

Position: Associate with Assessment Unit at ASER Centre-Pratham

Deadline: Open until filled

Location: New Delhi (with frequent rural travel)

Positions available: 1

A. About Pratham and ASER Centre: [Pratham](#) was founded in 1995, to provide pre-school education to children in Mumbai slums. Over the last 20 years Pratham has grown to be India's largest NGO working to provide quality education to underprivileged youth and children in over 21 states and union territories across the country, with a range of interventions. [ASER Centre](#), is the independent research wing of Pratham Education Foundation and seeks to use simple yet rigorous methods to generate evidence, on scale, on social sector programs. The aim of the organisation is to strengthen the link between evidence and action by building the capacity of individuals and institutions to design, conduct, and understand assessments that focus on key outcome indicators. One of ASER Centre's main activities is the design and facilitation of the Annual Status of Education Report (ASER), one of the largest household surveys of children's basic learning levels in reading and arithmetic. Pratham is a widely recognized organization, having received notable awards such as the WISE Prize for Innovation, Skoll Award for Social Entrepreneurship, the Henry R Kravis Prize in Leadership and the CNN-IBN Indian of the Year for Public Service.

B. About Assessment Unit at ASER Centre Required qualifications and skills:

The Assessment Unit is a dynamic and integral part of several of the key functions of ASER Centre. The work of the Assessment Unit feeds into the ASER survey, into a variety of research studies, and also into the measurement and evaluation activities for Pratham programs. The Assessment Unit also conducts several exercises for other organizations that needed support for assessments. We primarily design assessment for Early Childhood Education (ECE), primary, upper-primary, secondary age-groups, and measuring teacher's effectiveness.

Additionally, over the past few years we have made forays into:

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

At the Assessment Unit we design assessments that are scalable, simple and quick to undertake, easy to understand and act upon.

We strongly encourage candidates to visit our website for more information about ASER Centre studies, please click on this [link](#).

C. About the position

Assessment Associates work closely with various units at ASER Centre and Pratham to primarily design leaning assessments for ASER Centre projects, Pratham programmes, and other external assessment projects. Specifically, the tasks include;

- Interacting with multiple stakeholders engaged with the project/programme to understand the requirements of the learning assessment that needs to be carried out.
- Analysing textbooks and document competencies expected in target grades and subjects.
- Creating assessment tasks, tools, formats, and training manuals based on project/programme goals
- Participating in field piloting of tools and analysing pilot data to understand broad trends and identify gaps in the assessment tool
- Leading training sessions for the team involved in implementation of assessment tools.
- Preparing reports documenting the process of tool design, tool development, tool administration, and the subsequent findings
- Undertake comparative analysis of various learning assessment frameworks and assessment tasks (used across various countries).
- Conduct secondary research on various aspects of learning assessments

D. Who are we looking for?

We are looking for candidates who have a real commitment to what we're trying to do here at ASER Centre and be willing to learn on the job. Specifically, we want our candidates to:

- Be a self-starter and self-learner. Expected to engage in self-study to apprise themselves of new concepts on learning assessment.
- Not be afraid to deliver well beyond tasks assigned to them under tight deadlines
- Willing to innovate and provide fresh ideas
- Be willing to learn on the job
- Pay close attention to details
- Be comfortable with traveling extensively to rural locations across the country to pilot new tools, conduct trainings, coordinate, and monitor assessment on the field (sometimes at short notice)
- Be comfortable working with (and lead) wide variety of people (state team associates, partner organizations in states, government officials, personnel from INGOs, academicians).

Educational qualifications: Minimum graduate, preferably in education, psychology or other related fields.

Hindi as a subject till Graduation is desirable for the position.

Skills (communication and technical):

- Strong communication skills (written and oral) in Hindi and English to effectively correspond with a diverse audience and projects. Knowledge of a 3rd Indian language is desirable.
- Proficiency in M.S. Office (Excel, Power Point and Word) is mandatory.

Work experience: Prior experience in designing learning assessments would be an added advantage. Experience in teaching in a classroom setting is desirable.

E. Remuneration:

Remuneration for this position will be in the range of INR 28000-32000 per month. The following factors will be considered while making the final offer to selected candidate: a) Academic qualifications b) professional experience c) skills possessed d) performance in the interview and assignment.

Travel, food, and accommodation for work related travels outside base location shall be separately borne or reimbursed on actuals by ASER Centre.

A minimum commitment of 2 years is required.

F. Application process: Interested candidates should email the following documents in their application

1. CV (Not exceeding 2 pages)
2. Cover Letter (500 words) stating why do you want to work on learning assessment at ASER Centre

Please send completed applications to Anil Kumar Kamath at recruitmentsasercentre@gmail.com with the following subject line: 'Application for the position of Assessment Associate_Language' in the subject line.

Selected candidates will be invited for an interview followed by a short assignment to ascertain skills and aptitude. Candidates invited for a second round of interview will be expected to provide professional references prior to the same.

Only shortlisted candidates will be contacted.

All application related queries can be addressed to Anil, Aditi and Vikram at ASER Centre: +911146023612 or +911126716084 between 11:00 am to 5:00 pm.