



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. We are restless, resilient, and reflective. We aim high, we innovate, we work smart, we work as a team, and we use rigorous research to inform our work.

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

Job Description: Project Manager – Training

Reports to: Programme Manager
Location: Bhopal, Madhya Pradesh
Start date: Immediate
Salary: Commensurate with experience

Role Context

To improve the quality of the public school system and improve learning outcomes, the Department of Education, Government of Madhya Pradesh (GoMP) is on an ambitious reform agenda. This reform agenda includes a focus on accountability and governance, structural administrative reforms, capacity-building of the state sector and learning from innovations and international best practices in pedagogy and delivery.

Peepul has partnered with the GoMP to strengthen learning outcomes from 2012 onwards through a deep partnership with the state. Through this partnership, we have also developed a deep understanding of the MP context, education landscape, and administrative support structures at the ground-level.

Peepul is now deepening this partnership with GoMP through a **multi-year state-wide program** for developing and implementing initiatives towards high quality education outcomes in **'CM Rise Schools'**, a flagship programme of the School Education Department,



Government of Madhya Pradesh, to create exemplar public schools that provide high-quality holistic education to all children across Madhya Pradesh.

The CM Rise schools are envisioned to showcase quality teaching learning practices & innovative school management processes, and act as visual exemplars in the school system for all others to learn and derive motivation from.

The scope of work for this program is to

1. Support the design, creation and implementation of relevant academic structures and processes leading to excellent academic outcomes in CM Rise Schools through the academic year
2. Support the design and roll out of student assessments for CM Rise Schools, derive data and initiate action plans
3. Design and deliver capacity-building interventions for key stakeholders of CM Rise Schools (Teachers, School Leaders, Officers of the Education Department)
4. Support the setting up of accountability and motivation structures in the schools and wider ecosystem
5. Set up governance structures for the program

Role Description

The role of the **Project Manager – Training** is critical to the success of the continued partnership with the Government of Madhya Pradesh towards achieving quality education for all, and to Peepul's strategic objective of supporting quality improvement in the public school system in India.

As part of our support to the CM Rise Schools and other state priorities, the Project Manager-Training will be primarily responsible for content creation, curation and delivery of trainings for the key stakeholders especially teachers and school leaders towards setting up and running these schools effectively.

This person will be an excellent team player working closely with project coordinators, program managers and other members of the team to design Continuous Professional Development plans with clearly defined objectives and intended outcomes leading to delivery of high-quality trainings for teachers, school leaders and other key stakeholders.



This is therefore an exciting opportunity for a highly motivated individual to play a key role in an exemplar school project with enormous potential impact. The Project Manager – Training must be an exceptional educator and facilitator with the skills and mindsets to conceptualize and execute capacity building interventions at scale. The Project Manager will be someone who exemplifies flexibility, tenacity and enthusiasm to be able to create and enable highly engaging, rigorous and practical training modules for, teachers, school leaders and academic officials in the state that inspire schools across the state and country to actively learn and inform change in their actions.

Key responsibilities

To design and deliver high-quality training content that will be at the heart of the CM Rise Schools Program

- Support the program manager in designing the scope and sequence of the training curriculum for teachers, school leaders and education officials across the CM Rise Schools.
- Own the instructional design of blended training content end-to-end including creating engaging digital learning resources that are need-based, relevant and rigorous.
- Design high quality needs-assessment and post training assessments to track the impact of the capacity building interventions.
- Identify and map high-quality training content across multiple platforms and work towards curating and building a repository of professional development resources.
- Work with multiple knowledge partners across the state towards a productive collaboration
- Collaborate with the central Peepul codification team and other programmes to leverage existing resources, and relay back learnings from the programmes in Madhya Pradesh, to build strong repository of knowledge

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

- Plan and sequence the implementation of programme interventions (such as Training modules for teachers and Professional Learning Communities), in close coordination with the Program manager
- 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 the in-house M&E team and external experts to develop appropriate project evaluation tools



- Design and facilitate training sessions for teachers, school leaders and other key stakeholders.
- Work closely with Teacher Education Institutes, district, block and cluster officers to ensure high-quality mentoring to ensure implementation of training content.

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-organizational working
- Design and build effective, fully aligned partnerships with other education non-profits and agencies, to leverage external expertise and resources where appropriate
- Work closely with the team to build capacity within the state government to set up excellent as well as sustainable processes for continuous professional development of teachers, school principals and officers in the education department
- Present data backed research insights to the state government to support strengthening of the training structures of CM Rise Schools

Person Specification

Experience:

- At least 5 years of total work experience.
- Experience of classroom teaching preferably in elementary school system with strong experience of teacher training or school leadership capacity building.
- 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.



- Experience of having designed and conducted trainings for stakeholders in public education system, preferably in Hindi
- Experience of having led content creation for professional development initiatives
- Strong working knowledge of Hindi and English (oral and written)

Behaviours and attributes:

- A strong desire to influence government education system, working with the existing government structures
- A deep understanding of the context and challenges of the government schoolteachers
- Strong facilitation skills with an ability to engage audience of various sizes and contexts.
- Ability to present complex content/sessions into simple, actionable points making it accessible to individuals with varying skill levels.
- Attention to detail, including proof reading and editing skills for materials shared internally and externally
- Ability to build strong and sustainable relationships across various government education functionaries
- Ability to iterate on sessions quickly, based on feedback, following a process of continuous improvement
- Bias to action, with an ability to step back and see the larger picture
- Intellectually curious, open to learning
- Flexible and adaptable style, responding positively to changing demands
- Strong interpersonal, written and oral communication skills
- Enthusiasm for taking on a start-up role, in what will be a fast-paced, growing, changing network

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, interviews and live demonstrations of expertise (e.g., taking a demo training session), with the senior management team of the organization.

Reference checking & Probation

As Peepul is a children first organisation this role will be subject to enhanced background checks. Additionally, all new staff will be subject to a probation period of three months.