



About Peepul

Peepul is an education-focused non-profit. **We dream and work towards creating an education system in India that enables 'every child to realize their potential.'**

We work closely with governments at the national, state, and local levels to transform government schools and government systems. The poorest children in India study in government schools and too many of them are falling through the cracks. We are determined to ensure that they receive a high-quality education to help them succeed in life.

We are restless, resilient, and reflective. We aim high, we innovate, we work smart, we work as a team, and we use rigorous research to inform our work. We run systemic education programmes that, together, ensure that we adopt a holistic view towards improving state education systems. We are a fast-paced organisation that aims high.

Towards creating exemplar education ecosystems, some of what we do includes:

- i. **Run Exemplar Schools:** we run exemplar schools in partnership with the government to show what 'great' looks like. Starting with one school with 9 children in 2015, we now have a network of 3 schools that directly impact 1,000 children.
- ii. **Systemic Interventions:** we create systemic influence through large-scale interventions such as teacher training, capacity building of government education officials, working with district and state-level training institutes and advising on policy reform.
- iii. **Government Policy and Advisory:** we advise state governments on improving governance and accountability structures through our work on quality assurance, levers for school improvement and knowledge as practitioners of quality improvement.
- iv. **Thought Leadership:** we recognize the criticality of institutionalizing and codifying our best practices, content, and processes so that they can be standardized, scaled, and can be adopted by government systems to improve government schools as well as shared more widely with the education ecosystem in India.

Website: <http://peepulindia.org/>



Job Description: Project Coordinator

Reports to: Programme Manager
Location: Madhya Pradesh
Start date: Immediate
Salary: Commensurate with experience

Role Context

To improve the quality of the public-school system and improve learning outcomes, the Department of Education, Government of Madhya Pradesh (GoMP) is on an ambitious reform agenda. This reform agenda includes a focus on accountability and governance, structural administrative/academic reforms, capacity-building of the state sector and learning from innovations and international best practices in pedagogy and delivery.

Peepul is partnering with GoMP through a **multi-year state-wide program to evolve the professional development ecosystem in the state for teachers, educators, and education officials, under the aegis of 'CM Rise'**. The program aims to envision and create a holistic blueprint for all professional development interventions in the state, encompassing digital and blended trainings, learning communities and in-school coaching, and bring all teacher development initiatives of the state **under one integrated, holistic umbrella**.

The programme is envisaged to have a multi-layered approach: of setting up and scaling digital training for teachers, academic officials, and various other education functionaries, building strong monitoring mechanisms for teacher support, and creating exceptional cadre of mentors for teachers in the state of Madhya Pradesh.

This flagship program will also serve as an exemplar of innovative teacher professional development ecosystem for other states in the country.

Role Description

The role of the **Project Coordinator** is critical to the success of the continued partnership with the Government of Madhya Pradesh towards achieving quality education for all, and to Peepul's strategic objective of supporting quality improvement in the public-school system in India.

This is therefore an exciting opportunity for a highly motivated individual to play a key role in a flagship reform initiative with enormous potential impact.



To enable programme's success, we require to rapidly roll-out and scale our support to reach all teachers and officials in the state.

The Project Coordinator will be an excellent executor who will independently lead and drive program implementation on the ground acting as a support for teachers and academic officials of the state. The ideal candidate should be able to support and influence stakeholders through excellent communication skills and work towards building sustainable relationships with multiple levels in the education system.

Key responsibilities

Supporting in timely implementation of programs with quality

- Managing on-ground execution of Peepul's programs with the government
- Frequently visiting districts/blocks/schools to oversee program implementation and identify areas of support.
- Providing timely support to field officials and teachers towards understanding and engaging with Peepul's programs
- Understanding and navigating the education administration of the state to enable impact
- Capture and communicate feedback from ground to enable strengthening of programme design and implementation
- Owning and delivering on critical parts of programme implementation
- Conducting sessions, trainings, webinars with district and block officials on strengthening their program understanding and/or supporting with implementing various state level interventions.
- Creating mechanisms for increasing impact (e.g., coaching district officials on programme implementation)

Managing relationships with government officials and other stakeholders

- Building and managing relationships with government officials across levels (school, cluster, block, district) to enable success of Peepul's programme
- Integrating with and understanding the lives of government teachers and officials deeply, to identify pain points



Widening and deepening Peepul's understanding of field realities and activities

- Providing insight into other programs and initiatives ongoing at the state and district level
- Building and sharing a strong understanding of historical and current government programs
- Develop and maintain effective feedback mechanism to ensure and support evidence-based planning and decision making.

Person Specification

Experience:

- Should have at least a bachelor's degree, preferably in social work. Candidates with Master's in Social Work will be given preference.
- At least 5 years of total work experience, preferably in working with government programs or large-scale education projects
- Experience of having worked on project implementation, capacity building and stakeholder management in previous projects
- Should have a good knowledge of local contextual issues, organizational relationships, social and cultural constraints, Right to Education
- Should have good knowledge of Microsoft Office Suite especially MS PowerPoint, MS Word, and MS Excel.

Behaviours:

- Ability to build strong and sustainable relationships across all stakeholders.
- Flexible and adaptable style, responding positively to changing demands
- Strong interpersonal, written, and oral communication skills
- Genuine passion and a belief in the potential of every student
- Commitment to the safeguarding and welfare of all



Recruitment Process

To apply, please send a copy of your resume along with a covering letter explaining why you are interested in applying for the role, to **recruitment@peepulindia.org** with a cc to **sonali.soni@peepulindia.org**, ensuring you specify the role you are applying for in the subject line of the e-mail. Please include the details of at least two referees within your application.

Selection

The selection process will involve written tests/assignments, interviews and live demonstrations of expertise (e.g. taking a classroom session), with the senior management team of the organization.

Reference checking & Probation

As you will be working with children this role will be subject to enhanced background checks. Additionally, all new staff will be subject to a probation period of three months.

More about Peepul

Who we are and how we work:

One principle unites us in all our endeavours: we put children first.

We believe that all children should have choices in life. And we must fight to make this happen. Sometimes that means making difficult decisions – we will have to say or do things that are hard for us and for other people.

All our actions are driven by what is best for the children we work for.

We are:

Restless

We are proud of our achievements but know that there is so much still to do. So, we never stop striving, and we are ready for new challenges. We will work on new projects, in new communities, wherever we think we can make a difference. We are never complacent.



Reflective

We are self-critical. If we think we could have worked in a better or smarter way, we acknowledge that and learn from it.

Resilient

We know that our task is not an easy one. But we are determined to transform children's lives, despite setbacks. When we encounter obstacles, we do not give up. We are tenacious and will see things through.

When we work, we:

Aim high

We have the highest expectations. We ask everyone to give their best in everything they do. The children at our schools are expected to aim high, and the staff at Peepul does the same. We do not accept excuses, and we do not make excuses.

Use rigorous research

We use the latest research and data in all our work, and we scrutinise our results. Our approach is evidence-based, and we direct our resources to those projects that we are sure will make a difference.

Work smart

We work hard to achieve our aims. But, more important, we work smart.

We are systematic, seeking models that are already successful and finding ways of building on that success. We share our expertise – between teams, between schools, across the world. This way, we maximize our results.

Work as a team

Tough challenges take grit and determination, and teamwork too. None of us can succeed on our own. We need to support and learn from each other, and we work best when we work as a team.

Together, we make the biggest difference.