

Application for Measurement, Monitoring & Evaluation Associate

(Deadline – 31st October 2018)

The Measurement, Monitoring and Evaluation Team (MME) was established in 2013 as an integral unit of Pratham Education Foundation. Since then, the team has informed the decision-making process for more than 20 projects implemented by Pratham by developing processes and systems to understand need, collect, analyse and visualize data. We have made considerable headway in doing the same for government education systems via Pratham-Government Partnerships, however scope for innovation and improvement remains. In our experience when actionable data is provided in an understandable manner, systems and people respond to it with increased accountability, faster problem identification and better tracking of desired outcomes.

Job title: Associate

Reports to: Co-Heads – Measurement, Monitoring & Evaluation

Our Mission Statement

We want to solve the problem of low learning outcomes of children in India by using data and technology to help implementers:

- Highlight gaps and set prioritizations accordingly
- Monitor progress and provide inputs on course correction
- Create accountability/ownership among different cadres for pieces they are responsible for
- Take quick course corrective actions
- Create better long-term implementation strategies

Who are we?

We are a group of young professionals from varied educational backgrounds with brief yet diverse experiences from different sectors including software, business & IT consulting and education. The unifying interest for all us is how to make any type of relevant data accessible, understandable and useful to the organization and its beneficiaries. Keeping accessibility, understanding and usefulness at the core of all our systems and processes, we have successfully ensured that Pratham, its beneficiaries, its partners and its donors strive to make data-driven decisions not only to derive the best out of the work they do but also understand gaps and quickly address them with evidence-based solutions. Most of us have had to take pay cuts to be here but are here because each one of us truly believes in the transformational power of data, and the kind of impact it can have in the education sector to ensure every child is learning well.

What do we love doing?

- **Engaging with implementers/governments to setup efficient data collection processes and systems:** We define efficiency as – collection of actionable data, simple processes which don't overburden implementers, fast turn around time of data, accuracy and cleanliness of data collected.
- **Setting up strong monitoring, feedback and review systems.** We believe that the success of any program heavily depends on frequent visits by experienced personnel (Eg: Cluster Cadre Officials in a Govt. setting), quality of continuous evidence-based feedback given to teachers and reviews which help facilitate discussions on recurring problems, possible solutions and the way ahead. We make sure that this entails more of interactions and less of data collection.
- **Communicating insights generated by data analysis using great visualizations:** The way data is presented matters a lot for decision makers. We make sure that every visualization prepared by us is simple to understand and act on and is beautiful enough to maintain high attention levels. We use a lot of Tableau (*they were kind enough to arrange 40 hours of trainings for each of our team members via WebEx*), but are ever-ready to try out new frameworks to prepare some special visualizations. *We spend a painful number of hours considering designs, layout and usefulness!!!*

- **Engaging with implementers to create a culture of data driven decision making:** We conduct regular workshops using innovative techniques to promote data understanding and usage. They help us form a better perspective on ways in which program and field implementers interact with data. Mind barriers like – “data is difficult, data is scary, data can never inform our work” – need to be broken for insights to be absorbed and implemented, that’s exactly what we try to do via these workshops.
- **Build mobile/web applications to ensure quick clean data collection, platforms which make data/information/insights accessible and visible to all:** We are absolutely in love with what possibilities lie ahead on the technology front. We’re currently in the process of creating products which can make our job faster/more efficient and easier – Eg: Something which will help us roll out data collection forms on any device within an hour without needing any technical expertise or using offline predictive tools in rural areas.

What will you be doing?

We are currently involved in a lot of diverse projects which range from – full state partnerships with governments and digital initiatives to Pratham’s flagship “Read India” program. We don’t believe in hiring for projects, we instead hire first and then try to locate the person into a project of his/her choice. Work involves doing all the things mentioned in the earlier section – “*what we love to do?*” and some things that we don’t particularly like doing but need to be done. We had tried explaining this in our earlier JD as to what we do, but we have removed that section here since we feel the best way to know this is to come meet us in person!!!

Who are we looking for?

We are looking for people who love solving real problems which have an impact on millions of people. Solving these problems requires somebody who:

- Is a self starter and an entrepreneur at heart
- Can deal with absolute ambiguity while envisioning processes and systems as solutions to it
- Can communicate clearly with people having varying levels of inclination and understanding (knowing one more language besides English and Hindi, helps a lot!)
- Has a deep understanding of data and can visualize it to suit its use
- Constantly questions the status quo and looks for new ways to push our work forward
- Is willing to learn and adapt as per the needs of the team
- Is ever ready to get his/her hands dirty by visiting the field
- **Qualification:** Minimum Graduate Degree (any field)
- **Work Experience:** Minimum 2 years’ work experience (can be negotiated in case of exceptional candidates) handling and visualizing data
- **Skills:** Great at MS Excel (Non-negotiable), Tableau (preferred), Python, R, Power BI, MS Access
- **Number of Positions:** TWO

Application

Please email the following to recruitmentsasercentre@gmail.com, keep siddhesh.mhatre@pratham.org & karthik.menon@pratham.org in cc

- A CV with a cover letter
- A short note (in less than 300 words) on “*How should data be used to drive change in the education sector?*”

Job location will be New Delhi. Only shortlisted candidates will be contacted and will be given a data assignment first, followed by an interview. Application related queries can be addressed to Karthik and Siddhesh at +91-11-46023612 between 10:00 am to 6:00 pm, Monday to Friday.