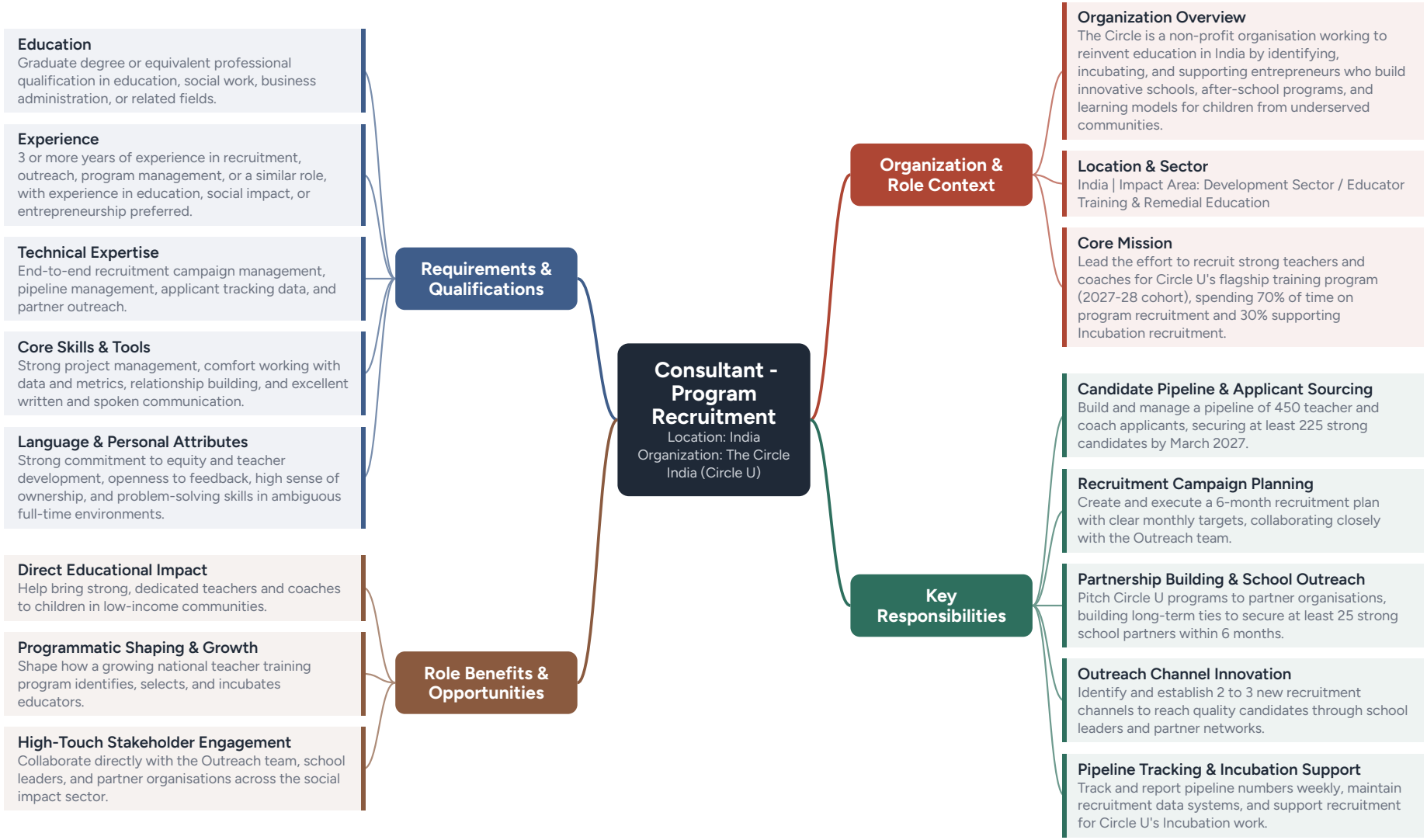
The Circle India

Consultant - Program Recruitment in Mumbai | The Circle India

Mumbai, Maharashtra · contract · mid level · Competitive

Application Assist →

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Skills this role needs

Recruitment pipeline management	Outreach campaign planning	School and partner relationship building	Project management	Data tracking and reporting

Job description

The Circle India

The Circle is a nonprofit organisation working to reinvent education in India by identifying, incubating, and supporting entrepreneurs who are building innovative schools, after-school programmes, and learning models for children from underserved communities. Circle U runs a one-year training program for teachers and coaches who work in low-income communities. The program helps educators grow their skills so that children in these communities get better learning in the classroom. Circle U also supports new ideas in education through its Incubation work. Each year it brings together a new group of teachers and coaches, and it is now preparing for its 2027-28 group.

