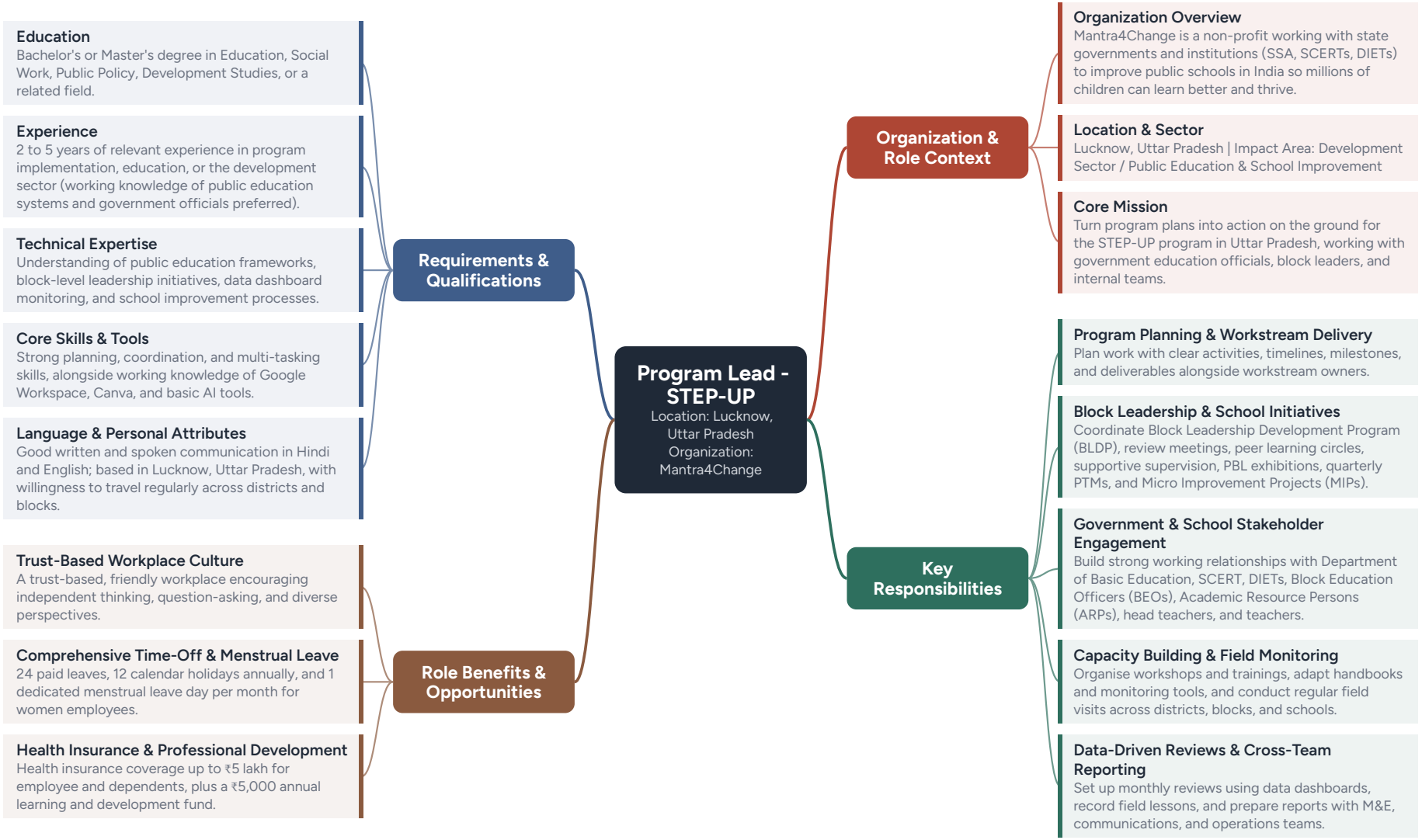
Mantra4Change

Program Lead - STEP-UP in Lucknow | Mantra4Change | ₹8-10 LPA

Lucknow, Uttar Pradesh · full-time · mid level · ₹66,667 - ₹83,333 /month

Application Assist →

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Skills this role needs

Program implementation	Government stakeholder engagement	Field monitoring and review	Training and workshop facilitation	Data tracking and reporting

Job description

Mantra4Change

Mantra4Change is a non-profit that works with governments to improve public schools in India, so that millions of children can learn better and do well in life. It works closely with state education departments to plan and carry out changes at scale, building stronger leaders, better school management and better teaching in classrooms. It partners with bodies such as SSA (Samagra Shiksha Abhiyan), SCERTs (State Councils of Educational Research and Training) and DIETs (District Institutes of Education and Training) to grow school and system leaders, build teamwork in schools and bring communities in as partners in learning. Mantra4Change believes lasting change happens when governments lead their own transformation. This role sits within Mantra4Change's STEP-UP program in Uttar Pradesh, which works with the state government to improve schools at the block and school level.

