APPOINTMENT FOR SENIOR PROGRAMME MANAGER, TAMIL NADU
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.
THE OPPORTUNITY – SENIOR PROGRAMME MANAGER, TAMIL NADU

STiR is seeking to select a Senior Programme Manager for the Tamil Nadu programme, based in Chennai. The role will report to the India Country Director. The Senior Programme Manager (SPM) role presents an opportunity for the right candidate to create a lasting impact on education in Tamil Nadu. As an SPM, you will drive the process of building a shared vision with the TN government for our programme; be responsible for leading a high quality team of District Leads; ensure the STiR-Government programme is delivered effectively in your Districts; and ensure a collaborative culture of excellence is built within your team and across teams in the organisation.

ROLES AND RESPONSIBILITIES

Lead, manage and develop your team of District Leads

- Deeply understand STiR’s values, vision and priorities for Tamil Nadu and create a culture of excellence and team environment in line with STiR’s values.
- Set clear objectives for team members with clear outcomes for programme implementation.
- Provide high quality support to enable District Leads to make good decisions about how to run the programme effectively in their Districts.
- Provide consistent and focused line management focused on achieving our shared purpose of increased teacher intrinsic motivation and children’s learning.
- Provide support to the individual skill development of each team member
- Ensure that there is a clear link between team goals in the state and wider organisational goals.

To ensure a clear shared vision for STiR in Tamil Nadu is developed with the government

- Build a clear shared purpose and sense of momentum towards the vision and mission
- Make sure the vision is shared and owned amongst a ‘guiding coalition’ of senior government officials while being manifested in actions and decisions accordingly
- Build demand for sustainable approach for programme implementation
- Enable contextualising of the program delivery and model as per state’s dynamics and structures, while keeping STiR vision and mission inalienable throughout

Ensure that the STiR programme is planned and delivered effectively, on time and within budget across the state

- Ensure a clear shared vision and robust plan for STiR in the state is developed, with the support of the India CD and the government.
- Support teams to build excellent project plans that are fully aligned with the government priorities and ensure they are enacted.
- Set-up and use tools to monitor progress and use these to inform discussions with the team, in collaboration with the DPR & M&E functions.
• Lead a strong focus on maintaining the STiR spirit and very high quality in all elements of the programme.
• Support the Country Director in establishing and maintaining government relationships at the State level.

Support your teams in building senior level District relationships

• Provide a clear view of the ‘big picture’ of the STiR-Government par with Tamil Nadu Leadership and how it will support the District to achieve their, and the State’s, overall goals for education.
• Support teams when relationships are difficult or where we are struggling to gain traction and act as a back up to District Leads when they are unable to attend crucial meetings.
• Share programmatic learning and progress to influence the behaviour of senior level officials to build ownership for the programme.

Work closely with the M&E, Design, People and Admin and Finance teams to ensure that all elements of STiR’s organisational needs are taken into account in the running of the programme in your Districts

• Make sure that learning from your Districts is used to adapt implementation in state plans and is shared across the organisation.
• Lead very careful use of STiR’s resources to ensure value for money.
• Provide strong feedback and input into the design of the programme.

Play a leading role in the development of an overall culture at STiR that is in line with our organisational values.

• Model professionalism at all times.
• Ensure STiR’s resources are used as effectively and efficiently as possible.
• Make sure that all 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.

REQUIRED SKILLS AND EXPERIENCE

• Strong identification with STiR values
• Fluency in spoken and written Tamil and English
• Demonstrated ability to lead a high functioning team
• Ability to create a culture of high expectations and learning
• Excellent influencing skills
• Excellent planning and project management skills
• Able to build strong relationships and connections with people of all levels of seniority
• Demonstrated ability to work through others to achieve goals
• Ability to co-create and collaborate to achieve goals
• Ability to codify and share learning effectively
• Understanding and demonstrated ability to use all angles to ensure behaviour change of teachers and government officials
• Strong attention to detail and ability to see things through to a very high standard
• Ability to learn and adapt rapidly based on feedback and new information
• Demonstrated ability to thrive in a fast-paced environment
• In-depth understanding of the education system in Tamil Nadu

REMUNERATION & BENEFITS
A consultancy fees of ₹97,512/- per month (₹11,70,144/- 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 Senior Manager – India Regional Hub. The full interview process will include a variety of assessments and interviews.