Role

As Consultant - Program Recruitment, you will lead the effort to find and bring in strong teachers and coaches for Circle U's flagship training program for the 2027-28 group. You will plan the recruitment campaign, open new ways to reach good candidates, and build lasting ties with school leaders and partner organisations. You will spend about 70% of your time on program recruitment and about 30% supporting recruitment for Incubation.

Responsibilities

- Build and manage a pipeline of 450 teacher and coach applicants, and secure at least 225 strong candidates by March 2027 for the 2027 recruitment cycle.
- Create and run a 6-month recruitment plan with clear monthly targets.
- Pitch Circle U programs to partner organisations and build long-term partnerships with schools, aiming for 25 strong partners within 6 months.
- Find and set up 2-3 new ways to reach good candidates, such as through school leaders and partner organisations.
- Work with the Outreach team to plan and run a strong recruitment campaign, with a clear plan ready for the 2027 campaign.
- Use lessons from past recruitment cycles to shape the current plan.
- Track and report pipeline numbers every week, and keep recruitment tracking systems documented and working.
- Support recruitment for Circle U's Incubation work.

Requirements

- 3 or more years of experience in recruitment, outreach, program management or a similar role.
- Experience in education, entrepreneurship or the social impact sector is preferred.
- Strong project management skills and the ability to drive work on your own in a full-time role.
- Comfort working with data, tracking numbers and turning them into clear next steps.
- Strong skills in building relationships and working with many different people and partners.
- Excellent written and spoken communication.
- A strong commitment to equity, teacher development and Circle U's vision, along with openness to feedback, a sense of ownership and the ability to solve problems when things are unclear.

Benefits

- Help bring strong teachers and coaches to children in low-income communities.
- Shape how a growing teacher training program finds and selects its educators.
- Work closely with the Outreach team and with school leaders and partner organisations.

Apply

Check your fit for the role and receive the apply link in your mailbox

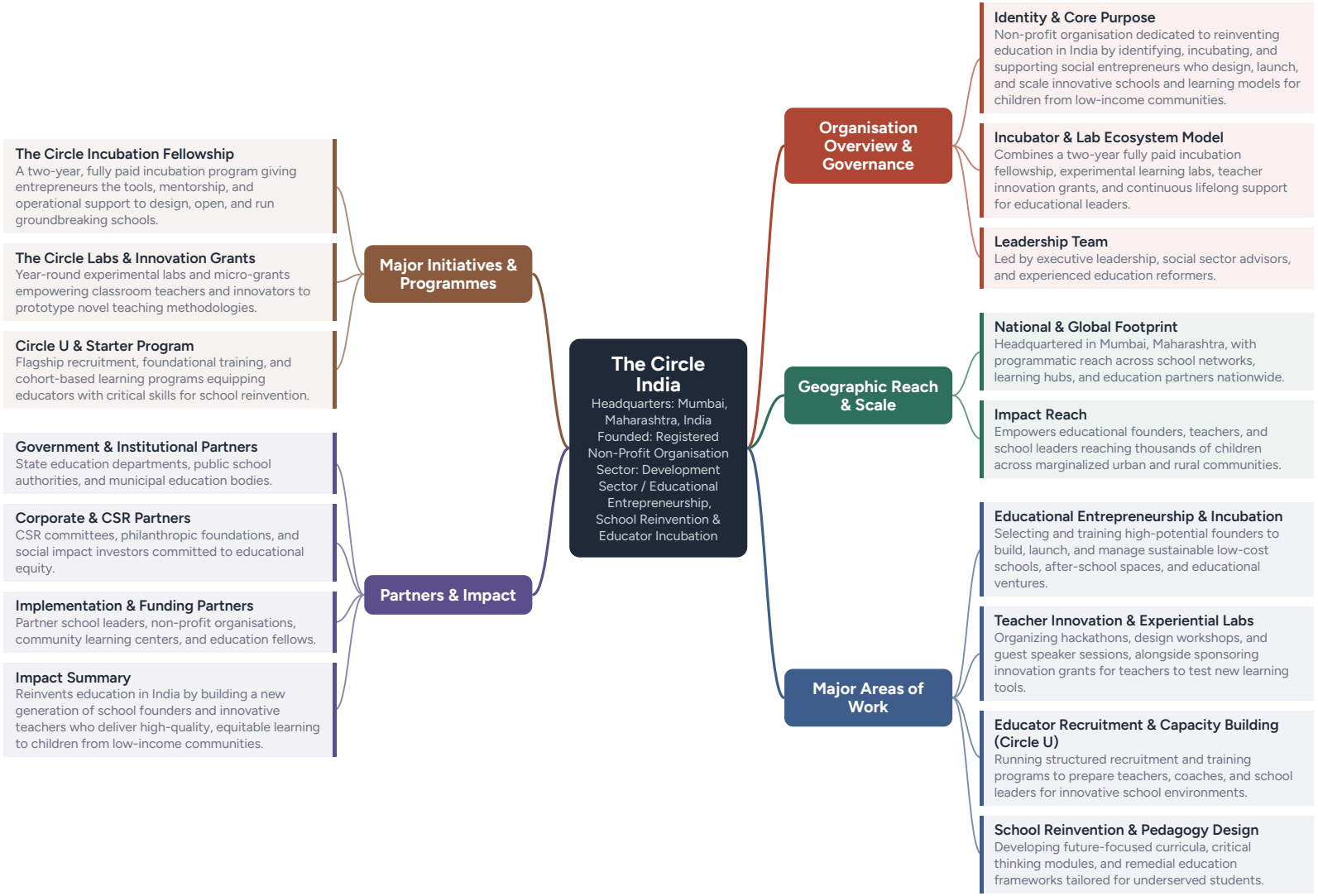
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About the organisation

