APPOINTMENT FOR HEAD – PROGRAMMES (INDIA)
ABOUT STIR EDUCATION

We are an international NGO that is addressing the moral and economic imperative that every child, everywhere, should have a teacher who cultivates the joy of lifelong learning. 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. In our tenth full year of operations, we are working with 200,000 teachers and 6 million children across 70 districts in India, Uganda and Indonesia and we have just begun work in 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. Our model creates behaviour change in officials and teachers and this in turn creates behaviour change in children which results in improved socio-emotional and academic outcomes.

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.
THE OPPORTUNITY – HEAD, PROGRAMMES (INDIA)

We are seeking to appoint a Head of Programmes. They will work closely with the Country Director to bring STiR’s strong vision to life with the team. STiR is currently active in Delhi (where they work with all government secondary schools), Karnataka and Tamil Nadu. They have state wide MOUs in all cases and strong relationships with the state governments. The AD (Programme) will strengthen existing programmes in all current states and lead our growth into new states.

REPORTING, ROLES AND RESPONSIBILITIES

We are looking for a highly motivated individual with a passion for improving the quality of the education system in India. This role will be directly responsible for the implementation of our programme in India and expansion of it into newer geographies within the country. Reporting to the Country Director, we are looking for someone with at least 8-10 years of experience who is comfortable travelling across the country as required. The role can be based in any of our locations in India, Bangalore, Delhi or Chennai and will manage a team of 20 people with 3-4 direct reports.

DRIVE THE VISION AND QUALITY IMPLEMENTATION OF STiR'S PROGRAMMES IN INDIA

- Establish a clear purpose and sense of momentum toward the vision of increasing intrinsic motivation for all and strengthening education systems.
- Work closely with the Country Director on strategy and building national presence.
- Ensure the vision is shared by a ‘guiding coalition’ of senior government and political leaders through regular communication and advocacy.
- Take full ownership of all programme elements and lead the execution with energy and rigour.
- Conduct regular field visits to monitor programme delivery and vitality of the STiR values.
- Nurture a team and partnership culture that’s grounded in our values.
- Model professionalism, ownership and a growth mind-set at all times.
- Use budget and resources effectively, efficiently and responsibly.

PROVIDE EXEMPLARY LEADERSHIP AND DEVELOPMENT SUPPORT TO THE TEAM AND LEADERS

- Set a planning process and high expectations - making sure each programme team member sees how their role fits into the wider organisational, India wide and State-specific goals.
- Exhibit quality line management, closely working with the state team leads and supporting them to achieve peak performance and personal growth.
- Role model the STiR values and ensure the team is supported in building a values aligned organisational culture.
- Lead by example in both giving and receiving feedback – both positive and areas for development.
- Set direction for data based evidence gathering and sharing.
- Support planning and implementation of periodic strategic advocacy events at state and national level.
- Contribute to strategy, advocacy, organisational and leadership development as part of the India Leadership Team.
BUILD LEARNING PARTNERSHIPS WITH SENIOR GOVERNMENT OFFICIALS AT NATIONAL AND STATE LEVELS

- Align STiR's work with national and state government priorities and hold implementation to a high standard.
- Ensure STiR’s role in helping governments achieve their own priorities is clearly understood and valued by all senior stakeholders.
- Support the Associate Heads to build alignment with state governments and plan sustainability of programmes through regular learning sessions and check-ins.
- Develop a business case for teacher motivation, using system-level structures and budgets and a plan for growth into new states.
- Support the different state teams to connect with each other and share learning and best practices.

CROSS FUNCTIONAL COLLABORATION

- Closely work with the Design and M&E functions to ensure effective delivery of programmes.
- Work closely with the Donor Partnerships team to support engagement with our donors, communication to funders, meeting potential funders, and support proposal and report writing.
- Work closely with the People & Culture team to ensure team engagement and development.
- Contribute to the national leadership discussions through strategic inputs and participate in national conversations.

FINANCIAL MANAGEMENT

- Work closely with the Finance team and programme associate heads to prepare and own the programme budget of the states; understand the variance and manage the budgets accordingly.
- Support in building robust processes and systems to ensure that any financial spending is judicious.
- Strategically work towards finding solutions that support STiR to be financially sustainable.
- Support the different state teams to connect with each other and share learning and best practices.
- Become part of the India leadership team and contribute to discussions on strategy, advocacy, fundraising and organisational culture and values.
- Support the Country Director in advocacy efforts where necessary

REQUIRED SKILLS AND EXPERIENCE

The ideal candidate has:

- Experience of managing and developing a team and the ability to lead, motivate and develop others
- Excellent organisation, delegation, performance management, administration, and time management skills
- Excellent and advanced conceptual and decision-making skills
- Have a high level of drive and energy and a commitment to excellence
• Strong sense of ownership for every deliverable along with developed sense of integrity, humility and discretion
• Collaborative leadership style
• Strong planning, budgeting & financial and project management skills
• Strong ability to communicate, influence and develop effective working relationships with all stakeholders
• Excellent interpersonal, communication and presentation skills
• Ability to handle pressure at work and prioritise

EXPERIENCE
• Minimum 8 years of professional experience, preferably in the education sector, with 5 years’ experience in leadership roles.
• Proven experience in setting strategic direction and leading others to deliver
• Strong implementation focus, 'can-do' attitude and ability to rapidly adapt
• Knowledge and experience in delivering complex programmes within a government context and leading improvements in quality of delivery
• Proven experience in forming collaborative relationships with governments and diverse stakeholders at all levels of seniority
• Commitment towards STiR Education’s values.

Other specific skill requirements
• Ability to manage change and support teams to deal with ambiguity
• A commitment to developing people into leaders
• Enjoy working in a "flat" structure that empowers all team members to take responsibility for their decisions
• Ability to proactively build and maintain a dynamic culture of high expectations and learning
• Humility and openness to feedback
• Evidence-based decision making and data-driven alignment practices

REMUNERATION AND BENEFITS
A gross salary of INR 176,967/- per month (21,23,604/- 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 and experience align with this role and you wish to apply for this position, please submit your CV and a covering letter here.