



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.

Website: <http://peepulindia.org/>

Job Description: Project Manager

Location: Delhi

Role Context

Peepul is participating in an **FLN focused DIB** (Development Impact Bond). This will be a **5-year project with The South Delhi Municipal Corporation** (SDMC) starting with a learning year (July 2022 onward) followed by 4 years of outcome-based funding (Academic year 2023-24 onward).

SDMC currently runs 581 primary schools – this includes ~6000 teachers and ~250,000 students.

Peepul has been working with SDMC since 2015. This strong relationship has run through 3 programmes – **Exemplar schools, Teacher training (Sitara) and System Strengthening (Parivartan)**.

To further deepen our engagement and impact in SDMC we believe an investment in **effective assessments can be the catalyst to drive improvement in student learning outcomes.**

Assessments are at the core of the student learning, as they diagnose learning gaps and help teachers frame need-based learning plans. Factoring this, as well as the learning loss from two years of school closures due to COVID, we are implementing a **5-year project under a larger FLN focused DIB (Development Impact Bond)** that aims to roll out a series of academic, governance and technology reforms aimed at strengthening assessments across SDMC.

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 trainings for officials, etc.

Role Description



The role of the **Project Manager** is critical to the success of the continued partnership with the 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 require to rapidly roll-out and scale our support to reach all teachers and officials in the SDMC.

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 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.

Key responsibilities

To lead project design, piloting, and implementation of interventions towards assessment reforms

- Taking the lead on one or more interventions/workstreams within the DIB - On Assessment Reforms programme.
- Designing, piloting and developing the interventions (e.g. Professional Learning Communities, supporting a cadre of teachers in designing and delivering assessments, remedial learning etc.) in collaboration with government counterparts.
- Applying content knowledge and classroom experience in developing these interventions that will lead to shifts in teacher mindset, knowledge and practice



- Leading the pilot of interventions, documenting learnings and evolving the design to have greater impact at scale
- Working closely with government stakeholders to build knowledge as well as build capacity towards improved implementation
- Defining success metrics and growth aspiration for the project and communicating effectively with all stakeholders to translate this into a successful multi-year engagement

To manage best-in-class project implementation to ensure impact

- Plan and sequence the implementation of programme interventions in close coordination with the Project Coordination team and organizational subject experts
- Create effective work planning systems to ensure work remains on track and effectively prioritized, including regular work reviews to keep the project on track
- Potentially manage 1-2 associates and provide guidance/review on their deliverables
- Work with in-house M&E team and external experts to develop appropriate project evaluation tools

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

- Foster a positive and collaborative culture of trust and high expectations in the team
- Develop and maintain strong operational relationships with government partners, putting in place mechanisms to support collaboration and cross-organisational working
- Design and build effective, fully aligned partnerships with other education non-profits and agencies, to leverage external expertise and resources where appropriate
- Build capacity within government teams to ensure ongoing, sustainable organisational self-improvement after the formal end of the project



Person Specification

Experience:

- Experience in the impact space for 4-6 years, preferably within the government school system. A degree in Education is preferred
- Strong track record of success in managing projects with multi-functional teams in complex, fluid situations. Demonstration through previous experience of this in either the corporate sector or development sector.
- Experience of working in government systems and awareness of education structures in India would be preferred.
- Extensive experience of collaborating and partnering with senior internal and external stakeholders, including senior political figures, and communicating to a variety of audiences.

Skills and Knowledge:

- Extremely strong analytical skills and good judgement, able to lead and manage project design and implementation.
- An appreciation for education overall, and specific areas of expertise in education (e.g., primary school curriculum, large scale assessments, Foundational Literacy and Numeracy, etc.) would be preferable
- The intellectual creativity and innovation to develop pragmatic solutions to operational challenges as they arise, while maintaining focus on strategic goals.
- Strong research instinct, ability to gather information, examine perspectives and create synthesized solutions/recommendations
- Exceptional stakeholder management skills with the ability to build strong relationships with a wide range of individuals in public, private and non-profit sectors.
- Effective leadership skills and interpersonal skills, to be able to foster a strong Peepul delivery team and to work with public sector colleagues and associates with a consultative and collegiate decision-making style.
- Bias to action, with an ability to step back and see the larger picture
- An ability to work successfully under pressure with the capacity to manage competing priorities and deliver to deadlines.
- Strong interpersonal, written, and oral communications skills, to ensure the goals and operations of the project are well understood across all stakeholder groups



Personal attributes:

- A passion for education and a genuine commitment to Peepul's mission and values.
- The tenacity, flexibility, and resilience to adapt rapidly to changing priorities in a fastmoving, complex environment.
- High levels of personal impact with the ability to command the respect of wide range of senior stakeholders.
- Significant personal drive, energy, ambition, and enthusiasm.
- 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

Language skills: Fluency in English and Hindi

Recruitment 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 **nivedita.gupta@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.

Selection

The selection process will involve written tests/assignments and interviews with the senior management team of the organization.

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.