Teach For India

Lead - Talent Acquisition in Mumbai | Teach For India

Mumbai, Maharashtra · full-time · senior level · Competitive

Application Assist →

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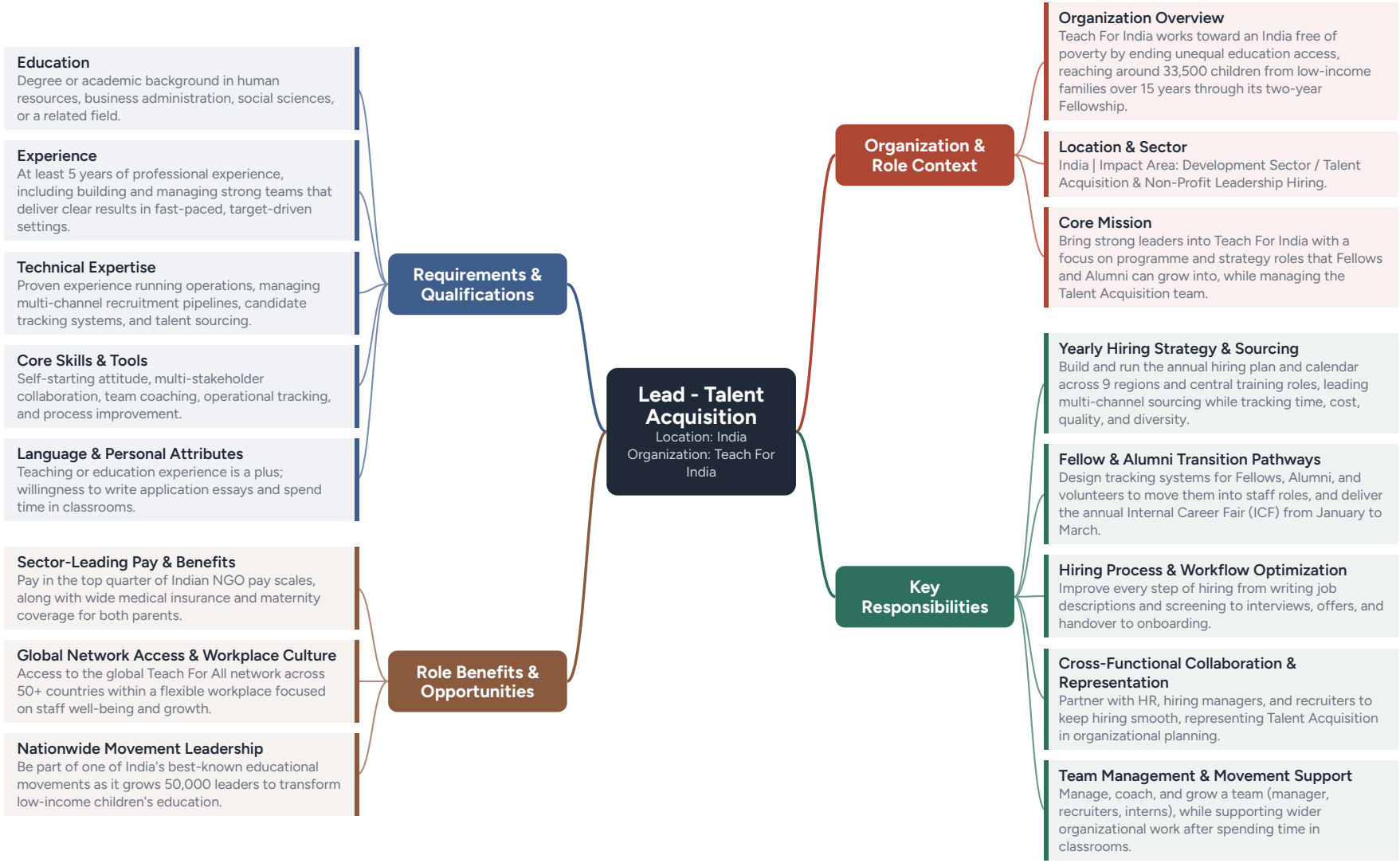

Skills this role needs

Recruitment strategy	Sourcing and pipeline management	Team leadership and coaching	Stakeholder management	Hiring metrics and reporting

Job description

Teach For India

Teach For India works toward an India free of poverty by ending unequal access to good education. Through its two-year Fellowship, young leaders teach in under-resourced classrooms, and over 15 years this has helped around 33,500 children from low-income families. Today about 1,000 Fellows and more than 5,000 Alumni work across the education system, reaching 1 in 10 children in the regions where it works. Over 16,000 of its students have taken the 10th grade board exams, with a 95% pass rate. Its ten-year plan aims to grow 50,000 leaders who will work together to change the lives of low-income children through education. This role sits within Teach For India's Talent Acquisition team, which finds, engages and selects people for staff roles across the organisation.

Role

The Lead - Talent Acquisition will bring strong leaders from many sectors into Teach For India, with a focus on programme and strategy roles that Fellows and Alumni can grow into. You will set the yearly hiring plan, turn graduating Fellows and Alumni into staff, run the Internal Career Fair, and lead a small team of a manager, interns and recruiters. You will report to the Senior Manager - Talent Strategy, Innovation & Operations.

