APPOINTMENT FOR SENIOR MANAGER – DPR
SENIOR MANAGER, DESIGN AND PROGRAMME READINESS – KARNATAKA

THE OPPORTUNITY
An exciting opportunity has arisen in the Design and Programme Readiness (DPR) team in Karnataka. Based in Bangalore and reporting directly to the Associate Head for Design and Programme Readiness India, and working closely with the programme implementation team in Karnataka and the DPR leads in other geographies, you will lead the design of all of our programmes for teachers and officials in Karnataka, ensuring that our programme team is set up to support education officials and teachers to foster a love of learning in all children.

REPORTING, ROLES AND RESPONSIBILITIES
The Senior Manager, Design and Programme Readiness role will be based out of Bangalore. Once covid restrictions are lifted there will be regular travel within Districts in Karnataka to both support the programme team and gather insights on programmatic effectiveness, as well as occasional travel to our other programmes in India, including Delhi, and Tamil Nadu. The role will report to the Associate Head – Design and Programme Readiness India.

ENSURE THE DESIGN OF A WORLD CLASS TRAINING PROGRAMME FOR TEACHERS, EDUCATION OFFICIALS THAT IS GROUNDED IN THE PRINCIPLES OF INTRINSIC MOTIVATION AND LIFE LONG LEARNING.

- Working closely with the Associate Head of Design Programme Readiness, and the State Head, ensure that our programme design and approach in Karnataka is underpinned by both global design principles as well as local improvement priorities
- Act as the ‘interface’ between STiR global resources and the state team, supporting the contextualisation of global resources based on clear local priorities and purpose
- Ensure that the contextualised programme design in Karnataka is informed by both quantitative and qualitative data
- Maintain up-to-date knowledge of latest evidence in learning design and training and integrates into programme through participation in global DPR network
- Take a rapid, user-centred design approach to our programme: gathering regular feedback from our programme team, officials, head teachers and teachers in the field and incorporating appropriate insights and feedback into programme design
- Strengthen the role of the core design group at SCERT including: ensuring it is represented appropriately by staff from SCERT and district level; building increasing knowledge and buy-in amongst the group for our design approach; building gradual ownership of the design process within the group so there is a long-term, coherent design plan in place
• Outline and establish design process with the core design group at that government level and ensure the development of high quality design material
• Participate in regular reflection sessions with the STiR local team and global M&E team on successes and areas for development based on quantitative and qualitative data

ACT AS A KEY IMPROVEMENT ADVISOR TO THE STATE AND INTERNAL PROGRAMME TEAM TO ENSURE THEY ARE EQUIPPED TO DELIVER WITH EXCELLENCE
  • Work with State Lead to build conceptual clarity for lifelong learning internally and externally
  • Lead training for senior state officials and STiR team (both separately and jointly) on key programmatic areas based on a clear local understanding of need
  • Oversee the co-ordination of a world class, coherent training offer for our internal programme team, including termly week-long boot camps, monthly ‘dripfeed’ trainings and field-based follow-up
  • Ensure that all internal training is underpinned by our programme readiness strategy, modelling excellent practice in all training sessions run personally
  • Take a rigorous, scientific approach to promoting improvement, through: a hypothesis-based approach to problem-solving; interactions with and observations of key programme stakeholders; analysis of data; and clear, powerful sharing back of key recommendations and insights

ACTIVELY CONTRIBUTE TO ORGANISATIONAL DEVELOPMENT AND CULTURE AS A MEMBER OF THE LOCAL LEADERSHIP TEAM
  • Role model professionalism and integrity at all times and take ownership of your own development
  • Actively contribute to the formation of local improvement priorities
  • Develop strong, purposeful and collaborative relationships with the State Head, Senior Programme Managers, and Monitoring & Evaluation teams
  • Lead and actively contribute to global design projects as appropriate
  • Make sure that all the work you do and 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 English and Kannada (including written)
  ➢ An understanding of the education system in Karnataka and promotion of change within it, through experience in either government, NGO or other relevant organisation
  ➢ Ability to plan and design high quality educational and training materials
Experience in conducting and facilitating meetings with senior government officials at the state level

Demonstrated interest in and understanding of pedagogical principles, design thinking (for example, through experience as a teacher or trainer)

Ability to build positive relationships and influence others, including senior officials

Excellent attention to detail and ability to see things through to a very high standard

Excellent writing skills

Excellent facilitation skills and experience of facilitating high quality adult learning

Strong planning and project management skills

Ability to learn and adapt rapidly based on feedback and new information, as well as the ability to communicate this succinctly

Ability to work across functions and collaborate effectively

REMUNERATION & BENEFITS

A consultancy fee of Rs.97,512/- per month, 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, please apply here for the role of Senior Manager - DPR. The full interview process will include a variety of assessments. We look forward to getting to know you!