

REPORTING, ROLES AND RESPONSIBILITIES

The Senior Manager, Data Management, role can be based in any of our geographies. There will be some travel within India and possibly to other locations to ensure our programme teams are set up to be able to easily collect and learn from data. The post will report to the Head of M&E and will line manage the Manager, Data Management.

WORK CONSTANTLY TO IMPROVE DATA PROCESSES AND THE USE OF DATA BY INTERNAL TEAMS BY

- Ensuring Manager, Data Management, is set up to manage and troubleshoot technology and processes related to smooth data collection, processing, and sharing back of data to enable a genuine data-driven culture
• Developing and managing capacity building for programme teams in collaboration with Senior Manager, Data Insights, to ensure that they follow data processes correctly and use data dashboards to inform their plans

• Ensuring clear and regular processes to collaborate with internal and external stakeholders for refining of data processes, learning framework and tools for monitoring based on feedback from programme teams

• Ensure the information shared back are easy-to-understand and practically useful for programme and design teams to concretely take forward

Manage the technical set-up, maintenance of technology platforms relating to data processes and systems by

• Providing clarity for building consensus on our data-based technology strategy by developing hypothesis and testing plans in consultation with M&E team

• Exploring, supporting in the decision making of the technology solutions/vendors/service providers and leading on regular updation of data systems to ensure ease of data collection, analyses, and dashboards for use

• Work closely with vendors, partners/service providers to set-up, maintain, and improve the technology platforms and suites to ensure that the prototypes and solutions function as intended, are as per timelines and in collaboration with cross-functions.

Ensure smooth collaboration between M&E and other functions in line with STiR’s values by

• Empowering the Manager, Data Management, by providing continuous support and opportunities for professional growth,

• Role-modelling effective ways of collaboration within, across teams and with external partners in-line with STiR values and

• Participating and contributing as part of leadership team to deal with ambiguity, complexity and changes

**REQUIRED SKILLS AND EXPERIENCE**

As part of this role, the core competencies that we’re looking for include:

• Post-Graduate or graduate degree/diploma in computer science or social science with a strong focus on data management and analysis skills.

• 5+ years’ experience in Monitoring and Evaluation
- Experience leading the design and oversight of data processes and systems using large datasets
- Experience of project managing complex projects with multiple vendors/partners with a track record of ensuring the deliverables are aligned to the overall purpose, are met on time and of high quality
- Experience of designing, implementing, and learning from technology-based data management solutions for social initiatives
- Ability to ‘keep it simple’ in terms of how technology can be used to gather and present data. A clear ability to keep the goal of using technology in mind, rather than fixating on the technology itself.
- Experience with managing a person/team is preferred
- Oral and written fluency in English. Additional knowledge of Hindi, Tamil, or Kannada is preferred.

**TECHNICAL EXPERTISE**

- The ideal candidate has managed designing, implementing, and refining of end-to-end data management systems - from data collection, processing, analyses and creating dashboard/MIS - using services and platforms such as: SurveyCTO, ZOHO, Data Studio, PowerBI or Tableau.
- Database management skills, with good working knowledge of Excel (applying Pivot, Macros) and other technical software related to database management and analysis.
- Candidates with prior experience with BigQuery, SQL, Python, and R will be preferred.

**PERSONAL QUALITIES REQUIRED FOR THE ROLE**

We expect a candidate with an entrepreneurial spirit to connect data and technology with programme objectives to innovate how we collect, process, analyse and share data and strengthen our impact.

The key responsibilities for the role are described below:

- A team player with ability to coordinate and communicate effectively with multiple internal functions and external technology partners
- Open minded to seek and incorporate feedback from different functions and platform users
- Being comfortable with change and ambiguity
- Ability to see the big picture and core process objectives
- Ability to work independently with minimal supervision as per timelines
REMUNERATION AND BENEFITS
A consultancy fees of ₹117,015/- per month (₹14,04,175/- per annum) will be paid for your service (subject to relevant taxes at source), along with Medical Insurance for yourself, spouse and up to two children.

APPLICATION PROCESS
If your skills, experience & priorities align with STiR’s vision, mission & values, and you want to grow with STiR’s journey, please apply here for the role of Global Senior Manager – M&E. The full interview process will include a variety of assessments and interviews.