

Job Description: Project Manager (DIB)

Nature of employment: Full-time

Reporting to: Programme Manager/ Project Manager

Location: New Delhi, Delhi

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>.

Programme Overview

Peepul is actively engaged in a FLN (Foundational Literacy and Numeracy) focused Development Impact Bond (DIB), which spans a 5-year period and covers four zones within the Municipal Corporation of Delhi (MCD). The project commenced with a learning year (Academic Year 2022-23), followed by four years of outcome-based funding (Academic Year 2023-24 onwards). The project entails the systematic implementation of academic, governance, and technology reforms targeted at bolstering assessments in the Central and West zones.

Over these five years, Peepul will build the systemic understanding and competency in implementing high-quality student-learning focused assessments. This will be done by reviewing existing practices, co-creating Standard Operating Protocols for conducting high-quality assessments, conducting training for teachers & officials, etc.

About the role

The Manager-Teacher Professional Development will be **responsible for designing, implementing, and evaluating professional development and capacity building programs** for teachers, HMs, and government officials.

The successful candidate will have strong instructional design skills, **excellent communication and leadership abilities**, and a passion for helping teachers grow and develop in their profession. The Project Manager will be an excellent team player who will independently lead and drive design and delivery of interventions towards support and accountability of teachers, HMs, and academic officials of the MCD.

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 MCD.

Responsibilities would include (but not limited to):

- Leading the **design and delivery of the high-quality training content** for both teachers and school leaders
- Designing, piloting and developing the **teacher training and support interventions** (e.g., Professional Learning Circles, Recognition mechanisms, remedial learning, creating digital or face-to face training courses for teachers and HMs etc.) with specific reference to assessment-based instruction in collaboration with government counterparts
- Apply **content knowledge and classroom experience** in developing teacher training interventions that will lead to shifts in teacher mindset, knowledge, and practice
- Leading the **pilot of interventions, documenting learnings, and evolving the design with innovation and flexibility** to have greater impact at scale
- Potentially **manage 2-3 associates and coach them on facilitation** and other workstream related skills
- Develop and maintain relationships with external partners, including consultants and educational organizations, to stay up to date on best practices in professional development
- Create effective work planning systems to ensure the project is on track with effective prioritization.
- Work with in-house Monitoring and Evaluation team and external experts to develop appropriate project evaluation tools to capture data and inform decision making

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 or related disciplines is highly preferred.
- **Work Experience:** We value both professional and personal experience. Candidates with at least 5 years of experience in designing and implementing professional development programs for teachers with at least 2 years of direct classroom experience would be preferred. Experience of working in government systems and awareness of education structures in India is also desirable.
- **Other Skills:** Excellent facilitation & leadership skills to support and influence stakeholders and ability to work independently and collaboratively with a diverse group of individuals.
- **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.