



## 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: Programme Manager- DIB on Assessment Reforms

**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 **Programme Manager- DIB on Assessment Reforms** is critical to the success of the continued partnership with the SDMC through the transformation effort, 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 the programme's success, we require to transform the assessment practices within SDMC. This would require efforts around supporting teachers with competency based pedagogy practices, supporting high quality assessment design, co creating data dashboards that can aid data backed instructional practices and institution-building in deep partnership with the SDMC leadership.

The Programme Manager must be someone with strong vision, deep educational, operational, and technological expertise, and dexterity in managing relationships with the multiple institutions involved (e.g. the SDMC, Delhi SCERT, Delhi Dept of Education, NIC, etc). Ideally, he/she would be someone who can bring to bear **understanding and expertise in large scale assessments, data analysis, technology, and operations strategy**.



## **Key Responsibilities**

### **To own the DIB assessment transformation project end to end**

Work with senior government stakeholders, Peepul's senior leadership and Advisory Board to create the strategic design of the 5-year project

- Build consensus within all levels of government around a common vision and set of objectives towards assessment reforms.
- Define success metrics and growth aspiration for the project and communicate effectively with all stakeholders including the DIB investors.

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

- Lead the team of 4-5 project managers and associates, managing and sequencing the design and implementation of this project at-scale, in close coordination with Peepul's education and training team
- Create effective work planning and management systems to ensure work remains on track and effectively prioritized, including regular strategic reviews to keep the project design fit for purpose
- Develop systems to ensure the effective use of data across the programme, developing appropriate tracking metrics to ensure high-quality implementation and identify areas for course correction and learning
- Work with in-house M&E team and external experts to develop appropriate project evaluation tools.

### **To build an effective and sustainable delivery architecture, including a high-performing team and strong public, private and non-profit partnerships**

- Effectively work in a matrixed environment with education specialists, subject matter experts and field staff
- Develop and maintain strong operational relationships with government partners, providing leadership and putting in place mechanisms to support collaboration and cross-organizational 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 project



## Person Specification

### Experience:

- At least 6 – 8 years of total work experience in the development space or otherwise Master's or MBA degree is desirable
- Preference will be given to candidates with work experience in roles dealing with large scale assessments in education, Foundational Literacy and Numeracy programs, data analysis, technology, and operations strategy

### Behaviours and attributes:

- Independent problem-solver, with the ability to formulate clear hypotheses and structures
- Ability to contextualize and customize recommendations to enable the audience to absorb the information and insights, and to drive transformation
- Bias to action, with an ability to step back and see the larger picture
- Flexible and adaptable style, responding positively to changing demands
- Strong interpersonal, written, and oral communication skills
- Ability to build strong and sustainable relationships across all layers of government hierarchy
- Enthusiasm for taking on a start-up role, in what will be a fast-paced, growing, changing network

## Recruitment Process

### Application 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](mailto:recruitment@peepulindia.org) with a cc to [Nivedita.gupta@peepulindia.org](mailto: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.

### 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.