

Position: Senior/ Program Manager, State Programs

Location: Delhi

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 an advisor to the Government of India and literacy partner to multiple state governments for the same. LLF is therefore 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.

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

LLF is looking to hire passionate professionals to take up key leadership positions to help shape its journey towards improving the quality of foundational learning for Indian children.

The Senior/ Program Manager (S/PM) will work directly with the Director State Programs and Executive Director to ensure high quality design and smooth implementation of all state programs. The SPM plays a pivotal role 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. Specifically, the S/PM will also work closely with the leadership at LLF to drive initial ideation and partnerships (including with governments) for new projects and initiatives. This is a critical cross-functional role aimed at addressing dynamic needs across all major state projects, ensuring agility and quality of response.

Key Responsibilities

Project Management

- Serve as a single point of contact for all critical project decisions across states
 - Manage stakeholders and lead conversations with senior officials, funders, partners and state governments towards required outcomes
- Closely track decisions taken, timelines to adhere to, progress made, potential risks and dependencies, and delegate responsibilities accordingly
- Create both strategic and short-term project plans and monitor progress through use of effective tools and escalation mechanisms

Develop new initiatives

- 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

Cross-functional project support

- Lead collaboration for LLF programs by working with cross-functional teams to ensure adequate back-end support is made available and internal alignment between different interventions is strengthened
- Lead organisational learning by interpreting data and identifying patterns and trends across multiple state programs
- Support documentation for state programs including monitoring data, developing case studies and collating evidence about outcomes
- Support review and monitor expenditures and ensure adherence to approved budgets
- Design and implement an M&E system in collaboration with the M&E team for each state program, support data collection and track progress of these indicators.

Qualifications, Skills, and Abilities

- Post-graduation and/or 8+ years of experience in large scale program management/ government consulting/ operations/ program design in education
- Considerable experience in leading complex programs, managing teams, project management, implementing state programmes within either the for-profit or non-profit sector.

Desired Qualities

- Strong sense of ownership for quality of work, deliverables and outcomes with the ability to drive initiatives independently
- Be highly organized and be able to manage and prioritize competing priorities with short timelines
- Ability to independently manage dynamic, fast-paced environments and projects
- Strong presentation and communications skills including the ability to liaise effectively with all types of stakeholder; fluency in English and Hindi preferred
- Strong skills in program design, operations and management
- Excellent people management and relationship management skills
- Ability to work collaboratively in a team environment and build and maintain positive relationships both internally and externally
- Alignment with LLF's values and mission to help India's children learn

Compensation

- Compensation and designation would be commensurate with candidate's experience and qualifications
- Remuneration will be competitive with Indian philanthropy pay scales and will depend upon the candidate's experience levels.

Apply

To apply fill in the [Google Form](#).

If you face any issues or have a specific query, you can send an email to: [hiring@languageandlearningfoundation.org](mailto: hiring@languageandlearningfoundation.org)