



## 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 Associate

**Reports to:** Project 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 (Parivartan 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 Associate** 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 Associate** will be an excellent team player, who will drive design and delivery of interventions towards stronger 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 support the design and delivery of projects and build a coalition of support around them.**

- Work with senior government stakeholders and Peepul's leadership, to support the design, development, and implementation of key projects / interventions, as part of the larger programme
- Build consensus within all levels of government and other stakeholders, towards the vision and objectives of the programme
- Define success metrics and growth aspiration for their projects/interventions, and communicate these effectively with all stakeholders
- Work with in-house M&E team and external experts to develop appropriate project evaluation tools, including rigorous academic assessment where appropriate

### **To manage best-in-class project implementation.**

- Own and drive the implementation of their projects at-scale, in close coordination with Peepul's education and training team, and in consultation with Project Manager(s) and Program Manager(s)
- Leverage Peepul's work across programmes to transfer codified learnings to their work
- Create effective work-planning and management systems to ensure work remains on track and effectively prioritised



- Develop systems to ensure the effective use of data across the programme, developing appropriate tracking metrics to ensure high-quality implementation and identify areas for course correction and learning

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

- Effectively work in a matrixed environment with education specialists, subject matter experts and field staff
- Develop and maintain strong operational relationships with government partners, providing leadership and putting in place mechanisms to support collaboration and cross-organisational working.
- Design and build effective, fully aligned partnerships to leverage external expertise where appropriate given Peepul's in-house skill-set
- Build capacity within government teams to ensure ongoing, sustainable organisational self-improvement after the formal end of the projects / the broader programme

**Person Specification**

**Experience:**

- 2-5 years' experience working in the development sector or otherwise
- Demonstrated knowledge and skills in project management
- Knowledge of public education systems and/or working with the government is desirable
- Strong track record of success as part of 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.
- Direct classroom and teaching experience of 3-6 years, preferably within the government school system, and/or an education degree in Education is 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



- 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
- Strong research instinct; ability to gather information, examine perspectives and create synthesized solutions/recommendations
- Proficiency in data visualization and presentation, and strong communication
- The intellectual creativity and innovation to develop pragmatic solutions to operational challenges as they arise, while maintaining focus on strategic goals.
- 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 ARK does the same. We do not accept excuses, and we don't 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.