



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 his/her potential.'**

We work closely with governments at the national, state and Corporation 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.

- i. **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.

We are a fast-paced organisation that aims high. This year, we are broadening our reach to additional states and Corporations with the aim of working with 2,500 schools, 15,000 teachers and 100,000 students in 2020. By 2023, we will reach 1,000,000 students, 30,000 teachers and 10,000 schools.

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



Job Description:
Project Manager, CM Rise, Madhya Pradesh

Reports to: Programme Manager, CM Rise

Location: Madhya Pradesh (primarily in Bhopal and Indore, with travel in the state)

Start date: Immediate

Salary: Commensurate with experience

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 reforms, capacity-building of the state sector and learning from innovations and international best practices in pedagogy and delivery.

Peepul (in its previous branding as Ark India) has partnered with the GoMP to strengthen learning outcomes, primarily through the roll-out, scale-up and implementation of the Shaala Siddhi programme, a school-level quality diagnostic. Shala Siddhi (so far, rolled out to 50,000+ schools across all 52 districts in the state) has been instrumental in creating a common language around school quality – a common understanding of ‘what good looks like’.

Through this partnership, we have also developed a deep understanding of the MP context, education landscape, and administrative support structures at the ground-level.

Peepul is now continuing our partnership 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 **Project Manager** 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**. The Project Manager will be an individual of exceptional calibre with the flexibility, tenacity and enthusiasm both to support a high performing, creative team and to establish with government partners a fast moving, high-expectations culture.

Reporting to the Programme Manager and working in close collaboration with the Commissioner, Department of School Education, Government of Madhya Pradesh, the Project Manager will be accountable for the detailed design and implementation of the programme in Madhya Pradesh as well as building Peepul's credibility across India as a leading delivery partner on public school sector quality improvement.

Key Responsibilities

To lead project design, piloting and implementation of interventions on teacher development

- Taking the lead on one or more interventions/workstreams within CM Rise towards teacher support and accountability. Designing, piloting and developing the interventions (e.g. Professional Learning Communities, supporting a cadre of mentor teachers, Recognition mechanisms, 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 multi-year state engagement across multiple districts

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 MP field team
- Create effective workplanning systems to ensure work remains on track and effectively prioritised, including regular work reviews to keep the project on track
- Potentially manage 1-2 analysts 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 build an effective and sustainable delivery architecture, including working with a high-performing team and through strong public, private and non-profit partnerships.

- 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 Specifications

The successful candidate will demonstrate the following experience, skills, and attributes.

Experience:

- Direct classroom and teaching experience of 3-4 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. Experience of having worked or lived in Madhya Pradesh is desirable.
- 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.
- An appreciation for education overall, and specific areas of expertise in education (e.g. middle 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.
- An ability to work successfully under pressure with the capacity to manage competing priorities and deliver to deadlines.
- Strong 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 fast-moving, 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.

Language skills: Fluency in English and Hindi



Recruitment Process

Application 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.

Reference checking & Probation

This role will be subject to enhanced background checks. Additionally, all new staff will be subject to a probation period of three months

Selection

The selection process will involve written tests/assignments and interviews with the senior management team of the organisation.

More about Peepul

Who we are and how we work:

One principle unites us in all our endeavors: 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 scrutinize 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.