Position: Project Lead/Senior Project Lead, Classroom Instruction & Practice
Location: Delhi

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 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 of all children in school. Development of foundational literacy and numeracy (FLN) skills between pre-primary and 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 this regard, most CSF’s efforts are directed towards improving the foundational learning levels in the country.

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 a 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.

About the Classroom Instruction & Practice Team: CSF has adopted a system reform approach, with quality pedagogy at the center 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 effective in the classroom, replicable via the government system and resource efficient.

To this end, the Classroom Instruction Practices (CIP) team works on raising the quality of tools, training, & support available for teachers and academic support personnel implementing foundational learning in the classroom. We collaborate with our program partners and state academic leadership to improve instructional design and program implementation. We also develop exemplar knowledge products (including teaching-learning standards, structured pedagogy tools, assessment banks and teacher training modules) to set best-practice benchmarks. We engage with national and international domain experts to generate rigorous evidence around specific issues in early learning. Read more about our [POV on Structured Pedagogy for FLN](#)
**Position Summary:** The Team Lead/Senior Program Manager, Classroom Instruction & Practice is an ambitious role entrusted with end-to-end ownership of CIP’s portfolio including program design & implementation quality assurance, partner engagements and knowledge-product development. Specifically, it includes the following core areas of contribution:

1. **Manage program design and implementation quality** to improve foundational learning (pre-primary and early primary) across Indian states in collaboration with CSF technical partners
   a. Facilitate co-creation of instructional design of the intervention in collaboration with project partners and the state.
   b. Manage program timelines and deliverables for effective implementation, creating timely and high-quality outputs and continuously resolving bottlenecks.
   c. Oversee program quality implementation in the field including teacher training, classroom implementation and academic support interventions, through field visits and classroom observations.
   d. Engage with partners to ensure overall program coordination and influence them to adopt best practices.
   e. Conduct action research to understand effectiveness of program components.

2. **Co-create usable knowledge products (“public goods”)** based on principles of early literacy and numeracy, for critical stakeholders in the education eco-system
   a. Generate research and evidence on best-practices and white spaces for public good creation in FLN
   b. Develop knowledge products/tools including structured pedagogical resources, assessments and professional development content, in collaboration with CSF technical partners

3. **Provide technical support to CSF State Project Management Units (PMUs)**
   a. Manage the suite of enabling tools (state reform playbook) developed to codify best-practices in FLN program design and delivery
   b. Drive adoption of products by working closely with the design team and identifying opportunities across all CSF states.
   c. Support diagnostics, advocacy and capacity building workshops for running an effective FL&N program across state (as needed by PMUs).

4. **Support in executing CIP’s special projects**
   a. Work with other CSF teams to set up project plans, tracking milestones across projects as well as supporting other teams with advocacy, research, and programmatic support.
   b. Manage Teacher Professional Development design and adoption across all CSF states.
   c. Identify systemic constraints to achieving FLN and develop a strong point of view and associated collateral to shift policies on the same.

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1 Technical support provided in the form of tools and products for teachers, frontline administrators and state officials, to improve delivery of foundational learning in states
**Required Qualifications, Skills and Abilities:** We are looking for a driven and experienced mid-career education program management professional who brings:

- **Strong academic background** from a reputed institute followed by a post-graduate qualification or fellowship in education.

- **At least 6-8 years of hands-on product or program management experience a demanding education enterprise or non-profit workplace** including leading projects/products end-to-end, managing specialist teams, and influencing diverse external and internal stakeholders. *Exposure to early grade literacy and numeracy programs including structured pedagogy, assessment, and teacher professional development would be considered desirable (not mandatory)*

- **Passion to create impact at scale in education** and belief in the possibility of foundational learning for all children.

- **Strong action-bias, influencing & communication skills** - ability to synthesize technical insights into actionable program agendas, facilitate conflicting points of view, drive collective decision-making.

- **Excellent people and project delivery skills**, including ability to create project plans, drive execution, manage multiple projects at a time and maturity to influence multiple internal and external stakeholders.

- **Entrepreneurial spirit & hands-on operating style** suited to working in a small organization setting, where teamwork, resourcefulness and adapting to dynamic nature of work are highly valued.

- **Willingness to travel and spend time in the field** to project locations (schools and implementation sites in remote tier 2 & 3 towns).

**Compensation:** Remuneration will be competitive with Indian philanthropy pay scales and will depend upon the candidate’s experience levels.

**Apply:** Interested candidates can email [hiring@centralsquarefoundation.org](mailto:hiring@centralsquarefoundation.org) with cc to [anustup@centralsquarefoundation.org](mailto:anustup@centralsquarefoundation.org) with their CV and a one-paragraph cover letter with subject line: “TL/SPL Classroom Instruction & Practice”