



Role Description

Research, Monitoring, Evaluation and Learning Associate

Overview

Role Title	Research, Monitoring, Evaluation and Learning Associate
Number of openings	2
Role Level	1-2 years of experience required in any industry (<i>added advantage for experience in development / NGO sector</i>)
Type	Full time
Location	Based in New Delhi (<i>Non-Negotiable</i>). The role will entail significant Intra & interstate travel across India depending on programs.
Gross compensation	<i>The final amount will be decided mutually during the recruitment process and as per experience</i>
Desired start date	ASAP; <i>Serious candidates are encouraged to apply right away</i>
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 from vulnerable backgrounds with the necessary skills to cope with poverty & become effective learners through **Social-Emotional Learning (SEL)**. Labhya is a globally recognised non-profit supported by organisations like Harvard University, Nudge, DRK Foundation, The Commonwealth, UNICEF, and UNDP among other organisations.

Labhya is a dynamic and agile organisation 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 the Governments of Delhi, Uttarakhand, Tripura to co-create and ensure the implementation of programs that **impact 2.4 Million children** across 22,000+ government schools in India daily. These social emotional learning programs



are the world's largest and India's first at-scale well-being programs.

We expect the following from you for this role:

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

- Support in establishing MEL processes and setting up program monitoring systems.
- Support in designing and contextualising test instruments for effective data collection.
- Support in designing pilots, research and evaluation studies for measuring program impact.
- Conduct analysis and create visualisations of qualitative and quantitative data to support decision-making for programs.
- Design detailed training modules & lead training of enumerators for on-ground data collection.
- Ensure periodic data collection and create cyclic reports for data-driven decision-making.
- Contribute to the preparation of monitoring and evaluation reports to disseminate findings and learnings.
- Conduct extensive research and review on existing literature and best practices related to SEL and Education, to inform program design and implementation.

Qualifications & Skills

1. Bachelors/Masters in education, economics, policy, social science, or equivalent.
2. A foundational understanding of mathematical and statistical concepts.
3. Strong skill set in data analysis using Excel or any other statistical tool.
4. Prior experience in Education, Research, Monitoring and Evaluation is preferred.
5. Prior experience of working with children and youth is preferable.
6. Proficient in Microsoft Office (Excel, Word, PowerPoint) & Google Suite (Sheets, Docs, Slides, Forms).
7. Fluent in both English and Hindi (written and spoken).

What We're Looking For:

1. Inclination to work on social emotional learning, mental health, and psycho-social development psychology.
2. Quick to take action and adept at finding effective solutions to complex challenges.
3. A keen eye for detail and a curious mind that loves to explore new ideas and concepts.



4. Enjoys working with large-scale data and monitoring structures to derive meaningful insights.
5. Openness to frequent travel and working on-ground to support Labhya's programmatic and research activities.
6. Open to experimenting, learning, and growing with a team of like-minded individuals.
7. Demonstrates high commitment to integrity, transparency and trust.

Current Team

Our team consists of professionals, educators, SEL experts, and entrepreneurs from prestigious institutions like Harvard University, Massachusetts Institute of Technology (MIT) USA, Azim Premji University, Delhi University, Ernst & Young and KPMG.

At Labhya, we support and foster an environment where questions are always encouraged and collaboration is recognized. We are a home for you if you want to help build something that will enable millions of children to become lifelong learners through systems-level change. You'd also be able to develop your skills and profile by working with an accomplished leadership team and being a part of very rapid growth.

Further, Labhya's values are:

- An agile and supportive team that is driven by a problem solving attitude
- Focusing on the well-being 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