

JD - Cluster Transformation Lead

About MANTRA

MANTRA Social Services - Bangalore is a social enterprise registered under Section 25 of Companies Act. Founded by a team of committed and passionate individuals and growing in strength, we believe in the need for an association of like-minded people and organizations to inspire action and sustain change efforts.

Project for Active Cluster Engagement - PACE

Through our **Project for Active Cluster Engagement**, we strive to promote quality education in government schools through effective systems and processes at the cluster level, with collaboration of various stakeholders as the basis of operations. By moving one administrative level above the school, we could leverage a wider set of resources and structures to foster collective school improvement. A key belief of the CTP is to envision the cluster as a distributed school where teachers and administrators work with and for one another.

CLUSTER TRANSFORMATION LEAD

Our support for Cluster involves a cluster Transformation Lead placed at the school-site for a stipulated amount of time each week based in project need. Each Cluster Transformation Lead will be assigned a cluster of schools. The roles and responsibilities are given below.

This role is most suited for those who wish to work in the context of Government schools and understand the system at the grass root level.

Roles and Responsibilities

- Conduct a need-analysis of the system and its stakeholders towards school & community improvement.
- Co-create a vision and strategy for an identified cluster towards improving its schools along with the local stakeholders.
- Develop a strong culture of collaboration, trust and reciprocity in the cluster.
- Enhance local & systemic leadership at the cluster level through collective action towards school Improvement.
- Identify, mobilize and align the crucial stakeholders (School Leader, Govt Officials & Community Champions), partner organizations, students and their families to implement the vision and strategy.
- Monitor and evaluate progress towards outcomes and course correct, when necessary.

Other Commitments

- Assist the organization with collection of data for Monitoring & Evaluation.
- Actively participate in all learning tracks and trainings provided by partners, for school leadership & collective action.

Competencies

- Mindsets
 - Willingness to persevere and learn in the face of uncertainty and difficult situations.
 - Willingness to work through delayed gratification.

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- Competencies
 - Ability to influence and motivate people to work towards a common goal.
 - Ability to lead cross-functional teams.
 - Ability to build a professional support network and mobilize resources.
 - Ability to manage self and time.
- Skills
 - Effective documentation for shared learning.
 - Basic proficiency in the local language (preferred).

Time Commitment: Minimum 2 Year.

Experience Required: 2-4 years of experience in the education sector is preferable although not mandatory.

Education and Experience:

- A degree in education / development OR a year or two's experience working with in low-income schools or government schools
- Experience in classroom teaching, delivering educational programs and activities OR experience working on projects with school stakeholders from underserved urban/rural localities would be preferred
- Strong interest in any of the three areas affecting a school - School Leadership / Teaching Development / Community Engagement

Competencies:

- Ability to influence and motivate people to work towards a common goal
- Willingness to learn in the face of uncertainty and difficult situations
- Effective planning skills and time-task management
- Effective oral and written communication skills
- Proficiency in Kannada (verbal) would be an added advantage

Compensation: Commensurate with the individual's experience and qualifications

Location: Bangalore

To apply, please send your resume to jay@mantra4change.com
