



CENTRAL SQUARE
FOUNDATION

**Job Description - Associate Director, Classroom Instruction
Practice**

About Central Square Foundation

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 a mission to transform the school education system in India with a focus on improving learning outcomes for all children, especially from low-income communities.

Over the past six years, we have closely engaged with leading practitioners, foundations and think tanks in India and around the world on different elements of building high-quality school education. We have supported social entrepreneurs, worked on generating evidence, established collaborative platforms for knowledge building and provided strategic & implementation support to Central and State governments in India.

In 2018, Bill and Melinda Gates Foundation (BMGF) partnered with CSF, with CSF becoming an integral part of BMGF's core global education strategy (which includes providing education systems with better information, evidence, tools, and approaches to improve teaching and learning, with an emphasis on foundational learning).

We also consolidated all our learnings and prioritized on ensuring that all children in India achieve foundational learning by class 3 i.e. attain basic proficiency in literacy and numeracy. We believe that achieving foundational learning is a gateway skill since a child who does not achieve foundational learning in the early years is unlikely to catch up in later grades. This is impactful at both an individual and system level as it is directly correlated to increased workforce participation and better life outcomes. It is a key lever in pulling up the entire system's performance.

In order to achieve this ambitious goal, our strategy looks at this issue holistically, including informing policy, improving classroom instruction, partnering with governments to scale programs, filling gaps in research and incubating high-quality organizations.

About Our Founder - Ashish Dhawan

Ashish Dhawan is one of India's leading philanthropists and a key voice for education reform in the country. In his corporate stint, he founded and led one of India's leading private equity firms, ChrysCapital, before shifting tracks about 6 years ago to focus on India's education transformation. He founded CSF with the mission to improve the learning levels of students from low-income communities.

In 2014, he spearheaded the launch of India's first liberal arts university, Ashoka University, a philanthropic effort of over forty leaders in education and industry.

Ashish currently serves on the board of several other non-profits including Bharti Foundation, Teach For India, Akanksha Foundation, Centre for Civil Society, Janaagraha, India School Leadership Institute, 3.2.1 Education Foundation.

Role Summary

CSF has adopted a system reform approach, with quality pedagogy at the centre of it. We partner with state governments to design and scale effective foundational programs through a process of demonstration and consistent iteration. While many programs exist today, the foundation's effort is to work with the state to own a foundational program that is scalable, cost-effective and effective.

To this end, the team aims to develop a robust point of view on an effective foundational literacy and numeracy solution by working closely with select technical partners and engaging with our vast network of experts, and simultaneously steer the supply-side discourse in India by generating rigorous evidence and creation of relevant public goods. The Associate Director, Classroom Instruction Practice (CIP) will provide strategic direction and thought-leadership to the foundation's work around building this strong point of view on an effective foundational program.

Our work in CIP has also benefited from advice from key experts like Luis Crouch (Chief Technical Officer, RTI International), Dhir Jhingran (Founder Director- Language and Learning Foundation, ex-Principal Secretary of Education, Assam) and Jayshree Oza (Founder Director, Centre for Education Management and Research).

S/he will join a high calibre leadership team with a collective experience of over 100 years working in both corporate and development sector organizations like BCG, Accenture, Citibank, Dasra, NITI Aayog, and National Skill Development Corporation.

The role directly reports to the Managing Directors at CSF.

Key responsibilities include, but are not limited to:

- **Lead CSF's CIP Strategy:**
 - Conceptualize and lead CIP's strategy and programs, in line with CSF's overall strategy.
 - Develop a point of view on an effective CIP package that is distinctive and easy to implement, and lead its dissemination strategy across India.
- **Technical Support and Innovation in Pedagogical Solutions**
 - Identify areas of research and/or products missing in the ecosystem currently and drive innovation by building public goods and disseminating best in class instruction practice.
 - Provide technical depth on strengthening the pedagogical point of view on an effective classroom program.

- Create buy-in for the program by consensus building with various partners.
- **Strategic support**
 - Provide supervision, oversight and support to different partner organisations that need to come together for executing against the strategy.
 - Develop and manage relationships with key senior officials, influencers and policymakers at the state level and national level.
- **Support CSF strategy and Team-Building:**
 - Guide the CSF leadership team in preparing strategic roadmaps and implementation plans with goals and milestones; set-up review and/or evaluation processes to track progress and course correct.
 - Lead and manage a high-quality team and effectively break down workstreams and ensure high outcome-orientation.
 - Actively build internal capabilities and support team members by sharing learnings, providing feedback, and ensuring their training and development.

Required Qualifications, Skills and Abilities

- Masters' degree or equivalent in relevant fields: Education, Management, with a strong pedagogical bent of mind.
- At least 12 years of work experience of which 5+ years of relevant experience having been part of large-scale programs.
- Interest in design thinking and interest in iterating/contextualising on the go. Strong action research mindset.
- Exposure to teaching-learning practices and an understanding of products that work for teachers and students
- Experience with managerial responsibilities, demonstrating project delivery and team leadership.
- Preferably has experience of working in early learning, including Early Childhood Education (ages 3-8).
- Excellent research skills and the ability to analyze complex qualitative and quantitative data, craft possible solutions, and recommend actions.
- Prior exposure to either the education sector, the public sector, development sector, or consulting is desirable.
- Experience in growing and managing team members.

Personal Characteristics and Desired Qualities

- Ability to lead technical meetings with partners, and represent CSF to external audiences.
- Ability to build and maintain positive and collaborative relationships both within and outside the organization, including with colleagues, schools, regulators, foundations, researchers, grantees, and education product/service providers.
- Ability to align multiple stakeholders and build platforms for collaboration and coordination.
- Passion for working in reforming school education in India.
- Ability to think creatively, willingness to take risks to experiment with new ideas and the ability to turn ideas into action.
- Excellent people management skills, with the ability to develop and motivate teams to work towards a common goal.
- High ability to collaborate and actively listen to others, understanding and valuing others' views.
- Operating style suited to working in a small-organization setting, where teamwork and resourcefulness are highly valued.

Location

This role will be based out of the CSF office in Delhi.

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.