



## Deputy Director - Technology

### Organisation's Profile

Transform Schools believes that every child must realise their full potential in school and life beyond. Critical learning experiences enable children to change the course of their life journeys, and impact their families and communities. These are essential for realising India's enormous human potential.

Our Mission - Transform Schools' mission is Improving learning outcomes for secondary school children in India.

Transform Schools encompasses of the following two affiliates:

1. People For Action is a charitable society registered in India for delivering grants and CSR projects through Foreign and local funds to improve learning outcomes for secondary-school children in India, through co-designed learning enhancement programmes & capacity strengthening of system actors.
2. The Transform Trust is a registered trust in India for delivering payment for outcomes and consultancy contracts that aims to support the large-scale implementation of education programmes in collaboration with training institutes, communities, policymakers, implementers, researchers, and other government and non-government organisations.

We believe education transforms lives.

### Organisation's Strategic Priorities

1. Scale our work to impact 20M children annually.  
By 2030, we aim to impact 20M children, reaching and sustaining to impact 25% of children in elementary and secondary government schools in India.

To achieve this, we prioritise core education outcomes and identification of ones that contribute to impact life beyond schools for children. We focus on the last five years of school and ages 13-18 years with special attention to government schools, vulnerable groups and geographies. These include but are not limited to girls, Dalits, Tribals, Aspirational districts and blocks. Our work is informed and aligned to SDG 4,5, & 10, global and national policy and evidence.

2. Produce long term measurable impact on
  - 2.1 Improved transition rates from primary to secondary
  - 2.2 More children staying in school & completing secondary school
  - 2.3 Reduced gender gap in educational attainment
  - 2.4 Improved student performanceWe establish these through appropriate robust internal, independent qualitative and quantitative approaches.
3. Establish long-term systemic interventions, partnerships and change focus to enable
  - 3.1 Rapid growth of our impact at scale work especially on student learning
  - 3.2 Build an innovations Institute to test and scale interventions
  - 3.3 Leverage our knowledge and expertise to establish sectoral leadership to inform policy and practice.

### Job Purpose

The Deputy Director - Technology will lead the technological vision and strategy of Transform Schools to ensure the successful development and implementation of scalable, innovative, and impactful educational technology solutions. They will work closely with cross-functional teams to drive the design, deployment, and improvement of digital platforms and tools that enhance learning experiences for students, educators, and system stakeholders. This role is pivotal in scaling our programmes through innovative, data-driven platforms, govt partnerships and ensuring compliance with frameworks like India's National Digital Education Architecture (NDEAR).

The incumbent is responsible for leveraging technology to enhance organisational effectiveness, drive operational efficiency, and support a culture of continuous learning and improvement. The role involves designing and implementing technology strategies, systems, and tools that streamline processes,

enable data-driven decision-making, and foster collaboration across the organisation.

Transform Schools, People For Action is seeking an ambitious and energetic Deputy Director - Technology to join the team!

<b>Reports to</b>	Chief Operating Officer (COO)
<b>Collaborates with</b>	Internally - Director- Programmes, Associate Director - Research, Impact and Quality and Deputy Director - Partnerships and Learning, Deputy Director – Programme Design and Quality, State Leads.  Externally - International and local Foundations, CSRs and High Net Worth Individuals and other evidence/impact-based research groups. Knowledge Partners, Consultants
<b>Direct reports</b>	Product Manager
<b>Job Location</b>	New Delhi
<b>Employment Contract Length</b>	Two-years fixed term contract (renewable)
<b>Compensation</b>	Circa INR 16.5 – 22.5 lakhs per annum (on a cost-to-the-organisation basis) dependent on qualifications and experience.

