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 Manager

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

Role Context

Peepul has partnered with the SDMC to strengthen learning outcomes, through the Exemplar Schools as well as a Teacher Training and Development programme. Through this partnership, we have also developed a deep understanding of the municipality context, education landscape, and administrative support structures at the ground-level.

In the Exemplar School Network, we test, demonstrate, and continually evolve our high-engagement classroom practice toolkit, supporting 1200 children from the poorest families in Delhi. These innovation labs of ours are also bright spots for the country's government school system, with 85%+ of our students meeting or exceeding grade-level expectations. They showcase the excellence that is possible in the public school system, at a cost model comparable to normal government expenditure.

Building on the learnings from the schools, we are **building the Capacity of Teachers and Education Officials (Sitara Programme), Delhi, India.** Specifically, we are supporting the teacher capacity building of 2,800 teachers across ~600 Delhi primary schools in partnership with the SDMC (South Delhi Municipal Corporation), to build their capacity to implement the toolkit in their schools and classrooms. We use a three-pronged strategy which includes: (1) bite-sized modular training sessions, (2) professional learning communities, and (3) in-classroom observations and support to build the capacity of teachers.

Role Description

The role of the **Project Manager** is critical to the success of the continued partnership with the SDMC 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 SDMC.

The Project Manager will be an excellent team player, who will independently lead and drive design and delivery of interventions towards support and accountability of teachers and academic officials of the SDMC. The ideal candidate should be able to bring together education expertise, creative problem-solving and stakeholder management, towards the creation, implementation, and impact tracking of high-quality initiatives towards improvement of the quality of education in the SDMC.

Key responsibilities

To lead project design, piloting, and implementation of interventions towards academic reforms

- Taking the lead on one or more interventions/workstreams within the CM Rise programme, towards teacher support and accountability and student learning improvement.
- Designing, piloting and developing the interventions (e.g. Professional Learning Communities, supporting a cadre of mentor teachers, Recognition mechanisms, remedial learning and tech-based learning solutions etc.) in collaboration with government counterparts
- Applying content knowledge and classroom experience in developing these interventions that will lead to shifts in teacher mindset, knowledge and practice
- Leading the pilot of interventions, documenting learnings and evolving the design to have greater impact at scale
- Working closely with government stakeholders to build knowledge as well as build capacity towards improved implementation
- Defining success metrics and growth aspiration for the project and communicating effectively with all stakeholders to translate this into a successful multi-year engagement

To manage best-in-class project implementation to ensure impact

- Plan and sequence the implementation of programme interventions (such as Professional Learning Communities), in close coordination with the Project Coordination team and organizational subject experts
- Create effective work planning systems to ensure work remains on track and effectively prioritized, including regular work reviews to keep the project on track
- Potentially manage 1-2 associates and provide guidance/review on their deliverables
- Work with in-house M&E team and external experts to develop appropriate project evaluation tools
- Facilitate sessions (e.g. training, focus group discussions, learning circles) with teachers, school leaders, cluster and block officials as required on high-impact teaching practices
- Work closely with Teacher Education Institutes, district, block and cluster officers to ensure high-quality academic mentoring

To be a strong team collaborator, manage cross-functional relationships and engage effectively with key government stakeholders

- Foster a positive and collaborative culture of trust and high expectations in the team
- Develop and maintain strong operational relationships with government partners, putting in place mechanisms to support collaboration and cross-organisational working
- Design and build effective, fully aligned partnerships with other education non-profits and agencies, to leverage external expertise and resources where appropriate
- Build capacity within government teams to ensure ongoing, sustainable organisational self-improvement after the formal end of the project

Person Specification

Experience:
- Direct classroom and teaching experience of 3-6 years, preferably within the government school system. An education degree in Education is preferred
- Strong track record of success in managing projects with multi-functional teams in complex, fluid situations. Demonstration through previous experience of this in either the corporate sector or development sector.
- Experience of working in government systems and awareness of education structures in India would be preferred.

- Extensive experience of collaborating and partnering with senior internal and external stakeholders, including senior political figures, and communicating to a variety of audiences.

Skills and Knowledge:
- Extremely strong analytical skills and good judgement, able to lead and manage project design and implementation.
- Ability to create technical documentation and liaise with both tech and non-tech stakeholders effectively
- Proficiency in data visualization and presentation
- An appreciation for education overall, and specific areas of expertise in education (e.g. primary school curriculum, digital content delivery, school leadership, etc.) would be preferable
- The intellectual creativity and innovation to develop pragmatic solutions to operational challenges as they arise, while maintaining focus on strategic goals.
- Strong research instinct, ability to gather information, examine perspectives and create synthesized solutions/recommendations
- Exceptional stakeholder management skills with the ability to build strong relationships with a wide range of individuals in public, private and non-profit sectors.
- Effective leadership skills and interpersonal skills, to be able to foster a strong Peepul delivery team and to work with public sector colleagues and associates with a consultative and collegiate decision making style.
- Bias to action, with an ability to step back and see the larger picture
- An ability to work successfully under pressure with the capacity to manage competing priorities and deliver to deadlines.
- Strong interpersonal, written, and oral communications skills, to ensure the goals and operations of the project are well understood across all stakeholder groups

Personal attributes:

- A passion for education and a genuine commitment to Peepul's mission and values.
- The tenacity, flexibility, and resilience to adapt rapidly to changing priorities in a fastmoving, complex environment.
- High levels of personal impact with the ability to command the respect of wide range of senior stakeholders.
- Significant personal drive, energy, ambition, and enthusiasm.
- Enthusiasm for taking on a start-up role, in what will be a fast-paced, growing, changing network
- Performance orientation - sets and achieves high standards for self and others

Language skills: Fluency in English and Hindi

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.