

Assessment Associate, Assessment Unit

Number of positions: 2

Base location: New Delhi

Start date: Immediate

Length of commitment: **At least 2 years**

Application deadline: **Rolling basis**

About the organisation

Established in 1995, Pratham (www.pratham.org) is an innovative organisation working on improving the quality of education in India. As one of the largest non-governmental organisations in the country, Pratham focuses on high-quality, low-cost, and replicable interventions to address gaps in the education system.

ASER Centre was set up in 2008 as an autonomous research unit within Pratham Education Foundation. ASER Centre (www.asercentre.org) carries out a variety of survey, assessment, evaluation and research activities in education and other social sectors. It also works to build the capacity of individuals and institutions to design, conduct, understand, and disseminate these activities. One of ASER Centre's flagship program is the the Annual Status of Education Report (ASER), the largest citizen led household survey of learning levels of children in India.

About the Assessment Unit

We are an integral part of several key projects at ASER Centre. Our work feeds directly into the design and implementation of the ASER survey; other research studies carried out by ASER Centre (see examples: <http://www.asercentre.org/p/119.html>); and also into the measurement and assessment activities for Pratham programs. We also engage with other organisations, and district and state-level governments to design evaluations that facilitate understanding about impact created by their programs.

At the Assessment Unit we design assessments that are simple and quick to undertake, easy to understand and act upon and can be done on scale.

We currently design assessment tools across subjects/domains for Early Childhood Education (ECE), primary, upper-primary and secondary age-groups. Additionally, assessment tools to measure teachers' effectiveness have also been created and are evolving continuously. Some of our new areas of interest are:

1. Designing scientific assessments to measure various competencies in language (Hindi and English)
2. Developing frameworks and assessments to measure 21st century skills for children and youth in India
3. Designing assessments to measure impact from technology-based (tablet, SMS, mobile phone, etc.) teaching interventions

About the position

Assessment Associates focus on reading-up and learning about new assessment concepts; understanding program/research goals; analysing curriculum/program-related content; and creating, administering and analysing assessment frameworks and instruments. Assessment Associates work closely with various units at ASER Centre, Pratham program and content teams and other senior staff to perform a variety of tasks.

What will you be doing?

Our unit works on various diverse projects over the year. While working on a project you will be expected to understand the project's measurement requirements and:

- Lead and manage engagements with a multitude of stakeholders/partners engaged in the project in various states of India. These might include: Pratham teams, government functionaries, private/public firms, NGOs and donor agencies.
- Analyse curriculum and document competencies expected in target grades/age-groups.
- Conduct literature review, create assessment frameworks, tools and training manuals.
- Participate in field piloting of tools and analyse pilot data to understand broad trends and identify gaps in the assessment tool.
- Lead training of the implementation team on assessment tools.
- Writing reports documenting the process of tool design, administration and the subsequent findings.

Who are we looking for?

Learning assessments is a fairly new field in India with not many university courses that cater to it. Hence, we expect our Assessment Associates to learn on the job by interacting with senior team members, reading up literature online and applying new concepts in live projects.

- **Education:** Minimum graduate in any field, preferably in education or psychology
- **Academic abilities:**
 - Ability to learn new concepts/ideas independently and apply in day-to-day operations
 - Comfortable in writing essays/texts in Hindi and English
- **Management:** The candidate must be able to manage multiple projects, handle intense work pressure and deliver under tight schedules.
- **Communication:** Strong attention to detail is a must. Clear and precise communication skills (oral and written) in Hindi and English are a pre-requisite. Proficiency in any other Indian language is strongly desirable.
- **Computer and data proficiency:** Proficiency in Microsoft Office (Excel, Word and PowerPoint) is mandatory.
- **Travel:** The candidate should be willing to travel extensively (mostly in rural India) to pilot new tools, conduct trainings and coordinate and monitor assessments on the field.
- **Experience:** Prior experience in designing learning assessments would be an added advantage. Experience in teaching in a classroom setting is desirable.

Salary

Rs 25,000-28,000 per month. Salary will be finalized based on the experience and skill set of the candidate. Salary is negotiable for exceptional candidates. **Travel, food and lodging costs for work related travels outside base location shall be separately borne or reimbursed on actuals by ASER Centre.**

Application process:

- Please email your CV along with a cover letter to **recruitmentsasercentre@gmail.com**
Address the email to Vikram Guria or Ketan Verma and mention '**Application for position of Assessment Associate**' in the subject line.
- **The cover letter should answer the following questions in 500 words or less**
 1. **Why do you want to work in the area of learning assessments?**
 2. **How can learning assessments improve quality of education in India?**
- Only shortlisted candidates will be contacted for an interview.

For enquiries, please call +91-11-46023612 between 11:00 am to 5:00 pm and ask for Vikram or Ketan.