Role Description
RMEL - Senior Associate/Associate Lead

Overview

Vertical	Research, Monitoring, Evaluation and Learning
Number of openings	1
Role Level	Senior Associate/Associate Lead 3-6 years of experience required in Education, Monitoring and Evaluation domain *(added advantage for experience in development / NGO sector)*
Type	Full Time
Location	Based in New Delhi *(Non-Negotiable).* The role will entail significant Intra & interstate travel across India as per programs.
Compensation	*Pay will match Indian non-profit norms and similar organizations, discussed in our last selection round*
Desired start date	ASAP; ***Serious candidates are encouraged to apply right away***
Process to apply	Please fill out the Google form mentioned below https://forms.gle/16wbnxCEm6uNX2JD6

About Labhya

Labhya is an India-based nonprofit that enables children in India's government schools with the necessary skills to become effective learners through **Social-Emotional Learning (SEL)**. Labhya is a globally recognised non-profit supported by organizations like Harvard University, Nudge, DRK Foundation, The Commonwealth, UNICEF, and UNDP among other organizations.

Labhya is a dynamic and agile organization that partners with Indian State Governments to co-create and ensure the implementation of SEL programs at scale. We are one of India's fastest-growing nonprofits dedicated to co-create programs that will impact **30 million vulnerable children by 2030.**

Currently, Labhya has partnered with various state governments to co-create and implement wellbeing programs that impact **2.4 Million children** across **22,000+ government schools** in India.

Role Expectations and Qualifications & Skills / Experience / Characteristics

All the below-mentioned tasks would be key to your role. The following requirements are not mentioned in order of priority.

- Set up program monitoring systems for programs across Labhya geographies and support the RMEL lead to establish monitoring processes.
- Design and lead pilots, research and evaluation studies for measuring program impact.
- Support in designing and contextualising rigorous test instruments for effective data collection.
- Build the capacity of the other teams to interpret and use data to drive decision-making at program level.
- Design detailed training modules & lead training of enumerators for on-ground data collection.
- Oversee periodic data collection and lead the creation of data dashboards and cyclic reports for data-driven decision-making.
- Oversee the analysis and create visualisations of qualitative and quantitative data to support decision-making for programs.
- Lead the preparation of monitoring and evaluation reports to disseminate findings and learnings.
- Contribute to the evolution of MEL strategy and frameworks to ensure alignment with organizational goals.
- Conduct extensive research and review on existing literature and best practices related to SEL and Education, to inform program design and implementation.
- Coach a young team of associates. Mentor a young and dynamic field team to drive impact at scale.

Qualifications & Skills / Experience / Characteristics

- Bachelors/Masters in education, economics, policy, social science, or equivalent.
- A minimum of 3 years of experience in Education, Research and Evaluation with demonstrated success in research management and evaluation of programs in the development sector.
- Excellent knowledge of the major monitoring and evaluation methodologies and data collection and analysis methodologies.
- Experience with outcome-based evaluations is considered a plus.
- Strong skill set in data collection (KOBO toolbox, SurveyCTO), data analysis (using advanced Excel or any other statistical tool) and data visualization (PowerBI, Tableau, Looker).
- A foundational understanding of mathematical and statistical concepts.
- Ability to unearth learnings from programs and contribute to thought-leadership is a plus.
- Prior experience of working with children and youth is preferable.

- Proficient in Microsoft Office (Excel, Word, PowerPoint) & Google Suite (Sheets, Docs, Slides, Forms).
- Fluent in both English and Hindi (written and spoken). Fluency in Bengali, Gujarati is a plus.
- Inclination to work on Social Emotional Learning, mental health, and psycho-social development psychology.
- Quick to take action and adept at finding effective solutions to complex challenges.
- A keen eye for detail and a curious mind that loves to explore new ideas and concepts.
- Enjoys working with large-scale data and monitoring structures to derive meaningful insights.
- Openness to frequent travel and working on-ground to support Labhya's programmatic and research activities.
- Open to experimenting, learning, and growing with a team of like-minded individuals.
- Demonstrates high commitment to integrity, transparency and trust.

Current Team

Our team consists of a diverse group of professionals, educators, SEL experts, and entrepreneurs from renowned institutions such as Harvard University, London School of Economics (LSE), Massachusetts Institute of Technology (MIT), Azim Premji University, Delhi University, Ernst & Young, and KPMG.

At Labhya, we cultivate an environment for learning, growth and excellence, and teamwork and collaboration are non-negotiable. If you're passionate about building a movement that will enable millions of children to become healthy, lifelong learners through systems-level change, this is the place for you. Change the world by working alongside inspiring leaders.

We are looking for proximate leaders to build with us! Join the global movement!

Further, Labhya's values are:
- An agile and supportive team that is driven by a problem-solving attitude
- Focusing on the wellbeing of children and trusting their potential
- Working processes that enable efficiency, constant growth and innovation
- SEL Programs that are driven by proximity and expertise
- Creating systemic and sustainable change in public education systems through partnership