Position: Director, 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 currently operates in 7 states and is seeking to hire a dynamic and result oriented leader for the role of Director, State Programs. This is a senior management position which will report directly to the Executive Director and lead delivery of all LLF programs across states. The Director, State Programs will lead all state-level FLN-related work at LLF. The ideal candidate will have significant experience in the education sector and a proven track record of successfully managing large-scale programs with state governments. The Director, State Programs will be required to provide effective strategic, mentoring and monitoring support to state projects teams, including leading the expansion of LLF's programs to new states.

Key responsibilities:

Project and Team Management
Spearhead programs across all 7 states and help create an environment that promotes effectiveness, agility, impact and excellence at all levels
- Create both strategic and short-term project plans for all state programs with support from state managers, and monitor progress through use of effective tools and escalation mechanisms
- 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
- Closely track decisions taken, timelines to adhere to, progress made, potential risks and dependencies, and delegate responsibilities accordingly for entire portfolio of programs
- Review and monitor expenditures and ensure adherence to approved budgets
- Assign strategic priorities for each team and manage their progress regularly

Stakeholder Management
- Manage stakeholders and lead conversations with senior officials, funders, partners and state governments to ensure cohesion towards required outcomes
- Build and leverage strengthened relationships with internal and external stakeholders in order to maximise impact

Strategic 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
- Proactively identify potential opportunities and continuously improve program design and delivery
- Proactively identify potential challenges with a solution-oriented mindset and address them in a timely and effective manner

Cross-functional Project Support
- Serve as a single point of contact for all critical project decisions across states
- Lead collaboration for LLF programs by working with cross-functional teams to ensure adequate back-end support is made available to states and internal alignment between different interventions is strengthened

Qualifications, Skills, and Abilities

- Master's Degree with experience of 10+ years in the relevant field
- Experience of planning and setting up projects to work with the state government system is preferred
- Excellent project management, financial management and planning skills
- Prior work experience in the education sector with government is strongly preferred
- Strong communication skills with fluency in English and Hindi
- Strong interpersonal skills, with experience in building and managing relationships with government stakeholders
- Strong computer skills are essential, especially in excel

Desired Qualities

- Self-driven, able to take on projects independently with an entrepreneurial spirit
- Strong interpersonal skills with the ability to build relationships with all types of stakeholders
- Strong problem-solving and strategic thinking skills, ability to analyze qualitative and quantitative data
- Ability to manage projects; strong planning and organisational skills with high attention to detail, accuracy, protocol and deadlines
- Excellent management skills, including the ability to manage multiple projects at a time

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 email: shabnam.parveen@languageandlearningfoundation.org