

## Job Description: Project Associate – DIB (Delhi Programmes)

**Nature of employment:** Full-time

**Reporting to:** Project Manager/ Programme 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 role of the **Project Associate - DIB on Assessment Reforms** is critical to the success of the continued partnership with erstwhile SDMC 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 programme's success, we are required to rapidly roll-out and scale our support to reach all teachers officials in the SDMC.

The **Project Associate** will be an excellent team player, who will drive design and delivery of interventions towards stronger support and accountability of teachers and academic officials of the SDMC. 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 SDMC.

### **Responsibilities would include (but not be limited to):**

**To support the design and delivery of the DIB – Assessment Reforms project and build a coalition of support around them.**

- Support the instructional design of FLN based training content, including the creation of engaging, need-based, relevant, and rigorous training modules for teachers, School Leaders and other stakeholders.
- Design high quality needs-assessment and post training assessments to track the impact of the capacity building interventions.
- Build consensus within all levels of government and other stakeholders, towards the vision and objectives of the programme
- Apply content knowledge and classroom experience in developing the interventions that will lead to shifts in teacher mindset, knowledge, and practice
- Support the program manager in implementing the pilot of interventions, documenting learning, and evolving the design to have greater impact at scale

### **To manage best-in-class project implementation**

- Plan and sequence the implementation of Training modules for teachers in close coordination with the Program manager
- Design and facilitate training sessions for teachers, school leaders and other key stakeholders.

- Conduct classroom observation to understand the impact of the trainings on ground and drive an effective implementation of the learnings of training through sharing feedback to the teachers

### **To be a strong team collaborator, manage cross-functional relationships and engage effectively with key government stakeholders**

- Effectively work in a matrixed environment with programme team, monitoring and evaluation team and field staff
- Develop and maintain strong operational relationships with government partners, providing leadership and putting in place mechanisms to support collaboration and cross-organisational working.
- Design and build effective, fully aligned partnerships to leverage external expertise where appropriate given Peepul's in-house skill-set
- Build capacity within government teams to ensure ongoing, sustainable organisational self-improvement after the formal end of the projects / the broader programme

### **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 2-5 years of experience in teaching, mentoring or education-related work would be preferred. Demonstrated knowledge and skills in assessment design and facilitation is required.
- **Other Skills:** Excellent interpersonal 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](mailto:recruitment@peepulindia.org).