Role

As Program Lead for STEP-UP, you will help turn program plans into action on the ground, working hand in hand with government education officials and internal teams. Your work may cover the BLDP (Block Leadership Development Program), PBL (Project-Based Learning), PTMs (Parent-Teacher Meetings) and other school improvement efforts, depending on program priorities. You will manage your own deliverables independently, use field visits and data to make the work stronger, and report to the Senior Program Lead and Program Manager.

Responsibilities

- Plan work with clear activities, timelines, milestones and deliverables, together with workstream owners.
- Coordinate activities such as block leadership development, review meetings, peer learning circles, supportive supervision, school PBL exhibitions, quarterly PTMs and MIPs (Micro Improvement Projects).
- Build strong working relationships with state, district and block education officials, including the Department of Basic Education, SCERT, DIETs, BEOs (Block Education Officers), ARPs (Academic Resource Persons), head teachers and teachers.
- Organise trainings, workshops and field activities, and help create and adapt handbooks, training modules, guidelines and monitoring tools.
- Visit districts, blocks and schools regularly to see how activities are going, talk with officials and teachers about their challenges, and follow up on agreed actions.
- Set up monthly state and district reviews that use data dashboards to track progress and guide decisions.
- Record what works, what does not and lessons from the field, and share key findings with program leadership.
- Prepare updates, reports, presentations and meeting notes, and work with the M&E (monitoring and evaluation), communications and operations teams to finish shared tasks on time.

Requirements

- 2 to 5 years of relevant experience in program implementation, education or the development sector.
- An understanding of the public education system and experience working with government officials is good to have.
- Ability to do field visits, work with many kinds of stakeholders, understand problems on the ground and follow through on actions.
- Strong planning and coordination skills, with the ability to manage several tasks and deadlines and take ownership of your work.
- Comfort working with data to track progress and spot areas that need improvement.
- Good written and spoken communication in Hindi and English.

- Working knowledge of Google Workspace, Canva and basic AI tools.
- Based in Lucknow, Uttar Pradesh, and willing to travel regularly across districts and blocks in the state.

Benefits

- A trust-based workplace that encourages independent thinking, asking questions and building solutions.
- An open, friendly culture where teams are easy to reach and different views are valued.
- 24 paid leaves and 12 calendar holidays a year.
- Health insurance cover of up to ₹5 lakh for you and your dependents.
- One menstrual leave each month for women employees.
- A ₹5,000 learning and development fund for job-related learning.

Apply

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

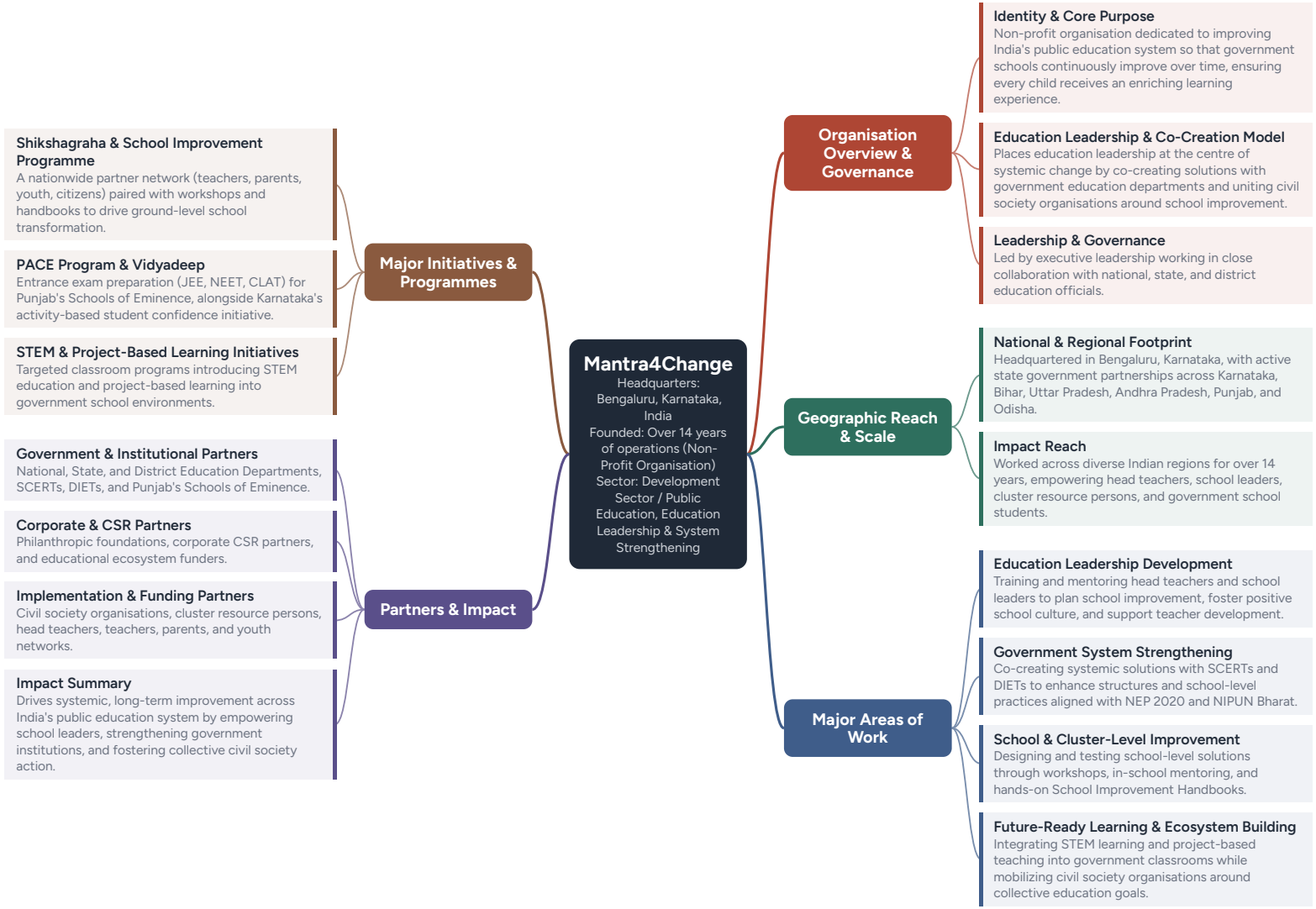
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About the organisation

