

Equity and Academic Facilitator

Organisation's Profile

Transform Schools believes that every child must realise their full potential in school and life beyond. Critical learning experiences enable children to change the course of their life journeys, impact their families and communities. These are essential for realising India's enormous human potential.

Our Mission - Transform Schools' mission is Improving learning outcomes for secondary school children in India. Transform Schools encompasses of the following two affiliates:

1. People For Action is a charitable society registered in India for delivering grants and CSR projects through Foreign and local funds to improve learning outcomes for secondary-school children in India, through co-designed learning enhancement programmes & capacity strengthening of system actors.
2. The Transform Trust is a registered trust in India for delivering payment for outcomes and consultancy contracts that aims to support the large-scale implementation of education programmes in collaboration with training institutes, communities, policymakers, implementers, researchers, and other government and non-government organisations.

Strategic Priorities

1. By 2030, we aim to commence work with 20M children thereby reaching and sustaining to impact 25% of children in elementary and secondary government schools in India. To achieve this, we prioritise core education outcomes and impacting life beyond schools for children in the last five years of school i.e. ages 13-18 years, with a special focus on government schools, vulnerable groups and geographies. These include but are not limited to Girls, Dalits, Tribals and Aspirational districts. Our work is informed by SDG 4,5, & 10, global, national policy and evidence.
2. Produce long-term measurable impact on
 - 2.1 Improved transition rates from primary to secondary
 - 2.2 More children staying in school & completing secondary school
 - 2.3 Reduced gender gap in educational attainment
 - 2.4 Improved student performanceWe establish these through appropriate robust internal, independent qualitative and quantitative approaches.
3. Establish long-term systemic interventions, partnerships and change focus to enable
 - 3.1 Rapid growth of our impact at scale work especially on student learning
 - 3.2 Build an innovations Institute to test and scale interventions
 - 3.3 Leverage our knowledge and expertise to establish sectoral leadership to inform policy and practice.

Learning Equaliser Programme

The Learning Equaliser Programme tackles the challenges of gender inequality and lack of support in educational environments, which hinder adolescents of all genders from exercising equal rights, choices, and voices leading to unrealized potential and limited life opportunities. Through gender-responsive learning and life skills inputs, and leveraging adolescent networks, we aim to create a supportive and equitable ecosystem. Our goal is to enhance learning outcomes, personal development, and overall well-being for all adolescents, enabling them to reach their full potential.

Job Purpose

To support the promotion of equity, diversity, and inclusion within the community by engaging in activities, programs, and initiatives aimed at reducing disparities and fostering a welcoming environment for all community members.

PFA is recruiting a team of exceptionally talented Equity and Academic Facilitators, to implement the Learning Equaliser programme in schools and community centres.

Reports to	Implementation & Partnerships Manager
Collaborates with	Internally - Transform team Externally – Head Teachers, Teachers, Students, Parents, School Governors and Community
Direct reports	-
Job Location	Puri, Odisha
Contract Length	24 Months
Compensation	Circa INR 22,000 per month and INR 3,000 for local travel (on a cost to the organisation basis) dependent on qualifications and experience.

1. Programme Implementation

- Deliver face to face and online classes deploying effective gender responsive teaching practices for Maths, Science and English subjects for maximising learning outcomes to all students.
- Conduct and facilitate in-person Gender and Life skills workshops, dialogue based engagement, blended digital modules and reflection sessions with students of all genders
- Engage actively with school stakeholders and parents based on discussions and regular reflection meetings.
- Resources (teacher and student handbooks, student worksheets, teaching video and audio content) are delivered to the identified community centres/ schools / teacher / students
- Lead and conduct monthly reflection circles with teachers, consolidation events for parents, and joint dialogue-based reflective engagement with the students of all genders
- Lead deployment of tools for mapping all students of Class 8 and 9 across 5 schools in Puri district of Odisha.
- Establish student peer groups at schools and facilitate structured monthly/ quarterly meetings. Make these groups a sustainable one such that these groups can lead operations in the 2nd year of the programme implementation.

2. Programme Monitoring and Quality Assurance

- Conduct baseline, endline assessments and qualitative surveys and data entry of assessment forms for Transform Learning, Gender & Life skills for all genders
- Conduct half day quarterly interaction sessions with local community leaders, women leaders, youth leaders and SMC members on gender disparities and self-led engagement of adolescents in the community
- Collect and document data on programme progress using re-defined indicators and formats
- Monitor the progress of programme activities with the help of the students performance data and share the finding in regular review meetings
- Share progress with the key stakeholders on a regular basis including weekly reporting to the Partnerships Manager

3. Key Relationships

- Work closely with Transform team members to ensure high quality and on time implementation of the project
- Maintain regular contact and dialogue with the schools, community members, teachers, and students, to coordinate all programme activities

Qualifications and Skills:

- A Bachelors in Education or mathematics or science and a minimum of 2-3 years' experience in teaching education and gender programmes
- Sound knowledge about the Government / Government aided schools of Puri. The person should have the ability to work at school premises along with the fellow teachers.
- Demonstrated ability to successfully work with a range of stakeholders, including schools, community leaders, donors and NGOs on issued-based advocacy initiatives
- Experience in community organising, advocacy, or social justice work, particularly related to gender issues, is an asset.
- Excellent working knowledge of Microsoft Office: Outlook, Word, PowerPoint and Excel
- Excellent organisational and planning skills, ability to prioritise a diverse and demanding workload, and meet deadlines consistently
- Strong interpersonal, networking, communications (including high level competency in written and verbal English and Odia , IT, problem solving and analytical skills
- Willingness to work flexibly and travel regularly

Additional Information:

- This position will require travel to various schools within the Transform Schools network.
- Fluency in additional languages spoken within the local community may be advantageous.
- The role requires a Personal Vehicle (Two Wheeler) and a laptop as mandatory requirements .
- Experience in teaching students from grade 6-9 would be an added advantage
- The candidate must be from Puri or within a 50 kms radius of Puri.

Desirable Requirements

1. A passion for creative problem solving and enthusiasm
2. Alignment with Transform Schools priorities
3. A sense of humour and patience

How to Apply:

1. Only candidates meeting the above requirements may send their application consisting of a cover letter mentioning why they think are suitable for the role and an up-to-date CV by e-mail Divya@peopleforaction.org
2. In order to ensure that your application is sorted correctly, please clearly indicate the title of the post in the subject line of your e-mail/application.
3. Please note that the shortlisting will be done on a rolling basis.
4. Please share the details as listed below along with your application in Excel format only:

Name	Contact No.	E-mail Id	Current Location	Highest Qualification	Name of Educational Institute
Total Experience	Current/Last Organisation	Current/Last Designation	Current/Last Drawn Salary	Notice period	Currently Working Y/N

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