

Organisational profile

Madhi Foundation was established in 2016 as a non-profit organisation working in the education sector, committed to the cause of bridging the equity gap in education for children across India. The Foundation draws its inspiration from the Tamil adage, “vidhiyay madhiyaal vellalaam”, which translates to, “*you can conquer destiny with intellect (madhi)*”.

We truly believe that an equitable and purposeful education can be a great leveler and open many a door for all children – regardless of their background; we believe that an excellent education ought to equip children with the ability to **think** deeply and rationally, to ask **questions** and remain curious about the world around them, and emerge as **creators** and innovators of ideas, solutions and life paths of their choice.

Vision

“To make excellent education a reality for every child.”

Mission

We evolve context-specific and scalable ideas to address the crisis of learning achievement gaps among children, and synergise with critical stakeholders in the public and affordable private education ecosystem to catalyse enduring impact.

Position Summary

The Senior Associate (SA) will facilitate Madhi’s training and monitoring programmes in the Government (Tamilnadu – Literacy and Language Development Programme). The SA will be responsible for the delivery of large scale teacher capacity building programme in Tamil Nadu in a specific District.

This role would require the SA to spend at least 20 weeks a year outside Chennai to deliver the capacity building programmes in other districts in Tamil Nadu.

Responsibilities

- **Creation of a training framework**
 - Ideate with the team and arrive at a clear objective for every training module
 - Ideate with the team and ensure that all training collaterals align with Madhi's design and quality standards
- **Planning, co-ordination and monitoring**
 - Create support structures along with the leadership for seamless co-ordination during implementation
 - Adhere to monitoring mechanism for reporting purposes
- **Implementation**
 - Conduct experiential and engaging training sessions to offer differentiated support to the teachers
 - Observe and offer contextual solutions for the challenges faced by teachers
 - Record observations in the app that will inform content and the training.
 - Support peers in the District with implementation
- **Impact Evaluation**
 - Collect data from the observations and training sessions that will be used to produce reports for stakeholders
 - Analyse data from the District and share with the leadership
- **Personal Development**
 - Constantly strive for personal and professional excellence by seeking feedback from managers and peers
 - Prioritise work-life harmony and inspire team members to do the same
 - Support and motivate team members to achieve their goals.

Knowledge, Skills and Mind set

- Keen interest in pedagogy and instructional design
- Expert level proficiency in Tamil and English
- Knowledge of the Microsoft Office, Google suites and in using mobile devices and applications
- Exceptional workshop facilitation skills
- Be willing to undertake extensive travel in the District for close to 20 weeks in a year
- Most importantly, be hopelessly passionate about the education sector!

Education and Experience

- At least an undergraduate degree with above average CGPA/percentage
- A degree in social sciences, humanities or education would be ideal but not mandatory
- Minimum total work experience of at least 1-3 years with at least 1 year in the education sector
- Classroom teaching experience would be an advantage
- Experience in delivering quality contextual, experiential and differentiated training programmes for teachers
- Experience of having worked in a team of at least 5 members

Application Procedure

If you are excited about the role and are keen to apply, we request you to:

- Send an email to info@madhifoundation.org with the role you are applying for as the subject of the email.
- Please include your resume and covering letter.

(You will hear from us within a week of receiving your mail. This will lead to the next stages of getting to know you better.)

The selection process at Madhi is as follows:

1. Informal telephonic chat with the CEO
2. Pre-work submission
3. School visit with a team-member
4. Technical interview with the vertical head
5. Coffee chat with a prospective team member