APPOINTMENT FOR GLOBAL RESEARCH MANAGER – M&E
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 sixth full year of operations, we are working with 200,000 teachers and 6 million children across 70 districts in India and Uganda.

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.
THE OPPORTUNITY

The Monitoring & Evaluation team is looking for a Global Research Manager to support the quality generation and use of evidence at STiR Education. The M&E function at STiR serves as a global and central function - members of the team have the opportunity to work closely with teams in all of our programs: Ethiopia, India (Delhi, Karnataka, Tamil Nadu), Indonesia and Uganda. We are looking for an enthusiastic and driven candidate to join our research, evaluation and learning efforts at STiR!

STiR believes in the importance of building a culture of improvement through continuous learning and iteration. As a part of this vision, the M&E team engages in four core areas of work:

- **Monitoring**: Development of rigorous measurement frameworks in alignment with priorities for programmatic improvement and ensuring easy data collection processes with user-friendly products.
- **Technology**: Innovating ways to leverage technology to improve stakeholder adoption and usage of monitoring processes for reflection and improvement.
- **Research**: Portfolio of yearly research and learning initiatives to ensure learning, evidence communications and advocacy for each programmatic geography. STiR additionally conducts regular research on our processes, models and theory of change. The research portfolio covers both internal research studies in addition to collaborations with partners and academia.
- **Evaluation**: In order to gain causal evidence on our programme, STiR manages a collection of long-term impact studies with rigorous international evaluation partners. Currently these include a 4-year longitudinal study in India and Uganda, and an impact evaluation in Indonesia.

This role offers the selected candidate the opportunity to engage in multiple facets of applied research and evaluation: from design and implementation, to analysis, communications and advocacy. We are a lean but dedicated global team of M&E professionals striving to support STiR’s growth through focusing on the needs of our system stakeholders: education officials, teachers and students. This role can be based out of India (Delhi, Bangalore or Chennai) or Uganda (Kampala) and reports directly to the Lead Senior Manager - Data Insights who leads research efforts at STiR. The candidate will also have a dotted line to the Senior Manager - Data Management & Analytics for objectives relating to monitoring and technology.
PRIMARY RESPONSIBILITIES

1. Lead and manage the coordination and implementation of all global research at STiR. This includes:
   - Leading stakeholder mobilization and engagement;
   - Leading enumerator identification;
   - Managing data collection and quality oversight;
   - Managing vendor relationships;
   - Supporting secondary research and development of literature reviews;
   - Supporting M&E Lead Senior Manager - Data Insights in the coordination and implementation of external evaluations;
   - Supporting M&E Lead Senior Manager - Data Insights in gathering evidences, examples of bright spots and generating useful case studies in relation to our work surrounding technology usage;
   - Supporting M&E Lead Senior Manager - Data Insights in the coordination, implementation and auditing of global impact studies.

2. Support the Lead Senior Manager in providing easy to understand insights from STiR’s monitoring data and research evidence. This includes:
   - Contributing to the development of clear and user-friendly evidence communications products;
   - Aiding in the actioning of key evidences produced from STiR’s global impact studies;
   - Work closely with the M&E Team to communicate high-level annual analyses for each geography using STiR’s Learning Framework and additional monitoring data sources;
   - Work closely with the Data Manager to bring together key insights from impact studies and internal monitoring data; and support global teams in developing, updating and communicating annual impact reports.

3. Enhance program teams’ basic data capacities alongside Senior Managers and Data Manager by developing and delivering needs-based user-friendly modules.
   - Working closely with the M&E team, Program leadership and the Design and Programme Readiness Team to identify core data capacity needs for program staff;
   - Support the creation and development of regular, needs-based and relevant and user-friendly training modules;
   - Facilitating frequent training sessions to program teams, and conducting follow-ups to ensure readiness and mastery.

4. Work closely with the DPR team and Senior Manager - Data Management & Analytics to generate learnings and content for our tech-based monitoring interventions. This includes:
   - Generating content rich nudges to strengthen reflection and feedback – including videos, case studies, data visuals, and other materials.
   - Ideate on the creation, development, and deployment of behavioural nudges alongside STiR’s design team team and the M&E Senior Manager.
• Providing relevant evidence for refining and nuancing the design of technology interventions.

5. **Provide insights and actively participate in discussions surrounding core processes of the M&E team, including:**
   - M&E team vision and goals;
   - Learning Framework;
   - Research portfolio: internal learning & impact studies;
   - Monthly monitoring processes and products (monthly data overview, dashboard and quarterly data update for donor reporting).

6. **Champion smooth collaboration with all functions in line with STiR’s values:**
   - Make sure that all relationships you build are in the STiR spirit and in line with our values.
   - Ensure STiR’s resources are used as effectively and efficiently as possible in a cost effective manner.
   - Model ‘Growth Mindset’ at all times – show that improvement is always possible.

### ACADEMIC AND WORK EXPERIENCE

- Post-graduate or graduate degree preferably in anthropology, economics, evaluation, social sciences or statistics.
- 1-2 years of direct work experience relating to applied research, monitoring or evaluation, preferably in the context of international development or education.
- 3+ years of overall work experience.
- Previous experience working with qualitative or mixed methods research is preferred, knowledge of R, STATA, NVIVO or MaxQDA is an asset.
- Previous experience managing or working with data collection partners.
- In-depth knowledge of the education sector; working knowledge of behavioural science is an asset.
- Ability to 'keep it simple' in terms of how to communicate and facilitate the use of monitoring and evaluation data.
- Fluency in English is required, knowledge of Hindi, Kannada or Tamil would be an asset.

### PERSONAL QUALITIES

- A real team player with ability to collaborate across global and diverse teams at STiR, as well as with external vendors and data collection partners through strong communication skills.
- Ability to receive and incorporate feedback.
- Ability to coordinate and communicate effectively with multiple programs, vendors and functions as per timelines.
- Ability to work independently with minimal supervision.
- Open minded and able to see the big picture, flexible and comfortable to work through ambiguity.
- Willingness to travel domestically and internationally.
REMUNERATION AND BENEFITS
A consultancy fees of ₹ 73,796/- per month (₹885,552/- 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 Research Manager – M&E.