

Position: Director, State Reform**Location: Flexible, with preference for Delhi**

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 Ensuring Universal, Early, Conceptual and Procedural Mastery of Foundational Skills is absolutely [essential](#) for the overall success of education system.

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.

Position Summary

The new National Education Policy¹ **calls achieving Universal Foundational Learning the highest and most urgent priority, without which the rest of the policy would fail.** To achieve this in a time bound manner, Government of India is launching a National FLN mission in December 2020. Each State would have clear targets, budgets, technical support, and independent measurement to iterate on their program.

CSF is supporting Government of India and key States to make the mission a reality. While the policy win and mission are excellent enablers, the key is in effective implementation at the State-level.

Hence, a key strategic priority for CSF is to work with 4-5 Indian States (as a part of larger coalition of technical and project management partners) and show early success. In medium-term, these States can then become the learning labs for other States.

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,

¹ National Education Policies are once in a generation policy document reflecting the education priorities of the country for next 2-3 decades. The previous policy was in 1986.

improving the administration and governance structures, and making the Education system more accountable to outcomes and performance.

The Director, State Reform, will serve on CSF's leadership team leading all our state team efforts. This role directly reports to the Managing Director.

Key responsibilities include, but are not limited to

- Lead the planning and design of all activities required for the diagnostic, analyze the findings and design the roadmap in collaboration with Education Department.
- Prepare strategic roadmaps and implementation plans with goals and milestones.
- Set-up project management processes and guidelines and ensure that all activities are driving towards the defined goals. This also includes holding CSF partners accountable for high quality outputs
- Create internal alignment between different interventions at a State-level to ensure cohesion. This also includes leading a coalition, and coordinating with external stakeholders (NGOs, experts, other States). The person would be expected to facilitate conversations, setup and manage partnerships to leverage the best support for the State government
- Develop and manage relationships with key senior government officials, influencers and policy makers at the state levels and track state team initiatives at the state level
- In addition, ensure alignment between the Foundation's state teams work and overall strategy. Conceptualize and lead CSF's state government strategy and programs, in line with CSF's overall strategy
- The team will work closely with the senior bureaucrats at the State level and members of the Education Department. The team will be assisted by CSF's issue teams, other partners in our network and national/ international experts and advisors.

Required Qualifications, Skills and Abilities

- Master's degree or equivalent in relevant fields, including management, economics, or public policy
- 20+ years of work experience with managerial responsibilities, demonstrating superb project delivery and team leadership. The person should show high degree of competence in executing a large and complex project, in partnership with multiple partners
- Experience in growing and managing team members
- Excellent problem-solving and strategic thinking skills, ability to analyze complex qualitative and quantitative data, craft possible solutions and recommend actions
- Excellent writing and presentation skills (ability to communicate complex ideas in a meaningful way), ability to manage projects and lead teams

- Ability to build and maintain positive and collaborative relationships both within and outside the organization
- Ability to work independently and proactively, without support staff and with little supervision
- Strong planning and organizational skills, and an ability to be able to set priorities, plan timelines and meet deadlines
- Prior exposure to either education sector, public sector, development sector, or consulting is desirable.

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 projects at a time

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.