Application for Measurement, Monitoring & Evaluation Associate
Application Deadline: 31st May 2017

The Measurement, Monitoring and Evaluation Unit (MME) was established in 2013 as an integral unit of Pratham Education Foundation. Since then, MME has informed the decision making process for over 20 projects implemented by Pratham by developing processes and systems to collect, analyse and visualize data. Our next challenge is to do the same for government education systems via Pratham-Government Partnerships. 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 :	*Head – 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:

a. Highlight gaps and set prioritizations accordingly
b. Monitor progress made
c. Create accountability/ownership among different cadres for pieces they are responsible for
d. Take quick course corrective actions
e. Create better long term implementation strategies.

Who are we?

We are a young team consisting of diverse past experiences – PhD in Computational Mechanics from Carnegie Mellon, Top Analytics Firm, Construction Conglomerate, Big 4 Consulting Firm, Software Giant, Ed-Tech, Fresher from UC Berkeley etc. Many of us have had to take pay cuts to be here but we are here because of each 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.** Here we believe that the success of any program heavily depends on frequent visits by experienced personnel (Eg: Cluster Cadre Officials in a Government 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 colors, designs, graphs and charts!!!!*

Measurement, Monitoring & Evaluation (MME), ASER Centre
B4/54, Safdarjung Enclave, Near Kamal Cinema, New Delhi - 110029

1

- **Engaging with implementers to create a culture of data driven decision making.** We conduct 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 absolutely are 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.

What will you be doing?

We are currently involved in a lot of diverse and interesting 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 of the things mentioned in the earlier section – *"what we love to do?"* and many more things that we don't particularly like doing but need to be done. We had tried explaining in our earlier JD as to what we do, but we have removed that section here since we feel the best way to know that 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
a. Is a self starter and an entrepreneur at heart
b. Can deal with absolute ambiguity while envisioning processes and systems as solutions to it.
c. Can communicate clearly with people having varying levels of inclination and understanding
d. Has a deep understanding of data and can visualize it to suit its use
e. Constantly questions the status quo and looks for new ways to push our work forward
f. Is willing to learn and adapt as per the needs of the team
g. 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 handling and visualizing data.
Skills: Great at MS Excel (Non-negotiable), Tableau, Python, R, Power BI, MS Access
Number of Positions: 4

Application

Please email the following to recruitmentsasercentre@gmail.com , Keep varun.limaye@pratham.org in cc
1) A CV with a cover letter
2) A short note (in less than 300 words) on "Why do you think, what we do is important"

Job location will be New Delhi or Mumbai. We have 1 position open in Mumbai and 1 in 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 Varun Limaye at +91-11-46023612 between 10:00 am to 6:00 pm, Monday to Friday.

Links –
ASER Centre Website : www.asercentre.org

Pratham Website : www.pratham.org