## Key Responsibilities

### 1. Technology Strategy

- a. Define a technology roadmap for the organisation in line with its business strategy and growth aspirations in educational outcomes, systems change through govt partnerships and innovations in product development.
- b. Lead the integration of digital tools, applications, products and platforms to enhance teaching and learning experiences at scale.
- c. Oversee the development, research and selection of in-house technology platforms and integration with third-party components that meet the organisation's short-term and long-term objectives
- d. Partner with executive leadership on embed technology to enhance organisation effectiveness, learning, and productivity across departments and functions

### 2. Technology Deployment for Educational Outcomes

- a. Oversee the enhancement of existing platforms, products and applications to ensure user-centric design, functionality, and ease of access for students and teachers across diverse socio-economic backgrounds
- b. Develop technology architecture that can scale seamlessly from pilot implementations to state and national level adoption, that can support increasing user bases as Transform Schools expands its reach
- c. Integrate advanced analytics and AI/ML capabilities into platforms to offer real-time, actionable insights for teachers, administrators, and policymakers
- d. Enable data visualisation dashboards for state governments and stakeholders to monitor outcomes and optimise programme delivery
- e. Develop platforms that are interoperable across devices and systems, ensuring accessibility in low-resource environments, including rural and tribal areas
- f. Lead the integration of bespoke or existing LMS platforms into state systems to facilitate teacher professional development, training needs and data-driven quality assurance
- g. Incorporate third-party tools (e.g., KoboTool, Google Forms, and Glific Chatbot) to enable programme monitoring and evaluation.
- h. Develop strategies to maximize user adoption, engagement, and retention for digital products, including behavioral nudges and gamified experiences
- i. Foster partnerships with ed-tech innovators, developers, and researchers to co-create and pilot new digital solutions

### **3. Stakeholder Engagement**

- a. Serve as the primary technology liaison for state education departments, ensuring alignment with their digital education policies and frameworks.
- b. Collaborate with government officials to integrate Transform Schools' digital platforms into existing education systems, ensuring compliance with national standards like NDEAR
- c. Provide technical guidance and support for the adoption and scaling of digital tools, addressing challenges such as low digital literacy and infrastructure gaps
- d. Guide state teams in integrating platforms into government systems, including server hosting, API development, and quality assurance interfaces.
- e. Conduct training sessions for all stakeholders, including teachers, administrators, and technical teams, to ensure familiarity with platforms and tools
- f. Establish feedback mechanisms, such as surveys, focus groups, and platform analytics, to gather input from stakeholders on usability and effectiveness.

### **4. IT governance and Operations**

- a. Develop, implement, and maintain IT policies, procedures, and standards that align with organisational objectives and industry best practices
- b. Select and manage relationships with technology vendors and service providers, ensuring high-quality and cost-effective solutions
- c. Evaluate third-party tools and technologies for potential adoption, focusing on their scalability and compatibility with existing systems.
- d. Oversee the day-to-day operations of the organisation's IT systems, ensuring reliability, efficiency, and security
- e. Ensure robust data protection strategies, including encryption, access controls, and regular backups.
- f. Conduct regular IT audits to identify vulnerabilities and enforce compliance with security standards.
- g. Maintain an accurate inventory of IT assets and oversee lifecycle management, including procurement, upgrades, and decommissioning.

### **5. Support Business Development and Partnerships**

- a. Engage with donors to communicate the impact of technology-driven interventions and secure funding for innovations and scaling efforts
- b. Represent Transform Schools at conferences, government forums, and industry events to advocate for the use of technology in improving educational outcomes
- c. Work closely with the Development and Partnerships team to identify funding opportunities and lead donor engagement to secure funding for expansion and continuous innovation.
- d. Raise profile and funding for technology integration vertical through other allies and partners such as Ek Step, Tech For Good, Y Combinator, WISE, BEI and Niti Ayog.
- e. Establish partnerships with research institutions, ed-tech innovators, and global organisations to co-create and scale impactful solutions

### **6. Thought Leadership and External Representation**

- a. Represent the organisation and its work at global, national and state levels, champion organisational mission, theory of change, technical interventions and advocate for the use of technology in improving educational outcomes
- b. Deliver keynote addresses, panel discussions, and presentations to advocate for scalable, equitable, and impactful education technology solutions.
- c. Seek partnerships for non-profit credits with AWS, Microsoft and Google and government ecosystems such as the NDEAR ecosystem.

