

Title:

Sr. Program Manager / Associate Director- Programs

Location: Hyderabad

About Centre for Research in Schemes and Policies (CRISP)

Centre for Research in Schemes and Policies (CRISP) is an organisation formed by 10 senior civil servants, who have served at the level of Secretary to Government of India, for working with the State and Central Governments for designing/redesigning schemes and policies in the Social Sector. It desires to make large-scale impact by working with State and Central Governments in designing/evaluating/redesigning social sector schemes and policies. CRISP has positioned young professionals led by senior professional in 6 States (Rajasthan, Karnataka, AP, UP, Meghalaya and Telangana).

These CRISP State teams prepare detailed action plans which are approved by the State Govt, implementation of which is done along with the State Govt machinery. The teams conduct 'concurrent evaluation' of schemes, help in setting up monitoring systems, and drafting policies covering rural, urban development, poverty alleviation, education, health and institution building. The objective of CRISP is to bring systematic reforms, thus shifting focus from input-oriented implementation to outcome-focused roll-out.

CRISP proposes to set up a highly accomplished and professional team with expertise in social sector at the central office being set up in Hyderabad, with functions of supporting/mentoring/monitoring the State teams, design studies and surveys, do data analytics and undertake professional report writing for accomplishing its objectives.

Leadership

Mr R Subrahmanyam (ex Secretary, Higher Education, Govt. of India) is leading CRISP as the Chief Executive Officer, along with 9 other very senior civil servants.

Our Engagements / Work

Rajasthan- Pro-Poor Initiatives.

Karnataka- Rural Development and Panchayat Raj

Andhra Pradesh- Education in govt. Schools

Meghalaya- Improve learning outcomes in primary schools

Uttar Pradesh- Higher Education policy reform

Telangana: Transformation of the higher education system

Objective of the role:

We are looking to hire an exceptional SPM/AD - Programs to oversee all our programs, with a focus on driving operational excellence in our current projects with a view to maximising the effectiveness and impact of our work and by establishing programs

- Strategize, implement, and maintain program initiatives that adhere to CRISP objectives.

- Develop program assessment protocols for evaluation and improvement.
- Maintain organisational standards of satisfaction, quality, and performance.
- Oversee multiple project teams, ensuring program goals are reached.

Key responsibilities:

- Lead coordinator for CRISP's programs being implemented in about 5 states, and expanding.
- Help the State Leads to design new programs in consultation with the central team of experts for maximum effectiveness.
- Monitor program implementation across states, track progress vs timelines, outcomes and completion.
- Capture learnings & insights from the ground, codify these at an organisational level to build capacity.
- Create best practice templates from each program that allows rapid and effective scale up.
- Work with the Convergence Foundation centres of excellence, and key funders to ensure overall alignment and effectiveness.

Eligibility

- Master's degree from a top-tier institution is required.
- 8 - 10 years of work experience, with at least 5 years of program management/program leadership experience.
- Should have demonstrated capability in writing professional reports

Desired Qualities

- Deep intellectual curiosity, entrepreneurial spirit and 'can-do' attitude.
- Is an experienced professional working independently with minimal day-to-day supervision.
- Has demonstrated expertise in a programme management role and worked with a wider group of stakeholders both internally and externally.
- Strong planning and organisational skills and an ability to set priorities, plan timelines and meet deadlines.
- Operating style suited to working in a small-organisation setting, where teamwork and resourcefulness
- Willing to travel and join the CRISP fellows in the field. Build rapport and relationship while understanding details and providing appropriate inputs.

Compensation

Remuneration will be competitive with Indian philanthropy pay scales and will depend upon the candidate's experience levels.

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