



Impact Manager, Leadership Institute For Teachers (LIFT)

Thermax Social Initiative Foundation (TSIF) is the Corporate Social Responsibility (CSR) wing of Thermax Ltd, a global solution provider in energy and environment engineering.

TSIF was formed with a vision of bridging the inequity gap in Education. To achieve its vision, TSIF has partnered with Akanksha Foundation to run municipal schools in partnership with the local municipal corporations of PMC & PCMC. TSIF also supports Teach for India (TFI) enabling them to narrow the educational gap by placing excellent teachers in government and low-income schools..

At TSIF, we deeply believe that the quality of a nation's education cannot exceed the quality of its educators. So equipped with learnings gained by many years of experimenting with different models to bridge the educational inequity gap, **in 2013 TSIF made a foray into in-service teacher training with Leadership Institute For Teachers (LIFT)**

Program Mission:

Our mission is to train teachers and work towards ending educational inequity by advancing practices that ensure effective teaching in the classrooms that need them the most.

Team Overview:

The Impact Manager's role directly reports to the Program Head, LIFT and works closely with the Program Design Lead (PDL). All Program Managers (each handling between 13-15 teachers each) would be accountable to the Impact Manager for all assessment and impact related work. Thermax Social Initiative Foundation (TSIF) entirely drives and runs the program and operations of LIFT.

Position Summary:

Primary responsibilities include but are not limited to:

- 1. Conduct assessments twice a year to understand the quantitative impact of LIFT on student achievement.**
 - a. Design the tools necessary to measure student learning outcomes.
 - b. Create the assessment roadmap plan for the year and implementing it by coordinating with team and through recruiting, mobilizing and training volunteers.
 - c. Analyse trends and help continually improve program effectiveness by working closely with the Program Design Lead and Program Managers.
- 2. Lead efforts for the program to collect relevant qualitative data on impact of the program.**
 - a. Design feedback tools to collect and document teacher responses to program design and delivery.
 - b. Design tools to evaluate, collect and document teacher practice changes in the classroom.
 - c. Design surveys to gauge effectiveness of the program (Monthly training feedback, PM Effectiveness Survey, HM Satisfaction Survey)
 - d. Design tools to track and monitor essential inputs to the program (teacher attendance, PM Observations etc).



3. Documentation and reporting

- a. Generate quarterly reports on program impact and to be presented to stakeholders of LIFT i.e. Teachers, TSIF Board, PMC School Board and the team.
- b. Maintain a centralized record storage of all school, teacher and student related information for easy tracking and reference.
- c. Maintain records and process flow for the impact framework created.

Knowledge, Skills and Abilities:

- Belief that all students can achieve at high levels and teachers must lead them to transformed paths.
- Interest in developing an impact framework for a teacher training program.
- Understanding the Monitoring and evaluation frameworks in the education space.
- Basic knowledge of statistics and ability to present and communicate key findings effectively to various stakeholders
- Strong process oriented mind set to help develop and implement the assessment plan.
- Strong analytical capabilities, curiosity and ability to self-learn.

Education and Experience:

- Bachelor's Degree in any discipline. A degree in education would be preferred but not necessary.
- Minimum of two years teaching experience in a low-income school.
- A strong interest in teacher training and mind sets to work with public school teachers in urban under resourced schools
- Any prior experience in monitoring, evaluation and impact measurement would be an added advantage. Lack of such an experience wouldn't be a deterrent to the selection process; above all we're looking for interest and commitment to learn in the candidate.

Compensation: Salary for this position is competitive and depends on prior experience.

If you are interested in applying for the role, please send your CV to Chaitra Murlidhar at Chaitra.murlidhar@thermaxindia.com