Responsibilities

- Build and run the yearly hiring plan and calendar for staff roles, focusing on the 9 regions and central training roles.
- Lead sourcing across direct, referral, campus and digital channels, tracking time to hire, cost per hire, quality of hire and diversity.
- Improve every step of hiring, from writing job descriptions and screening to interviews, offers and handover to onboarding.
- Design and run systems that track Fellows, Alumni and volunteers over time and help them move into staff roles, working with Alumni-facing teams to keep a ready pool of candidates.
- Plan and deliver the Internal Career Fair (ICF) from January to March each year, covering role mapping, employer participation, Fellow engagement and hiring, then measure results and improve it each year.
- Work with HR, hiring managers, recruiters and other partners to keep hiring smooth and well organised, and represent Talent Acquisition in planning across teams.
- Manage, coach and grow your team, and build a simple system to track progress and keep improving.
- Support wider organisation work such as recruitment, selection, fundraising, volunteering and movement building, after spending time in classrooms to understand the work.

Requirements

- At least 5 years of professional experience.
- Experience building and managing strong teams that deliver clear results.
- Experience running operations in fast-paced, target-driven settings.
- Experience working well with many people, both inside the organisation and with outside partners.
- A self-starting attitude, with past examples of taking initiative.
- Experience in teaching or education is a plus but not required.
- Willingness to write your own statements of purpose and essays in the application form.

Benefits

- Be part of one of India's best-known movements in education as it grows across the country.
- A challenging but flexible workplace where your growth and leadership are supported.
- A strong focus on staff well-being so people can do their best work.

- Access to the global Teach For All network, with partner organisations in more than 50 countries.
- Pay in the top quarter of Indian NGO pay scales.
- Wide medical insurance and maternity coverage for both parents.

Apply

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About the organisation

Teach For India

Mumbai, Maharashtra · Education & Leadership Development

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About Teach For India

Teach For India (TFI) is one of India's leading education non-profits working to eliminate educational inequity by developing a movement of leaders committed to ensuring that every child receives an excellent education. Founded in 2009 by educationist Shaheen Mistri, Teach For India is part of the global Teach For All network and recruits outstanding graduates and young professionals to teach full-time in under-resourced schools through its flagship two-year Fellowship.

The organisation believes that educational inequality is one of India's greatest challenges and that developing leaders who understand this reality from inside classrooms can create lasting systemic change. While Fellows teach children from low-income communities, they simultaneously develop leadership, problem-solving, communication, project management, and systems-thinking skills that enable them to continue driving change throughout their careers.

Youtube Video

Beyond the Fellowship, Teach For India has evolved into a nationwide leadership movement through its Alumni network, innovation programmes, school partnerships, and ecosystem collaborations. Alumni work across education, government, public policy, entrepreneurship, research, corporate leadership, and the social sector to improve educational outcomes for millions of children.

Today, Teach For India operates across multiple Indian cities and works with schools, governments, nonprofits, corporates, and education leaders to build an equitable education system where every child has the opportunity to thrive.

Major Areas of Work

- Teach For India Fellowship: A two-year paid leadership development programme where Fellows teach full-time in under-resourced schools.
- Leadership Development: Developing future leaders through classroom experience, coaching, mentorship, and continuous professional development.
- Education Equity: Improving educational outcomes for children from underserved communities.
- Alumni Movement: Supporting Fellows beyond the Fellowship to drive long-term change across education and society.
- Innovation & Entrepreneurship: Incubating education-focused ventures and supporting alumni-led organisations through InnovatED.
- Movement Building: Influencing education systems by promoting student voice, child safety, wellbeing, leadership, and holistic learning.
- School & Community Partnerships: Collaborating with schools, governments, and community stakeholders to improve learning experiences.

Major Initiatives and Programmes

- Teach For India Fellowship: A two-year, full-time paid Fellowship where graduates and professionals teach in under-resourced classrooms while developing leadership skills.
- Alumni Movement: A lifelong network supporting Fellows as they transition into careers across education, public policy, social impact, entrepreneurship, and corporate leadership.
- InnovatED: An innovation platform that incubates alumni-led education ventures addressing systemic challenges in Indian education.
- Career Connect & Alumni Career Fair: Connecting graduating Fellows with mission-driven organisations, education institutions, nonprofits, and corporate partners.
- Student Leadership & Holistic Development: Programmes designed to strengthen student agency, social-emotional learning, wellbeing, and future readiness.
- Leadership Development Institute: Continuous coaching, mentoring, workshops, and learning experiences designed to build effective classroom and systems leaders.

Impact

- Founded in 2009 by Shaheen Mistri.
- Part of the global Teach For All network operating across dozens of countries.
- More than 5,500 Fellows have completed the Fellowship.
- Over 70% of alumni continue working in education or social impact.

- Fellows and alumni have directly impacted hundreds of thousands of students while influencing education systems across India.
- Alumni have founded 160+ education and social impact organisations and hold leadership positions across nonprofits, government, schools, startups, and corporations.
- The Fellowship currently serves thousands of students annually across multiple cities through partnerships with government and affordable private schools.

Teach For India offers professionals an immersive leadership experience that combines classroom teaching with intensive coaching, professional development, and exposure to education systems. Fellows and staff develop strong skills in leadership, stakeholder management, communication, project management, curriculum design, data analysis, and problem-solving while working alongside educators, school leaders, policymakers, and community organisations.

The organisation is ideal for individuals passionate about education, child development, leadership, public policy, social innovation, and long-term systems change. Whether joining as a Fellow or as part of the core team, employees become part of a lifelong network of changemakers committed to transforming education in India.

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