Mantra4Change

Education

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About Mantra4Change

Mantra4Change works to improve India's public education system so that government schools keep getting better over time. Its vision is that every child receives an enriching learning experience. The organisation puts education leadership at the centre of its approach.

Youtube Videos

It holds that strong head teachers, school leaders and system officials create the conditions for better teaching and learning. It partners with education departments at the national, state and district levels to co-create solutions. It also brings civil society organisations together around school improvement, and it says it has worked across diverse regions of India for over 14 years.

> *Headquarters: Bengaluru, Karnataka, India*

Major Areas of Work

- Education leadership: Training and mentoring head teachers and school leaders to plan and drive school improvement, build a positive school culture and support teacher development.
- Government system strengthening: Co-creating solutions with bodies such as the State Councils of Educational Research and Training (SCERTs) and District Institutes of Education and Training (DIETs) to improve system structures, processes and school-level practices, aligned with NEP 2020 and national missions such as NIPUN Bharat.
- School improvement: Designing and testing school-level and cluster-level solutions through workshops, in-school mentoring and handbooks that schools can use to plan and carry out improvement projects.
- Future-ready learning: Working across classroom, school and community environments so that teachers, school leaders and parents help children build skills such as thinking, adapting and collaborating.
- Ecosystem building and policy: Supporting civil society organisations through programmes, shared resources and collective action, and publishing material on India's and global education policy and the systems that deliver education in India.

Major Initiatives and Programmes

- Shikshagraha: A network of partners, including teachers, parents, youth and citizens, that work together to improve public education in India.
- School Improvement programme: Workshops, learning circles and a School Improvement Handbook that help head teachers plan and carry out improvement projects in their schools.
- PACE Program: Run with Punjab's Schools of Eminence, it prepares government school students for the JEE, NEET and CLAT entrance exams, alongside winter camps, summer camps and exposure visits.
- Vidyadeep: A Karnataka programme run with cluster resource persons, built around activities that help students gain confidence and take an active part in their learning.
- STEM Education: STEM learning programmes delivered in government schools.
- Project-Based Learning: A programme that brings project-based teaching and learning into government school classrooms.

Mantra4Change currently works in Karnataka, Bihar, Uttar Pradesh, Andhra Pradesh, Punjab and Odisha. The states it works in depend on its partnerships with state and local governments.

Mantra4Change suits people who want to work inside the public education system rather than alongside it. Staff work closely with state and district education officials, head teachers and teachers. The work spans programme design, capacity building, school mentoring and policy research, which gives broad exposure to how government education works in India at the district, state and national levels. It is a good fit for people with a background in education, public policy or development who care about systemic, long-term change. The organisation hires for full-time roles, internships and volunteer positions throughout the year.

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