Position: Project Manager/Project Lead, Research Monitoring and Evaluation Team
Location: Delhi

Central Square Foundation:

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 effective foundational learning is essential for better learning outcomes of all children in school. Development of foundational literacy and numeracy skills between pre-primary and Class 3 can help children progress to higher levels of learning which is an essential building block for creating equal access to opportunities needed for leading a better life. In this regard, a majority of CSF's efforts are directed towards improving the foundational learning levels in the country.

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.

CSF's team members bring a deep sense of commitment and passion towards our collective vision that every child deserves a quality education. We strive for excellence in everything we do and collaborate to create an impact as we move closer to achieving our mission. We encourage an entrepreneurial outlook that evokes new and bold ideas along with taking smart risks. CSF provides a dynamic, learning and positive environment that is driven by our strong sense of values.

About the Team

The Research, Monitoring and Evaluation (RMEL) team works with programmatic teams, partners and State governments to support and build evidence on CSF's thematic work. Through our efforts, we ensure that our programs take a data and evidence-based approach so that we have a better understanding of what works (and doesn't), learn from them, and course correct, as necessary.

CSF has partnered with several state governments to design and implement at scale foundational learning programs which adopt a comprehensive system reform approach, with the goal of improving student learning outcomes. A large part of the Research, M&E team's work is to collaborate with CSF's State Reform Team and our state government partners to operationalize Monitoring and Evaluation for CSF led foundational learning

programs. The team is looking for a Project Manager/Project Lead to drive our efforts on institutionalizing monitoring systems, commissioning rigorous evaluations for our foundational learning programs. S/he will work closely with programmatic teams within CSF, our technical partners and finally state officials. S/he will be responsible for the end-to-end management of our M&E efforts for one/two states.

CSF's Research and M&E team is deeply engaged, advised and mentored by renowned experts like Luis Crouch (Chief Technical Officer, RTI International), Ben Piper (Sr. Director, RTI International), Karthik Muralidharan (Chair, JPAL S.Asia), Asiya Kazmi (Global Education Policy Lead, Bill and Melinda Gates Foundation). The Project Manager/Project Lead will be expected to support and engage with existing experts and build partnerships with other leading experts in the field. S/he will join a high caliber leadership team with a collective experience of over 100 years working in both corporate and development sector organizations like BCG, IFMR, J-PAL, IGC, NITI Aayog, and National Skill Development Corporation.

Key responsibilities

The candidate's key responsibilities include, but are not limited to:

Monitoring
Setting-up the monitoring system for the FLN program to enable our state partners to track implementation fidelity and inform course corrections in our programs
- Conceptualize and design end to end Monitoring Frameworks (tools, processes) that can be adopted by state governments, partners
- Review existing approaches and management information systems of states, and align, support on required changed
- Design and Operationalize dashboards that can facilitate data use and decision making
- Strengthen partner capacity through trainings on programmatic monitoring
- Coordinate between different teams within and outside of CSF to ensure the generation of high quality monitoring data
- Ensure the data informs key programmatic iterations

Evaluation
Design rigorous evaluations to understand the impact of our programs on improving student learning.
- Support the design of program evaluation (frameworks, proposed sampling, tools etc.)
- Identify and onboard key evaluation partners for CSF's programs
- Manage the commissioning of the evaluation process through an external party (agency/researcher)
- Engage with partners to socialize preliminary results to help identity successes/

challenges and undertake decisions around scale

Required Qualifications, Skills and Abilities

- Minimum requirement of Master's degree (Project Lead)/ Bachelor's degree (Project Manager) in relevant fields, including economics, public/education policy or any related field
- 5-8 years (Project Lead) or 2 to 5 years (Project Manager) of relevant experience; Monitoring and Evaluation in development projects/contexts.
- Strong skills in measurement, data analysis and project management, qualitative and quantitative data collection techniques
- Strong understanding of concepts like Logic Model/ Logical Framework, Theory of Change, Monitoring cycles, baselining, end-lining, benchmarking, etc.
- Ability to be able to set priorities, plan timelines and meet deadlines
- Ability to understand complex research/data to draw actionable inferences
- Excellent writing and presentation skills

Preferred experience

- Experience in designing, implementing, and operating project M&E systems
- Ability to facilitate and serve as project liaison for externally-managed evaluations
- Knowledge of the major evaluation methodologies (experimental and non-experimental), data collection and analysis methodologies

Desired Qualities

- Strong action-bias, influencing & communication skills - ability to synthesize technical insights into actionable program agendas, facilitate conflicting points of view, drive collective decision-making
- Passion to make a scaled impact in education and belief in the possibility of foundational learning for all children
- Excellent people and project delivery skills, including ability to manage multiple projects at a time and maturity to influence multiple internal and external stakeholders
- Willingness to adapt to dynamic nature of work and travel to project locations
- Ability to work independently and proactively, without support staff and with little supervision
- Enthusiasm to collaboration and work with multiple teams and stakeholders

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. Response to your motivation to apply will be considered as a screening filter in addition to your resume.