### Education and Experience

1. Educational Qualification: A Master’s degree in Computer Science, Computer Engineering, Information Technology, Management Information System (MIS) or any other related field.
2. Experience: 8-10 Years of proven track record of managing all aspects of a successful IT function. Proven ability to develop product and marketing strategies and effectively communicate recommendations to executive management. Strong technical background with understanding and/or hands-on experience in software development and web technologies
3. Significant experience in leveraging data analysis tools and business intelligence platforms to make data-driven decisions and optimise business processes
4. Proven leadership experience in spearheading cloud-based and mobile application development for large scale programmes
5. Evidence of proficiency in overall management, applications development, as well as budget and financial management.
6. Excellent organisational and planning skills, ability to work in a fast-paced work environment and meet deadlines consistently
7. The job would require up to 10% of travel to the focus states of TS

### Essential Competencies

<p><b>Technical Competencies</b></p>	<p>Is able to lead the process to build, operate, and maintain technology applications and infrastructure to be efficient, effective, and secure.</p> <p>Has a strong grasp of data analytics, machine learning, and artificial intelligence to leverage data for predictive insights and to make decisions that are evidence-based rather than solely intuitive</p> <p>Is able to write code, debug code, and understand the underlying principles of programming</p> <p>Possess the ability to design and deploy databases, as well as proficiently query and manage data</p>
<p><b>Leadership Competencies</b></p>	<p>Is able to attract, develop, and retain a high performing team to meet the current and evolving needs of the organisation through coaching, mentoring, and performance management to nurture technology talent and enhance capacity to deliver impactful results</p> <p>Effectively and consistently provides thought leadership in the integration of cutting-edge technology, standards, protocols, and tools within the fast-evolving education technology landscape</p> <p>Identifies and creates opportunities to build new, collaborative partnerships with key government stakeholders, including IT departments, policymakers, and regulators to facilitate systems change</p>
<p><b>Execution Competencies</b></p>	<p>Highly skilled in cross-functional collaboration, with a remarkable talent for inspiring others and effectively conveying and implementing visionary ideas</p> <p>Effectively influences decisions through logical, strategic communication and personal advocacy and conveys complex ideas in a logical sequence that others can understand</p> <p>Is able to independently create process flows, use cases, SoPs and manuals with clear instruction and pathways for building capacity of the teams to adopt and adapt to newer practices</p>

### Desirable Requirements.

1. A passion for creative problem-solving and enthusiasm
2. Knowledge of cutting-edge research and evaluation in ed-tech
3. Alignment with Transform Schools priorities
4. A sense of humour and patience

### How to Apply:

1. Only candidates meeting the above requirements may send their application consisting of a cover letter mentioning why they think are suitable for the role and an up-to-date CV by e-mail to [connect@peopleforaction.org](mailto:connect@peopleforaction.org) and cc [Divya@peopleforaction.org](mailto:Divya@peopleforaction.org)
2. In order to ensure that your application is sorted correctly, please clearly indicate the title of the post in the subject line of your email/application.
3. Please note that the shortlisting will be done on a rolling basis.
4. Please share the details as listed below along with your application in Excel format only:

Name	Contact No.	E-mail Id	Current Location	Highest Qualification	Name of Educational Institute
Total Experience	Current/Last Organisation	Current/Last Designation	Current/ Last Drawn Salary	Notice period	Currently Working Y/N

Transform Schools, People For Action is an equal opportunity provider and does not discriminate on the basis of race, colour, religion (creed), gender, gender expression, age, national origin (ancestry), disability and marital status.

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