APPOINTMENT FOR DISTRICT LEAD – INDONESIA PROGRAMME
ABOUT YAYASAN BAKTI PENDIDIKAN UNGGUL
YBPU is a not-for-profit organisation under the Bakti Barito Foundation, a philanthropic arm of the Barito Pacific Group. YBPU works with missions to accelerate the equality in education and to support achieving the golden generations in Indonesia especially around the business units and affiliates of Barito Pacific Group. In January 2022, YBPU established a partnership with STIR Education to strengthen its programmes and to accelerate its missions. The partnership has the purpose of supporting the education system to reignite sustainable intrinsic motivation and a love of lifelong learning across stakeholders at all levels of the education systems, including children, teachers and school leaders, supervisors, and coordinator supervisors and to build capacity across all levels.

ABOUT STIR EDUCATION
We are 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.

OUR TEAM AND PARTNERS
STiR has deliberately built a cross-cultural team with backgrounds in the private, public and social sectors. We’re a lean and nimble organisation with around 60 professionals working across seven offices in London, Delhi, Bangalore, Chennai, Kampala, Jakarta and Addis Ababa. And our Board members include Jo Owen (co-founder of Teach First and leadership writer), John Knight (former Finance Director of Pearson’s International Business), David Rothschild (a senior leader at several leading US foundations, including the Skoll Foundation) and Louise Henbest (Global HR Director, Unilever).

Our donors have included the MasterCard Foundation, the Maitri Trust, UBS Optimus, Vitol Foundation and the Ikea Foundation, in addition to leading family foundations such as the Sainsbury, Peery and Segal Foundations, and Indian corporates such as IDFC Asset Management.

We bring a mix of skills to our partner governments, including design, learning, M&E, quality assurance and implementation support. Our team works with senior officials around planning, influencing, facilitating, coaching and leveraging data.

We’re aiming to remain lean and agile even as we scale significantly. It’s important that we continue to embrace change and take risks – but build in rapid feedback loops to ensure that we stay on the right track. At the end of 2025, we launched an ambitious 2025 strategy.

THE OPPORTUNITY – DISTRICT LEAD
STiR is looking for a District Lead in East Java, reporting to the Senior Programme Manager. The District Lead (DL) role presents an opportunity for the right candidate to create a lasting impact on education not only in East Java, but on the Indonesian education system more widely through demonstration of excellent practice. As a DL, you will be responsible for: advocating for the importance of intrinsic motivation and lifelong learning at all levels of the education system, from children to senior officials at Dinas Pendidikan; building excellent relationships with district and sub-district level officials to ensure that they are prepared to lead the STiR programme effectively in their schools; and creating and acting on a shared purpose to improve teaching, learning and school leadership. The role will be based in Surabaya.
ROLES AND RESPONSIBILITIES

Act as the ‘chief advocate’ for intrinsic motivation of local actors (officials) in the system and teachers in your district(s)

- Take real ownership for leading change in your District(s)
- Align District/block officials around the importance of teacher motivation and improved classroom practice.
- Tell stories and equip others to tell stories that highlight the possibility of change.

Build strong, purposeful relationships with Provincial and District officials

- Develop a clear shared purpose with the District officials with whom you are working
- Inspire senior district officials to take real ownership of the planning and delivery of the programme
- Identify and gain the trust of influential Provincial and District officials such that the relationships open and focused on improving motivation and learning
- Use progress and impact data/stories to build momentum towards increased teacher intrinsic motivation and children’s learning across your District(s) and strengthen your shared goals

Plan and facilitate high quality training and support for District and Block officials and teachers

- Facilitate high quality learning experiences for District and District Education officials
- Work closely with the district champion with the explicit aim of building their capacity to take on leadership of the programme
- Work closely with District officials to create a tailored implementation plan for the programme in their District that aligns with existing training structures and resources
- Model excellent practice to senior Dinas officials, through providing high quality coaching and follow-up support to a group of sub-district officials to support with implementation and adaptation of the model
- Model and narrate the importance of giving excellent feedback as part of building a culture of learning in the district

Build strong networks and a culture of openness and learning between District and block officials across Districts

- Create opportunities for people to learn from each other in an open and reflective manner with colleagues from outside their District, through promotion of a learning-focused peer observation culture
- Promote curious, data-driven cultures where district officials want to ask the questions: ‘what is really happening in my district, how do I know and what can I do to improve it?’
- Put real energy into enabling people to build relationships and feel connected to a broader, state-wide programme
- Broker chances for people to share ideas and try out new ways of working as District leaders
Contribute to the development of an overall culture at STiR that is in line with our organizational values

- Model professionalism at all times and take ownership of your own development
- Make sure that all training and support you provide and relationships you build are in the STiR spirit and in line with our values
- Model ‘Growth Mind-set’ at all times - show that improvement is always possible and take responsibility for supporting the whole team to achieve its goals

**REQUIRED SKILLS AND EXPERIENCE**

The District Lead position is based in Surabaya and reports to the Senior Programme Manager. The ideal candidate also has:

- 4+ years of work experience
- Strong identification with STiR’s values
- Ability to communicate very effectively in Bahasa and English
- Ability to create a culture of high expectations & learning
- Ability to facilitate high quality sessions with government officials
- Excellent planning, project management & influencing skills
- Ability to codify and share learning effectively
- Mastery in translating ideas into action
- Faculty to co-create & work through others to achieve goals
- Understanding of how to effect behaviour change in teachers & government officials
- Strong attention to detail & seeing things through to a very high standard
- Detailed knowledge of the Education structure within the government system
- Capacity to learn, adapt & thrive on feedback in a fast-paced environment
- Detailed knowledge of the Indonesia education system
- Willingness to travel to different districts

**PERSONAL QUALITIES**

- A real team player with ability to collaborate across teams at STiR, as well as with external stakeholders through strong communication skills
- Ability to receive and incorporate feedback
- Ability to coordinate and communicate effectively
- Ability to work independently with minimal supervision
- Open minded and able to see the big picture

**RENUMERATION & BENEFITS**

A consultancy fee of IDR 23,17,32,807/- per annum along with reimbursement for medical insurance will be paid for your service (subject to relevant taxes).
APPLICATION PROCESS
If your skills, experience & priorities align with STiR’s vision, mission & values, please apply [here](#) for the role of District Lead. The full interview process will include a variety of assessments. We look forward to getting to know you!