

State Lead Andhra Pradesh (focus on education)

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 conducting 'concurrent evaluation' of schemes, 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, data analytics and report writing for accomplishing its objectives.

Position Summary

As the State Lead for Andhra Pradesh, you will lead and drive the CRISP engagement in the state. The agreement with Govt of AP has given the following Mandate to CRISP:

1. To recommend the best package of practices to operationalise the English Medium of education in government schools.
2. In order to bring in more rigour and standardisation in the learning ecosystem nearly 1000 High schools have been affiliated to CBSE during the current Academic Year (AY) 2022-23. A very definitive strategy and robust operational plans are to be developed to help the students make the grade and come out successful in the SSC examination 2025.
3. Address the critical need to strengthen the basic teacher-pupil transaction in every classroom to improve learning outcomes, involving (a) induction of suitable EdTech solutions to improve the conceptual understanding and problem-solving capabilities (b) Developing a structured pedagogy for effective classroom teaching (c) capacity building of the teachers to transact the new paradigm, and (d) Robust methodology for periodical evaluation of teacher performance.
4. To recommend the strategy for strengthening the Foundation schools, which were created by merging PP1 and PP2 of AWCs into the Primary School and the Classes 3 to 5 merging in the High School. This new academic structure that brings two Dept's, with varied administrative cultures, into one premises requires re-engineering and complete make-over to become a functional unit that produces intended outcomes.

5. To recommend the best package of practices in operationalising digital education through IFPs, Tabs using LMS.

Each of these items may be considered as a separate project interlinked for an overall performance improvement in the school education sector.

The above projects are indicative, and not exhaustive, and more projects in the areas of interest for both parties can be added from time to time.

The role of the State Lead will involve managing the team and implement the projects above. This would involve working with the Education department of Govt of AP and the Central Square Foundation.

In doing this, you will interact regularly with senior government officials, researchers and other organisations working in the space. You will be required to build an in-depth understanding of the state's major policy developments and priorities.

This role directly reports to the senior management of CRISP, who comes with substantial experience in government and a proven ability to deliver systemic reform/programs at scale. Finally, you will be expected to work closely with the leadership team to support capacity building and organisational development.

Role and Responsibilities

- Drive CRISP's mandate in Andhra Pradesh with a strong execution focus. This will involve collaborating with CRISP's functional and sectoral teams (i.e. Panchayat, livelihoods, education and health etc.) and drawing on your own knowledge to shape outcomes and create impact at scale.
- Willingness to travel for at least 12 days a month, in rural/urban areas of Andhra Pradesh and interact with the stakeholders, and grassroots level Govt functionaries.
- Work along with Civil Society organisations and use their systems for conducting concurrent evaluation of programmes.
- Develop relationships with key officials in Andhra Pradesh, especially of the education department and establish mechanisms for review and institutionalisation of reforms.
- Source, embed, and provide oversight to other key strategic partners for the State. As the State Lead, you would work with senior state officials to select, embed, and ensure alignment and delivery from all the partners under this reform umbrella.
- Create a culture of impact and enable team building through collaboration and transparency. As a young organisation with a unique goal, managing talent that is energised by contributing to demonstrable impact requires building a culture that is collaborative, inclusive and prioritises rigour. As State Lead, you will help shape our choices about what we do and how we do it.

Required Qualifications, Skills and Abilities

- Master's degree or equivalent in relevant fields, including management, economics or public policy – from a top global program.

- 8 to 12 years of work experience with managerial responsibilities, demonstrating entrepreneurship, superb project delivery and team leadership.
- Prior exposure to working very closely with senior bureaucrats and designing/ implementing large-scale projects is highly desirable.
- Strong interest in improving the functioning of the government combined with interest/ experience in using research and evidence to improve policy.
- Demonstrable qualities of working in teams and leading them.
- Excellent problem-solving and strategic thinking skills.
- Ability to analyse complex quantitative and qualitative data, craft possible solutions, and recommend suitable actions.
- Excellent writing and communication skills (ability to communicate complex ideas in a meaningful way and across different audiences).
- Ability to build and maintain positive and collaborative relationships both within and outside the organisation.
- Ability to set goals and metrics for a team, and manage the team towards delivering those goals.
- Strong planning and organisational skills, and the ability to be able to set priorities, plan timelines, and meet deadlines.

Personal Characteristics and Desired Qualities

- Ability to align multiple stakeholders and build platforms for collaboration and coordination.
- Passion for working with governments and making Indian states work better.
- Public-spirited and generous temperament.
- Ability to think creatively, willing to take risks to experiment with new ideas, and the ability to turn ideas into action.
- Excellent people management skills, with the ability to develop and motivate teams working out of different locations in India towards a common goal.
- Collaborative nature with an ability to actively listen to, understand and value others' views.
- Intellectual curiosity and ability/ willingness to constantly learn.
- Operating style suited to working independently and in a small-organisation setting, where teamwork and resourcefulness are highly valued.

Location and Compensation

This role will be based out of Amaravati (Vijayawada/Guntur). Remuneration will be competitive with Indian philanthropy and social sector pay scales and will depend on the candidate's experience levels.