



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. We run systemic education programs that, together, ensure that we adopt a holistic view towards improving state education systems. We are a fast-paced organisation that aims high.

Towards creating exemplar education ecosystems, some of what we do includes:

- i. **Run Exemplar Schools:** we run exemplar schools in partnership with the government to show what 'great' looks like. Starting with one school with 9 children in 2015, we now have a network of 3 schools that directly impact 1,000 children.
- ii. **Systemic Interventions:** we create systemic influence through large-scale interventions such as teacher training, capacity building of government education officials, working with district and state-level training institutes and advising on policy reform.
- iii. **Government Policy and Advisory:** we advise state governments on improving governance and accountability structures through our work on quality assurance, levers for school improvement and knowledge as practitioners of quality improvement.
- iv. **Thought Leadership:** we recognize the criticality of institutionalizing and codifying our best practices, content and processes so that they can be standardized, scaled and can be adopted by government systems to improve government schools as well as shared more widely with the education ecosystem in India.

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



Job Description: Associate, Monitoring, Evaluation and Learning

Location: South Delhi

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 (in its previous branding as Ark India) has partnered with the GoMP to strengthen learning outcomes, primarily through the roll-out, scale-up and implementation of the Shaala Siddhi programme, a school-level quality diagnostic. Shala Siddhi (so far, rolled out to 50,000+ schools across all 52 districts in the state) has been instrumental in creating a common language around school quality – a common understanding of ‘what good looks like’. 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 will now continue our partnership with GoMP through **a multi-year state-wide program to evolve the professional development ecosystem in the state for teachers, educators, and education officials, under the aegis of ‘CM Rise’**. The program aims to envision and create a holistic blueprint for all professional development interventions in the state, encompassing digital and blended trainings, learning communities and in-school coaching, and bring all teacher development initiatives of the state **under one integrated, holistic umbrella**.

The programme is envisaged to have a multi-layered approach: of setting up and scaling digital training for teachers, academic officials, and various other education functionaries, building strong monitoring mechanisms for teacher support, and creating exceptional cadre of mentors for teachers in the state of Madhya Pradesh.

This flagship program will also serve as an exemplar of innovative teacher professional development ecosystem for other states in the country.



Role Description

We are looking for an M&E associate, who would be responsible for developing, coordinating, and implementing the monitoring and evaluation, and learning framework for Peepul's programmes and projects. This will include developing the M&E strategy, developing appropriate metrics for impact (both short-term and long-term), translating the M&E framework into clear and actionable plan for the project team, gathering quantitative and qualitative evidence to regularly monitoring progress, and reporting the insights for programme improvement and evaluation.

Key Responsibilities

- Assist in the development of the programme log frame, particularly in the areas of performance indicators and their measurement
- Develop the monitoring and evaluation framework, tools and data collection systems for different Peepul programmes.
- 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.
- 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
- 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:

- Bachelor's or Master's degree in social work, rural development, statistics, demographics, public policy, economics, education or related field.
- Advanced certificate in M&E, statistics, data analysis or economics is preferred
- A minimum of two years of experience in private or public sector organisations; including demonstrated success in research management and monitoring and evaluation programs in the development sector. Fellowship experience (such as Teach For India, Gandhi Fellowship, etc.) is considered as full-time experience



Behaviours and attributes:

- 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. pre-post, qualitative, quantitative, mixed-method, and impact assessment etc.) and data collection and analysis methodologies.
- Knowledge of social science research, micro-planning, large scale survey, data analysis and report writing
- 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
- Excellent quantitative, problem solving, analytical and statistical analysis skills (including advanced Microsoft Excel skills and experience with analytical tools such as Alteryx, SPSS, R or Python).
- Capacity to synthesize monitoring data into effective presentation of results to help guide recommendations on performance improvement.
- Strong alignment with Peepul's mission of providing quality education and building stronger education ecosystems in India
- Ability to negotiate and achieve consensus with key stakeholders.
- Ability to creatively solve challenging problems in the application of research and evaluation methods without extensive structural or operational support.
- Self-starter who will thrive in a start-up setting by taking ownership and initiative
- Strong interpersonal, written and oral communication skills
- Openness to listen, learn and contribute beyond the confines of this role
- Hard working, detail orientated, tenacious and systematic
- Enthusiastic to do whatever it takes willing to take personal accountability for delivery
- Enjoys working under pressure: flexible, highly organized and able to prioritize work to meet deadlines.

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.

Selection

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

More about Peepul

Who we are and how we work:

One principle unites us in all our endeavours: we put children first.

We believe that all children should have choices in life. And we must fight to make this happen. Sometimes that means making difficult decisions – we will have to say or do things that are hard for us and for other people.

All our actions are driven by what is best for the children we work for.

We are:

Restless

We are proud of our achievements but know that there is so much still to do. So, we never stop striving, and we are ready for new challenges. We will work on new projects, in new communities, wherever we think we can make a difference. We are never complacent.

Reflective

We are self-critical. If we think we could have worked in a better or smarter way, we acknowledge that and learn from it.

Resilient

We know that our task is not an easy one. But we are determined to transform children's lives, despite setbacks. When we encounter obstacles, we do not give up. We are tenacious and will see things through.



When we work, we:

Aim high

We have the highest expectations. We ask everyone to give their best in everything they do. The children at our schools are expected to aim high, and the staff at Peepul does the same. We do not accept excuses, and we do not make excuses.

Use rigorous research

We use the latest research and data in all our work, and we scrutinise our results. Our approach is evidence-based, and we direct our resources to those projects that we are sure will make a difference.

Work smart

We work hard to achieve our aims. But, more important, we work smart.

We are systematic, seeking models that are already successful and finding ways of building on that success. We share our expertise – between teams, between schools, across the world. This way, we maximize our results.

Work as a team

Tough challenges take grit and determination, and teamwork too. None of us can succeed on our own. We need to support and learn from each other, and we work best when we work as a team.

Together, we make the biggest difference