



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

Location: Indore/Dewas/Bhopal, Madhya Pradesh (Remote during COVID period)

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 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 will now continue 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 the **Product Manager** is critical to the success of the continued partnership with the Government of Madhya Pradesh through CM Rise, 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 the programme's success, we require to build and manage a complex teacher development calendar and support its rollout across 300,000 teachers in the state. Additionally, to enable the programme's success, we require to create an integrated technology backbone, that can form a unified view of every teacher's professional development – powering the monitoring, evaluation and data-based decision making in the programme.

The Product Manager must be someone with strong vision, deep operational and technological expertise, and dexterity in managing relationships with the multiple institutions involved (e.g. the School Education Department, National Informatics Center (NIC), DIKSHA, etc). Ideally, the Product Manager would be someone who can bring to bear understanding and expertise in data analysis, technology, and operations strategy.



Key responsibilities

To support setting up of technical backbone of the program

- Lead thinking on integrating data sources from multiple platforms into a single unified view
- Liaison with the state MIS and NIC teams on building out user dashboards, reports and analytics based on program and state requirements
- Build understanding of existing technical architecture of existing tools in the system and design solutions within the existing architecture
- Work with the program team to understand program requirements and document them for technical partners of the program

To set up processes and systems for data analysis to enable effective decision-making in the programme

- Set up systems for data collection, monitoring and dissemination of the programme's progress and impact
- Provide data-driven insights to district, block, and cluster level officials on implementation status in the ecosystem
- Liaison and elicit support from the cluster and block officials (e.g. Academic Coordinators) towards enabling collection, collation, and analysis of relevant data
- Provide recommendations for course correction, adaptation, and improvement of the programme, based on the data
- Present the findings and insights with credibility, to senior government stakeholders, including the senior-most bureaucrats in the state

To support in the reporting, monitoring and evaluation of the programme

- Own the documentation and organizing of data and insights so that they may be referenced and accessed easily by members of the team
- Lead evaluation procedures for the programme – ensuring that the assessment of students', teachers', head teachers', mid-level officials' and overall schools' performance and progress is accurate, reliable, and timely – working with Peepul's M&E Manager



To support in the operational excellence of the programme as a proactive and supportive team member

- Support in programme implementation as required, including leaning in on stakeholder management, training setup, programme design and troubleshooting
- Work towards setting up a strong team culture that is based on high expectations from all stakeholders and razor-sharp focus on impact

Person Specification

Experience:

- At least 5 years of total work experience, ideally in deployment of programme management of technology solutions and/or product management, in the development space or otherwise
- Basic knowledge of coding, technical architecture, design thinking and UI/UX design would be desirable
- A graduate/post-graduate degree in Social Work/Statistics/MBA in Rural Management will be desirable
- Experience with web-based data collection management, monitoring survey and managing field work
- Preference will be given to candidates with work experience in roles dealing with data analysis, application design for governance projects

Behaviours and attributes:

- Smart, quick, and independent problem-solver, with the ability to formulate clear hypotheses and structures
- Ability to create technical documentation and liaise with both tech and non-tech stakeholders effectively
- Ability to perform end-to-end analysis with large quantitative data sets and qualitative information, to create relevant insights
- Proficiency in data visualization and presentation
- Knowledge of statistical tools and techniques
- Advanced Excel proficiency including Pivot tables, vlookup / hlookup, graphs etc.



- Ability to contextualize and customize recommendations to enable the audience to absorb the information and insights, and to drive transformation
- Bias to action, with an ability to step back and see the larger picture
- Intellectually curious, open to learning
- Flexible and adaptable style, responding positively to changing demands
- Strong interpersonal, written, and oral communication skills
- Ability to build strong and sustainable relationships across all layers of government hierarchy
- 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

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

- 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.