The Circle India

Education | Nonprofit | Education Innovation

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About The Circle India

The Circle is a nonprofit organisation working to reinvent education in India by identifying, incubating, and supporting entrepreneurs who are building innovative schools, after-school programmes, and learning models for children from underserved communities. Founded by former Teach For India leader Sandeep Rai, the organisation works to strengthen education systems by nurturing a network of mission-driven education entrepreneurs and providing long-term support for school transformation.

The Circle combines incubation, leadership development, coaching, funding support, and a lifelong community of educators to help founders build and scale impactful learning models. Through partnerships with education leaders, philanthropists, and ecosystem organisations, it aims to create a new generation of schools and learning spaces that improve educational opportunities across India.

> *Head Quaters : Mumbai, Maharashtra*

Major Areas of Work

Education Entrepreneurship: Incubates and supports founders building innovative schools and learning models for underserved communities.

School Innovation: Helps design and strengthen schools through leadership development, coaching, strategic planning, and operational support.

Leadership Development: Builds the capacity of education entrepreneurs, school leaders, and educators through mentoring, fellowships, and professional development.

Education Ecosystem Building: Connects entrepreneurs with mentors, advisors, funders, and education organisations to accelerate system-wide change.

Research & Model Development: Supports the development and testing of innovative education models that can be scaled across India.

Major Initiatives & Programmes

The Circle Incubation: An intensive incubation programme that supports education entrepreneurs in designing, launching, and scaling schools and after-school learning centres.

Lifetime of Support: A long-term network providing coaching, professional development, peer learning, resources, and strategic guidance to incubated entrepreneurs throughout their journey.

Leadership & Coaching: Offers one-on-one mentoring, expert coaching, leadership development, and access to national and international education experts.

School Innovation Network: Builds a collaborative network of schools and education organisations committed to improving learning outcomes and educational equity.

Impact

The Circle is building a growing national network of education entrepreneurs, schools, and after-school centres committed to transforming education for underserved children. Through long-term incubation, mentoring, and ecosystem partnerships, the organisation is strengthening innovative school models and supporting leaders who are driving systemic change in India's education sector.

Leadership

Founder & CEO – Sandeep Rai

Senior Director – Incubation & Network – Pooja Chopra

The Circle is an excellent fit for professionals passionate about education, entrepreneurship, leadership development, school innovation, programme management, public policy, and systems change. Employees work closely with education entrepreneurs, school leaders, governments, and sector experts to build innovative learning models with long-term social impact.

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