

Job Description: Programme Manager, Madhya Pradesh Programmes

Nature of employment: Full-time

Reporting to: Director, MP Programmes

Location: Bhopal, Madhya Pradesh

About Peepul

Peepul is an education-focused non-profit organisations 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 recognized 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>.

Programme Overview

Peepul has been partnering with the School Education Department, Govt of Madhya Pradesh, for multiple years now. Working closely with the state bureaucratic leadership, Peepul has played a meaningful role in strengthening the education system of the state. The partnership has been a successful one – with national and international recognition of the work. Some of the flagship programmes of the state we are co-leading include:

- **CM Rise Teacher Professional Development programme:** This international award-winning programme looks to strengthen the training, coaching and performance management of the ~300,000 teachers across the state.
- **CM RISE Schools:** This breakthrough programme looks to build ~10,000 'world-class' public schools in the state, that enable excellence. In the first phase, there are 300

K-12 schools selected. Peepul is co-leading the Academic Support and Monitoring Unit.

Beyond this, we have been involved with Mission Education in the Alirajpur District of MP (Ministry of Education-led initiative for strengthening Foundational Literacy and Numeracy) and World Bank-supported projects in the state.

About the role

The Programme Manager at Peepul is purpose-driven, role-modelling the organisation's values through active sharing and inclusivity. As impact-oriented team managers, they lead significant program components, maintaining high output quality and effectively allocating tasks. With an entrepreneurial spirit, they integrate efforts across geographies, leveraging personal experiences and learning leadership responsibilities. Drawing from their expertise, they create meaningful and impactful programs, shaping knowledge dissemination. As a leader, they prioritise colleague experience, offer approachable counsel, and motivate and empower team members in all circumstances.

Responsibilities would include (including but not limited to):

- **Partnership and Stakeholder Engagement:**
 - Build strong relationships with government officials and education stakeholders in Madhya Pradesh.
 - Represent Peepul in high-level meetings and conferences related to education reform.
 - Foster collaborations with other organisations and institutions for program implementation.
- **Training Content Design and Delivery:**
 - Lead the development and delivery of high-quality training content for the CM Rise Schools Program, catering to teachers, school leaders, and education officials.
 - Oversee the end-to-end instructional design of blended training content, including the creation of engaging digital learning resources.
 - Establish standards for content design and implement processes to measure the impact of the trainings.
 - Identify and curate excellent training content from various sources, building a repository of professional development resources.
 - Foster productive collaborations with knowledge partners across the state to enhance training content.
- **Team Management and Development:**
 - Lead and manage a high-performing team, promoting innovation and continuous learning.

- Set performance expectations, provide feedback, and support professional development and foster a positive and inclusive work environment for employee engagement and well-being.
- **Policy Shaping and Thought Leadership:**
 - Engage with government authorities to support education policy reforms.
 - Stay updated on national and international trends and best practices.
 - Contribute to sharing successes and research findings through publications and conferences.

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 education, social sciences, development studies, or related disciplines is highly preferred.
- **Work Experience:** We value both professional and personal experience. Candidates with 8-10 years of experience designing and delivering capacity-building interventions in the education sector, preferably in school settings. Additionally, experience working with government entities and familiarity with the Indian education system are highly desirable.
- **Other Skills:** Excellent project management skills, with the ability to oversee end-to-end training content development and delivery.
- **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.