



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: M&E Associate - 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 **M&E Associate - DIB on Assessment Reforms** 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. This requires us to consistently monitor the programme and ensure that we are outcome focussed

The M&E Associate will be an excellent team player, who will design effective frameworks to both design and evaluate 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, strong technical skills, 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 support the design of the outcomes framework for the DIB

- Assist in the development of the theory of change and programme log frame
- Develop the monitoring and evaluation framework, tools and data collection systems for the programmes.
- Part-take in the process of setting outcome-based metrics and targets

To lead the design of the tools necessary to monitor and evaluate the program

- Assist the project and field team with regular data collection and evidence gathering



- Ensure timely implementation of monitoring projects with a strong focus on execution and quality assurance – including data validity checks, analysis / interpretation and editorial support.

To contribute to the data analysis and reporting processes

- Produce periodic reports of the evaluation for internal use and for funder reports.
- Develop and update data dashboards for each project in collaboration with partners and relevant agencies
- Coordinate with third-party and other organizations to undertake internal and external organizations
- Contribute to research projects and organizational learning initiatives
- Empowering and supporting the team to drive high-quality implementation of M&E priorities.

Person Specification

Experience:

- 2-5 years' experience working in public or private sector organizations including demonstrated success in research management and monitoring and evaluation of programs in the development sector.
- Bachelor's or Master's degree in social work, rural development, statistics, demographics, public policy, economics, education, or related field, with a strong quantitative or evaluation focus
- Advanced certificate in M&E, statistics, data analysis, economics or econometrics is preferred
- Demonstrated knowledge and skills in project management
- Strong track record of success as part of projects with multi-functional teams in complex, fluid situations. Demonstration through previous experience of this in either the corporate sector or development sector.

Skills and Knowledge:

- Experience in designing, implementing, and executing M&E systems from project conceptualisation to project implementation, including indicator selection, target setting, tool development, data collection, reporting, database management, and developing M&E and performance monitoring plans
- Knowledge of the major monitoring and evaluation methodologies (e.g., difference in difference, randomized control trials, other quasi-experimental designs.) and data collection and analysis methodologies.



- Working knowledge of statistical analysis such as use of t-tests, correlations, regressions, etc.
- Experience in planning and managing surveys, developing and refining data collection tools, data quality assessments and oversight.
- Experience in conducting qualitative research including but not limited to facilitating focus group discussions, analyzing insights from in-depth interviews, and using observation-based tools to gather deeper insights
- Advanced Microsoft Excel skills and experience with analytical tools such as Alteryx, SPSS, Stata, R or Python
- Experience in data-visualization using software such as Tableau or Power BI is preferred
- Capacity to synthesize monitoring data into effective presentation of results to help guide recommendations on performance improvement.
- Strong research instinct; ability to gather information, examine perspectives and create synthesized solutions/recommendations
- Bias to action, with an ability to step back and see the larger picture
- 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.
- Ability to creatively solve challenging problems in the application of research and evaluation methods without extensive structural or operational support.
- High levels of personal impact with the ability to command the respect of wide range of senior stakeholders.
- Self-starter who will thrive in a start-up setting by taking ownership and initiative
- Openness to listen, learn and contribute beyond the confines of this role.
- 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

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 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.

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