



## **Impact Manager, Leadership Institute For Teachers (LIFT)**

**Thermax Social Initiative Foundation (TSIF)** is the CSR (Corporate Social Responsibility) 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 PPP across Pune. TSIF also supports Teach for India (TFI) enabling them to narrow the educational gap by placing India's most outstanding college graduates, postgraduates, and young professionals in Government and low-income schools as teachers for two years.

We, at TSIF, deeply believe that the quality of a nation's education cannot exceed the quality of its educators. So equipped with learning 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:**

LIFT's mission is to work towards ending educational inequality by providing excellent teachers to the students who need them most and by advancing practices that ensure effective teaching in every classroom.

### **Team Overview:**

The Impact Manager's role directly reports to the Program Head, LIFT. The team at present consists of five Program Managers each managing between 13-15 teachers. All Program Managers 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) and share it with the Program Head

### 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.
- Experience and skills in developing an impact framework custom tailored to a program's needs.
- 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:

We believe that reaching our vision demands that we have the best and brightest group of leaders working to lead this city. Here are some minimum qualifications we look for:

- 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
- At least 1 year experience in monitoring, evaluation and impact measurement

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If you are interested in applying for the role, please send your CV to Chaitra Murlidhar at [Chaitra.murlidhar@thermaxindia.com](mailto:Chaitra.murlidhar@thermaxindia.com).