Job Description: (Sr.) Associate, Monitoring, Evaluation and Learning

Nature of employment: Full-time
Reporting to: (Sr.) Project Manager
Location: Bhopal, Madhya Pradesh

About Peepul

Peepul is an education-focused non-profit organisation committed to transforming India's education system and enabling every child to reach their full potential. We work closely with national, state, and local governments to transform government schools and government systems. Currently, we work with governments in Delhi and Madhya Pradesh to meaningfully have an impact across ~325,000 teachers and 9.75 million+ students across 100,000+ schools.

At Peepul, we collaborate with school systems to build the capacity of leaders, teachers, and institutions. We advocate for policy improvements, support mentoring and monitoring, and enhance student-teacher engagement in classrooms. Our work has been recognised internationally, including receiving the Commonwealth Education Awards for Innovation and being featured in reports by respected organisations like the UN and the National Ministry of Education, India, and we are well-funded by both Indian CSR and prominent international Foundations working toward a common purpose of excellent education for the most disadvantaged sections of society.

Driven by our core values of impact, excellence, and leadership, we are a restless, resilient, and reflective organisations. Our team of 200+ employees is passionate about creating lasting change and is rewarded competitively for their dedication. Join us in our mission to create a world where every child has equal access to high-quality education. Learn more about our transformative work at http://peepulindia.org.

Monitoring, Evaluation, and Learning (MEL) Overview

Our organisation has successfully established a sophisticated Monitoring, Evaluation, and Learning (MEL) function in the past two years, utilising cutting-edge tools like Alteryx and PowerBI to handle large-scale data. We have collaborated closely with various programs to co-design and implement effective impact measurement tools. Our approach includes developing comprehensive Theories of Change for the organisation and its programs, allowing us to seamlessly connect various experiences and insights. In the next three years, we plan to leverage our impact track record and learnings to be a leading thought leader in the sector and a role model of impact measurement. We are involved with one of the early Development Impact Bonds in education in India, are working on large-scale programmes, and are staying deeply rooted in our exemplar schools as innovation grounds – all of these pioneering initiatives come together to form a strong MEL launchpad for the organisation.

About the role

The Associate, MEL at Peepul is purpose-driven, understanding the organization's values and the significance of their work. They embrace diverse perspectives, take ownership of deliverables, and work efficiently with minimal guidance. Their entrepreneurial mindset drives them to seek greater responsibility and contribute to organization-building activities. They possess extensive knowledge of the Indian education system, actively shaping best practices and maintaining clear communication. As supportive team players, they foster a positive team climate through active listening and self-motivation. The Project Associate's competence, dedication, and initiative make them a valuable asset to Peepul's mission.

The (Sr.) Associate, MEL will be contributing to the Monitoring, Evaluation, and Learning efforts and strengthening our Delhi and Madhya Pradesh programs. Measuring impact is in the DNA of our organisation, especially as we grow and scale our work. This is an exciting opportunity for an individual who wants to learn more about measuring the impact of programs at scale, contribute to our program evaluation, and ensure that we are iterating on program design and course-correcting, using data and evidence.

Responsibilities would include (including but not limited to):
- **Execute the organisation's MEL design and strategy to become a sector leader in impact measurement.**
    - o Contribute to the execution of the organization-wide MEL strategy, including identifying and designing mission-critical indicators.
    - o Collaborate with the MEL team on monitoring and impact evaluation internally, or collaborate with external agencies, analyse findings from such evaluations, and use learnings to inform program design.
    - o Implement different systems and processes to improve MEL and program cycles.
- **Drive data-based decision-making within the organization.**
    - o Support the design of the monitoring and evaluation framework and the tools for different Peepul programs in Delhi and Madhya Pradesh.
    - o Conduct regular quantitative and qualitative data collection and analysis and use automation/visualization tools to present data to internal and external audiences.
    - o Ensure timely implementation of monitoring projects with a strong focus on execution and quality assurance, including data validity checks.
    - o Collaborate with the program design and implementation teams to interpret the data and ensure that the learnings are incorporated into the continuous cycle of program design and implementation.
    - o Develop and update data dashboards for each project in collaboration with partners and relevant agencies.
- **Contribute to the thought leadership of Peepul in the sector.**

- Contribute to research projects to collect and analyze data from organizations across India and abroad to build evidence that can be used to inform practitioners, funders, and policymakers within the education sector.

Qualifications and Role Requirements:
At Peepul, we seek talented professionals passionate about driving educational transformation and making a positive impact. We are looking for individuals who possess the following qualifications and meet the role requirements:

- **Educational Background:** A relevant educational background in international development, statistics, education, public policy, economics, or a related field.
- **Work Experience:** We value both professional and personal experience. Candidates with 2-4 years of experience in the private/public sector with successful research management and monitoring/evaluation in the development sector. Prior experience in designing and implementing M&E frameworks, conducting impact evaluations, and using data to inform program design and decision-making.
- **Other Skills**: Excellent quantitative, qualitative, problem-solving, analytical, and statistical analysis skills (including advanced Microsoft Excel skills and experience with analytical tools such as SPSS, Stata, R, Alteryx, or Python)
- **Language Proficiency:** English and Hindi

How to apply

To apply for a position, click on the application link **here**.

You will be required to upload:
- **Your CV:** Please ensure that your CV provides relevant information about your professional and personal experience and details of your academic qualifications. CVs can be one to two pages in length.
- **A cover letter:** We highly encourage you to use your cover letter to showcase your specific interest in working for Peepul and demonstrate how your qualifications align with the role you are applying for. A tailored cover letter holds significant importance in Peepul's recruitment process as it enables us to comprehend your motivations for the position, your relevant skills, and the clarity of your writing.

For any further queries related to our hiring process and timelines, please contact us at recruitment@peepulindia.org.