



Position: Program Manager, Strategy & Learning

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

The PM Strategy & Learning team will support the Executive Director on multiple fronts including but not limited to organizational strategy, organizational effectiveness, advisory board management, key leadership hiring and other high-priority/ strategic initiatives. This is a critical role that ensures that LLF is organizationally ready and continuously evolving to meet dynamic requirements from multiple stakeholders. This role is ideally suited to someone who enjoys being intellectually challenged and enjoys working in a fast-paced environment.

The PM, Strategy and Learning will work directly with the Executive Director and engage at a strategic level with all teams within LLF.

Key responsibilities:

Organisation Development

- Work with the ED and senior leadership team on the development of the strategic plan/ framework for the organization and the associated operating plan
- Manage key organizational processes for executing LLF's strategy. This includes strategic reviews on a monthly and quarterly basis, board meeting, key external meetings, etc.
- Create and maintain cross collaboration and integration between horizontal and verticals

Strategy & Learning

- Solve key strategic questions for the organization and helping the senior leadership build and develop LLF work areas
- Lead organisational learning by interpreting data and identifying patterns and trends across multiple state programs
- Support documentation for FLN programs including monitoring data, developing case studies, best practices, success stories and collating evidence about outcomes to share with donors and governments
- Support the founder with research, analysis and landscaping as required to support new interventions and initiatives in education and promoting FLN agenda at national and state levels
- Support the leadership team around building and deepening strategic partnerships with other foundations, partners, supporters, friends of LLF

ED Office

- Support the ED in communicating LLF's POV and expertise as needed across multiple forums
- Work closely with key members within LLF to ensure recommendations from the Advisory Board/ Advisory Group are implemented
- Support the ED around conversations and reviews with key donors and government partners
- Support the fundraising effort, including strategizing with the LLF US Charity and reporting to marquee international donors including the Bill and Melinda Gates Foundation, UNICEF, HT Parekh

Qualifications, Skills, and Abilities

- 3-5 + years of relevant experience and track record of high achievement with a background in consulting, strategy or business development
- Basic understanding of primary education / development sector preferred
- Experience working with Senior Management, and driving organization-wide projects

Desired Qualities

- Self-driven, able to take on projects independently with an entrepreneurial spirit
- Strong interpersonal skill with ability to build relationships with all types of stakeholders
- Ability to communicate complex ideas in a meaningful way; excellent writing and presentation skills
- Strong problem-solving and strategic thinking skills, ability to analyze qualitative and quantitative data
- Operating style suited to working in a small-organization setting, where teamwork and resourcefulness are highly valued
- Ability to manage projects; strong planning and organisational skills with high attention to detail, accuracy, protocol and deadline
- 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 can email: shabnam.parveen@languageandlearningfoundation.org