Position: Team Lead - Monitoring, Evaluation and Learning - State Team
Location: Gandhinagar, Gujarat

Founded in 2012, Central Square Foundation is a non-profit philanthropic foundation working with the vision of ensuring quality school education for all children in India. We are driven by our mission to transform the school education system with a focus on improving the learning outcomes of children, especially from low-income communities.

We believe that effective foundational learning is essential for better learning outcomes for all children in school. Development of foundational literacy and numeracy skills by Class 3 can help children progress to higher levels of learning which is an essential building block for creating equal access to opportunities needed for leading a better life.

In order to achieve this, we partner with individuals and social impact organizations to bring innovative solutions in education, as well as work with the government to drive systemic impact. We also collaborate with the ecosystem to leverage knowledge and create proven tools around critical issues such as early learning, technology in education, classroom instruction methods and governance.

CSF's team members bring a deep sense of commitment and passion towards our collective vision that every child deserves quality education. We strive for excellence in everything we do and collaborate to create an impact as we move closer to achieving our mission. We encourage an entrepreneurial outlook that evokes new and bold ideas along with taking smart risks. CSF provides a dynamic, learning and positive environment that is driven by our strong sense of values.

Position Summary

Our State projects are aimed at working with the Education Department on top-down, largescale, systemic reform projects with the goal of improving student learning outcomes. When we engage with a State, we conduct a thorough diagnostic exercise to identify and prioritize the critical interventions necessary for improving the quality of education. Our team supports the State on design and implementation of these interventions, while also strengthening governance and other key enablers that are critical for reform. These interventions can focus on academics and pedagogy, while also improving key enablers, improving the administration and governance structures, and making the Education system more accountable to outcomes and performance.

We have partnered with the Education Department of Gujarat on a long-term engagement for system reform and have set up a team in Gandhinagar.

The Team Lead would be based in Delhi and support the State team director in developing monitoring evaluation and learning frameworks for Gujarat and potential next states. S/he will work with experts in the field to vet the frameworks created, identify and manage partners for polishing and implementing the M&E plans for the projects. S/he will also be required to work with secondary and primary data that's being collected in the programs and analyse them. The role will report to the Senior Program Manager, State Reform.

Key responsibilities include, but are not limited to

- Supervise 1-2 projects – which require deep dives into subject matter for supporting learning and evaluation functions
- Able to create theory of change, M&E logframe, and associated requirements for rapid cycle evaluations as well as long term evaluation studies
- Create databases combining data from different sources and platforms
- Conduct data analysis of different program data, primary and secondary data
- Apply latest research theories to practice, apply innovative data collection and analysis methods
- Manage research partners and research agencies – through all phases of conceptualizing, designing a study to its eventual implementation, data collection and analysis
- Maintain relationships with partner institutions and research organizations
- Ensure quality of data during data collection and assisting with data cleaning
- Supervise data analysis, and questionnaire design
- Work with teams to understand data requirements and accordingly develop data-based solutions (for internal and external stakeholders)
- Draft documents (research summaries, briefs recommendations, vision documents) for external stakeholders

Required Qualifications, Skills and Abilities

- Master's Degree (or higher) in Education, Economics, Finance, Business, Development Studies, or related field is mandatory.
- Well-qualified Bachelor's candidates with significant related work experience will also be considered
- At least 4 to 8 years of evaluation and/or statistical analysis, experience in doing research in a national/international development context (or related fields) or in academic research settings
- Strong analytical skills with a good understanding of quantitative and qualitative research methods
- Experience in monitoring and evaluation, and/or participating in impact evaluation studies

- Demonstrated experience in data analysis, should have knowledge of different evaluation techniques
- Experience with statistical analysis packages such as R, Python, or Stata.
- Experience with data visualization, and in building dashboards
- Ability to lead meetings, deliver presentations
- Ability to work independently and proactively, without support staff and with little supervision
- Strong written and verbal communication skills
- Strong project management skills, and an ability to be able to set priorities, plan timelines and meet deadlines; can maintain an organized and structured work style in a fast-paced environment.
- Flexibility and ability to deal with uncertainty; adaptability to project needs and schedules
- Must be proficient in Gujarati and English

Desired Qualities

- Entrepreneurial spirit and 'can-do' attitude
- Operating style suited to working in a small-organization setting, where teamwork and resourcefulness are highly valued
- Excellent leadership skills, including ability to manage multiple activities at a time

Location

This role will be based out of Gandhinagar, Gujarat

Compensation

Remuneration will be competitive with Indian philanthropy pay scales and will depend upon the candidate's experience levels.

Apply

Interested candidates can click on the Application Form and fill the required details in the form.