

Position: **Program Officer/Manager – FLN (State Programs)**

Location: **New Delhi**

Nature of the Employment: **Full time**

### **India's Learning Crisis**

With over 1.5 million schools and 260 million students, India has one of the largest and most complex education systems in the world. Through effective public policy, tremendous progress towards achieving universal primary education has been made. However, the pressing challenge of improving learning outcomes still remains. OECD'S PISA, Pratham's ASER, NCERT's National Achievement Survey all conclude that learning levels of students are well below age-appropriate levels. For instance, the ASER 2018 report found that only half of grade 5 children could read a grade 2 level text correctly.

### **Foundational Literacy and Numeracy**

The National Education Policy (NEP) – 2020 is a major milestone in India's education reforms- shifting from increasing access to education to ensuring quality of education. The NEP makes a strong pitch for the National Foundational Literacy and Numeracy (FLN) Mission, setting a deadline for 2025 to ensure universal acquisition of critical FLN

skills (reading with comprehension and basic Math) among children. The policy states that achieving universal foundational literacy and numeracy in primary school and beyond is the highest priority for all the states and upon which, the achievement of all other goals are contingent on. Language and Learning Foundation (LLF) is uniquely poised to contribute to the FLN mission and has been recognized as a partner for supporting this Mission at the national level and in several states. LLF, therefore, is at a pivotal stage of its growth with a mission to improve foundational skills for 30 million Indian children in Grades 1 to 3 by 2025.

### **Language and Learning Foundation (LLF)**

Language and Learning Foundation (LLF) was founded in 2015, with a vision to develop strong foundational language and literacy among all children, to facilitate thinking and reasoning, through capacity building of teachers and teacher educators. LLF works with various state governments and has been recognized as a domain leader in language and literacy learning and multilingual education. LLF is also implementing India's first CSR-funded education Development Impact Bond (DIB) through its Learning Improvement Program in Haryana.

LLF's work has garnered support from leading education philanthropies including Bill and Melinda Gates Foundation, Central Square Foundation, Tata Trusts, HT Parekh Foundation, and UNICEF. With the support of their partners, LLF now works with the state governments of Haryana, UP, Gujarat, Rajasthan, Chhattisgarh and Odisha in various capacities to design and deliver state-led foundational learning programs. Further details available in LLF's website <https://languageandlearningfoundation.org/>

### **About the founder**

Dr. Dhir Jhingran is an IAS-officer, whose deep interest in primary education led him to a PhD in the subject and eventually become a social entrepreneur. He has worked in the primary education sector for over two decades, within and outside the government. Within the government, he has served as Principal Secretary, Education with the Government of Assam, as a Director in the Ministry of Human Resource Development among others. Dr. Jhingran has also been associated with UNICEF India and Room to Read in various leadership and advisory capacities. He has made significant contributions to the development and

implementation of early grade reading programs in several countries in Asia and Africa and several states in India.

### **Position Summary**

The Program Officer/Manager will work directly with the Director (State Programs) to ensure high quality design and smooth implementation of FLN activities in the state. The Program Officer/Manager will play a pivotal role working with the states in liaising with all major external stakeholders including funders, governments and other partners, and subsequently working with internal teams to generate and deliver coherent and impactful programs. This is a critical cross-functional role aimed at addressing dynamic needs across all major FLN related projects, ensuring agility and quality of response.

### **Key Responsibilities**

- Provide support in conceptualizing and leading the FLN related activities in line with LLF's overall strategy at central level and support states for implementation.
- Lead and prepare strategic roadmaps and implementation plan with goals, milestones timelines to support the states.
- Develop project management processes and guidelines to ensure all state programs are implemented towards the defined goals.
- Lead the planning and design of program activities including diagnostics, analyse the findings and design the roadmap in collaboration with states.
- Manage relationships with the government officials, influencers and policy makers at the state levels
- Support the states to design, implement, monitor and track the program activities planned in the state
- Coordinate with state managers/leads on effective implementation of FLN program and track initiatives at the state level
- Conceptualize potential new projects, create strong, outcome-oriented proposals and develop them to the final approval stage
- Work with the leadership and state teams in developing strategic roadmaps and implementation plans with goals and milestones for expansion into new geographies
- Lead collaboration for state programs initiatives by working with cross-functional teams at central level to ensure adequate back-end support is made available to states
- Support documentation for state programs including monitoring data, developing case studies, best practices, success stories and collating evidence about outcomes to share with donors and governments
- Lead organisational learning by interpreting data and identifying patterns and trends across multiple state programs
- Visit to field locations for program review, academic workshops and professional development activities

### **Qualifications, Skills, and Abilities:**

- Master's degree or equivalent in relevant field of education
- 5 - 7 years of working experience with 2 to 4 years of experience in primary education/social sector
- Outstanding skills in preparation of pitch decks
- Excellent drafting skills in English
- Excellent presentation, communication and writing skills in English
- Ability to set priorities, create workplans with timelines and monitor them on regular basis
- Ability to work independently and proactively, without or with little supervision
- Strong in MS Office (Excel, Word, Power Point, etc.) and computer skills
- An analytical mindset with problem-solving skills
- Strong interpersonal skills, with experience in building & managing relationships

- Prior work experience in the education/development/fellowships sector strongly preferred

**Desired Qualities:**

- Strong understanding of Foundational Literacy and Numeracy Mission and NEP 2020
- Good understanding of policies regarding early grade literacy & language development and numeracy.
- Entrepreneurial spirit and 'can-do' attitude and openness to feedback.
- Operating style suited to working in a small-organization setting, where teamwork and resourcefulness are highly valued
- Ability to manage multiple tasks at a time
- Demonstrate a good level of emotional stability, intelligence and social and self-awareness.

**Compensation:**

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

**Apply:**

- Interested candidates may please apply through [Google Form](#) by 31<sup>st</sup> of March 2021 (latest CV and writing samples in English required). Please indicate current salary (CTC):