

## Job Description: Director, Madhya Pradesh Scale Programmes

**Nature of employment:** Full-time

**Reporting to:** Chief Executive Officer (CEO)

**Location:** Bhopal, Madhya Pradesh

### About Peepul

Peepul is an education-focused non-profit organisations committed to transforming India's education system and enabling every child to reach their full potential. We work closely with national, state, and local governments to transform government schools and government systems. Currently, we work with governments in Delhi and Madhya Pradesh to meaningfully have an impact across ~325,000 teachers and 9.75 million+ students across 100,000+ schools.

At Peepul, we collaborate with school systems to build the capacity of leaders, teachers, and institutions. We advocate for policy improvements, support mentoring and monitoring, and enhance student-teacher engagement in classrooms. Our work has been recognized internationally, including receiving the Commonwealth Education Awards for Innovation and being featured in reports by respected organisations like the UN and the National Ministry of Education, India, and we are well-funded by both Indian CSR and prominent international Foundations working toward a common purpose of excellent education for the most disadvantaged sections of society.

Driven by our core values of impact, excellence, and leadership, we are a restless, resilient, and reflective organisations. Our team of 160 employees is passionate about creating lasting change and is rewarded competitively for their dedication. Join us in our mission to create a world where every child has equal access to high-quality education. Learn more about our transformative work at <http://peepulindia.org>.

### Programme Overview

Peepul has been partnering with the School Education Department, Govt of Madhya Pradesh, for multiple years now. Working closely with the state bureaucratic leadership, Peepul has played a meaningful role in strengthening the education system of the state. The partnership has been a successful one – with national and international recognition of the work. Some of the flagship programmes of the state we are co-leading include:

- **CM Rise Teacher Professional Development programme:** This international award-winning programme looks to strengthen the training, coaching and performance management of the ~300,000 teachers across the state.
- **CM RISE Schools:** This breakthrough programme looks to build ~10,000 'world-class' public schools in the state, that enable excellence. In the first phase, there are 300 K-12 schools selected. Peepul is co-leading the Academic Support and Monitoring Unit.

Beyond this, we have been involved with Mission Education in the Alirajpur District of MP (Ministry of Education-led initiative for strengthening Foundational Literacy and Numeracy) and World Bank-supported projects in the state.

### About the role

Peepul is seeking a highly motivated and skilled Director to lead their Madhya Pradesh programmes, which will be a critical role in furthering the organisations's successes and shaping its future growth. As a key member of the senior leadership team, the Director will report directly to the Chief Executive Officer, presenting a remarkable opportunity to influence the organisations's trajectory, manage a high-performing team, and contribute to the design and implementation of large-scale education programmes.

Responsibilities would include (including but not limited to):

- **Strategic Leadership and Programme Management:**
  - Collaborate with the CEO and senior leadership to set program priorities and drive organisational growth.
  - Provide strategic direction to Madhya Pradesh programmes, aligning with Peepul's mission for excellent public education.
  - Oversee planning, implementation, and monitoring to ensure impactful results.
- **Partnership and Stakeholder Engagement:**
  - Build strong relationships with government officials and education stakeholders in Madhya Pradesh.
  - Represent Peepul in high-level meetings and conferences related to education reform.
  - Foster collaborations with other organisations and institutions for program implementation.
- **Team Management and Development:**
  - Lead and manage a high-performing team, promoting innovation and continuous learning.
  - Set performance expectations, provide feedback, and support professional development and foster a positive and inclusive work environment for employee engagement and well-being.
- **Program Design and Quality Assurance:**
  - Design evidence-based education interventions aligned with Madhya Pradesh's needs.
  - Ensure program quality through robust monitoring and evaluation frameworks.
- **Policy Shaping and Thought Leadership:**
  - Engage with government authorities to support education policy reforms.
  - Stay updated on national and international trends and best practices.

- Contribute to sharing successes and research findings through publications and conferences.

### **Qualifications and Role Requirements:**

At Peepul, we seek talented professionals passionate about driving educational transformation and making a positive impact. We are looking for individuals who possess the following qualifications and meet the role requirements:

- **Educational Background:** A relevant educational background in education, social sciences, development studies, or related disciplines is highly preferred. Advanced degree and professional qualification in public administration and/or management, public policy, economics or relevant discipline is preferred.
- **Work Experience:** We value both professional and personal experience. The candidate should have 12-15 years of experience, with a proven track record of delivering robust strategic and operational leadership and ability to manage large teams with excellence and high expectations.
- **Other Skills:** Outstanding interpersonal skills, leadership, communication and collaborating skills with internal and external stakeholders. Demonstrated ability to build strong relationships and effectively navigate diverse environments. Education sector experience is preferred, though not a mandatory requirement for the position. Experience working with government entities and familiarity with the Indian education system are highly desirable.
- **Language Proficiency:** English and Hindi

### **How to apply**

To apply for a position, click on the application link [here](#).

You will be required to upload:

- **Your CV:** Please ensure that your CV provides relevant information about your professional and personal experience and details of your academic qualifications. CVs can be one to two pages in length.
- **A cover letter:** We highly encourage you to use your cover letter to showcase your specific interest in working for Peepul and demonstrate how your qualifications align with the role you are applying for. A tailored cover letter holds significant importance in Peepul's recruitment process as it enables us to comprehend your motivations for the position, your relevant skills, and the clarity of your writing.

For any further queries related to our hiring process and timelines, please contact us at [recruitment@peepulindia.org](mailto:recruitment@peepulindia.org).

**The last date for the submission of the application is November 2023.**