



About Peepul

Peepul is an education-focused non-profit. Our work is aimed at transforming children's lives through quality education. Formerly known as **Ark India**, we have been in India since 2010, and have collaborated with government and non-government agencies to execute high-impact education programmes, focused on raising the standard of education in government schools. We exist to show that with the right education, every child can succeed, regardless of their background.

We started supporting our first school in July 2015 in Lajpat Nagar III, Delhi, in partnership with the South Delhi Municipal Corporation (SDMC), which runs 600 primary schools. When we started, only 9 students were enrolled in KG and Grade 1. Through our interventions and focus on quality, we have been able to increase the enrollment over the last two years, and we currently serve over 370 students from the most disadvantaged communities. In addition to enrollment, there has been a significant improvement in retention, attendance, and learning outcomes.

The success of this school enabled us to start supporting two more schools in July 2017, in Amar Colony and Jeevan Nagar, thereby catering to over 550 students across our network. In addition to our work on partnership schools, we are also partnering with the SDMC to conduct an in-service Teacher Training Programme. Our flagship school at Lajpat Nagar III has received 'Resource Centre' status and this year we will be working with 225 SDMC teachers at this school to build their capacity.

Our aim is to create systemic impact and develop a replicable and sustainable model and curriculum that can be used by the government to formulate strategies. We are working towards building a network of high-performing fee-free schools, that serve children from the most disadvantaged backgrounds.

Job Description: Associate, Teacher Training

Reports to: Programme Lead, Teacher Training

Location: New Delhi

Start date: Immediate

Salary: Commensurate with experience

The Role

We are looking for an Associate for the programme who will support the Teacher Training Programme Lead in programme operations, administration and reporting, among other things. This is a great opportunity for someone looking to build their capacity and grow into the role of a teacher trainer as well as in programme management.



Key Responsibilities

- Assist the Programme Lead with the implementation of Peepul's training programme
- Support monitoring and evaluation of the trained teachers by making school visits and capturing required data on observation forms
- Assist with operational and administrative tasks related to the programme. This includes, but is not limited to, maintaining attendance records, reporting on program progress, making follow-up calls/visits to appropriate government teachers/ school inspectors, managing logistics etc.
- Observe sessions and analyse what is and isn't working in training and workshop sessions and make recommendations for improvement
- Facilitate some training sessions under the guidance of the Education Director and Teacher Training Coordinator
- Represent Peepul's teacher training programme externally, and enjoy being a visible part of a successful organization

Qualification and Qualities

Qualification Criteria

- Undergraduate degree, in any subject. Those with a degree in education will be given preference
- At least 3 years' classroom teaching experience or training experience
- Fluent in English and Hindi

Experience and Skills

- Experience of developing and leading professional development sessions for teachers would be an advantage
- Experience of designing and establishing a new successful project or service.

Personal Attributes

- Strong alignment with Peepul's mission of providing quality education and building stronger education ecosystems in India
- Results-focused with a strong sense of ownership
- Self-motivated and a good team player
- Able to think creatively, with discerning and sensible judgement
- Openness to listen, learn and contribute beyond the confines of this role

Recruitment Process

Application

- To apply, please send a copy of your resume along with a covering letter explaining why you are interested in applying for the role, to indiarecruitment@arkonline.org, ensuring you **specify the role you are applying for in the subject line of the e-mail**. Please include the details of at least two referees within your application.



Selection

- The selection process will involve written tests/assignment, demo training session and interviews with the senior management of the organization.

Probation

- All new staff will be subject to a probation period of three months, with the possibility of extension to one year based on performance.

Our Culture and Values

Who we are and how we work:

One principle unites us in all our endeavours: we put children first. We believe that all children should have choices in life. And we must fight to make this happen. Sometimes that means making difficult decisions – we'll have to say or do things that are hard for us and for other people. All our actions are driven by what is best for the children we work for.

We are:

- **Restless**
We are proud of our achievements but know that there is so much still to do. So, we never stop striving, and we are ready for new challenges. We will work on new projects, in new communities, wherever we think we can make a difference. We are never complacent.
- **Reflective**
We are self-critical. If we think we could have worked in a better or smarter way, we acknowledge that and learn from it.
- **Resilient**
We know that our task is not an easy one. But we are determined to transform children's lives, despite setbacks. When we encounter obstacles, we do not give up. We are tenacious and will see things through.

When we work, we:

- **Aim high**
We have the highest expectations. We ask everyone to give their best in everything they do. The children at our schools are expected to aim high, and the staff at ARK does the same. We don't accept excuses, and we don't make excuses.
- **Use rigorous research**
We use the latest research and data in all our work, and we scrutinise our results. Our approach is evidence-based, and we direct our resources to those projects that we are sure will make a difference.



- **Work smart**

We work hard to achieve our aims. But, more important, we work smart. We are systematic, seeking models that are already successful and finding ways of building on that success. We share our expertise – between teams, between schools, across the world. This way, we maximize our results.

- **Work as a team**

Tough challenges take grit and determination, and teamwork too. None of us can succeed on our own. We need to support and learn from each other, and we work best when we work as a team.

Together, we make the biggest difference.