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DEC 2025-DEC 2026
INDIA



Program Manager (Jagriti)

Department: Central Design
Location: Madhya Pradesh
Level: L5

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Information Links

www.educategirls.ngo

[Educate Girls receives the 2025 Ramon Magsaysay Award](#)

[Founder Safeena's TED Talk , April 2019](#)

[2023 WISE Prize in Education](#)

[Worlds First Development Impact Bond in Education](#)

[First TED Audacious Project to be chosen from Asia](#)

Our Core Values: Integrity | Collaboration | Gender Equality | Empathy | Excellence



Join Us in Transforming Lives:

Educate Girls is an award-winning non-profit working to ensure that every girl in India's rural and educationally marginalised communities has access to quality education.

In 2025, **Educate Girls became the first Indian organisation to receive the Ramon Magsaysay Award, Asia's highest honour.**

Since 2007, we have partnered with state governments and local communities to identify out-of-school girls, support their enrolment and retention, and strengthen foundational learning for all children. Our second-chance program also helps adolescent girls and young women complete their Grade 10 and 12 educations while building life skills and agency.

With a network of more than 55,000 community volunteers, Educate Girls has enrolled over 20 lakhs girls and improved learning outcomes for over 24 lakh children across 30,000 villages in Rajasthan, Madhya Pradesh, Uttar Pradesh, and Bihar.

Over the next 10 years, Educate Girls aims to impact 10 million learners by:

- Continuing 'Vidya', our Back-to-School Program, which identifies out-of-school girls (ages 6-14), supports enrolment and retention in government schools and strengthens foundational learning and life skills.
- Scaling up India's largest second-chance education initiative 'Pragati', targeting adolescent girls and young women (ages 15–29) who drop out due to societal barriers & systemic gaps and are now ineligible for formal schooling. Pragati delivers village-based learning camps to build life skills, enhance agency and enable learners to earn their Grade 10 certifications through State Open Schools.
- Strengthening open schooling systems in 12 states through Technical Assistance Units (TAUs) in partnership with the government. These units focus on improving access to and the quality of State Open Schools to support learners in the Pragati program.
- Together, these programs embody our mission to ensure that every girl is included, educated, and empowered - driving lasting transformation in education and gender equity across India

About the role:

The Training Lead, Jagriti will be responsible for designing, strengthening, and assuring the quality of training systems for the Jagriti component under Project Pragati & Vidya. The role focuses on building the capacity of state teams, Master Trainers (MTs), Preraks, and field staff to implement Jagriti mobilization and learning processes with clarity, consistency, and sensitivity.

The role ensures that training is **intent-driven, practice-oriented, and field-responsive**, enabling teams to effectively mobilize, engage, retain, and support adolescent girls & young women across schooling and alternative learning pathways.

In this role, you will be responsible for:

1. Training Strategy & Design

- Lead the training strategy for Jagriti, aligned with program design, mobilization systems, and learner journeys.
- Design and refine training architectures, including induction, refresher, cascade, and need-based trainings.
- Develop and maintain training frameworks, learning pathways, and competency benchmarks for different roles (MTs, Preraks, PCs, State Teams).
- Ensure training designs are adult-learning oriented, experiential, and grounded in field realities.
- Integrate gender sensitivity, adolescent engagement, and community-context awareness across all training.

2. Training Content & Facilitation Support

- Work closely with Content teams to translate modules into effective training experiences.
- Develop and refine training plans, facilitation guides, demo scripts, agendas, and session flows.
- Ensure clarity on intent, non-negotiables, and facilitation do's and don'ts within training content.
- Support development of practice tools, role plays, case studies, and simulations for Jagriti trainings.

3. Training Delivery, Observation & Quality Assurance

- Support and oversee Training of Trainers (ToTs) and key state-level trainings.
- Observe MT and Prerak trainings to assess:
 - Facilitation quality
 - Content interpretation
 - Participant engagement
 - Alignment with training intent
- Provide structured feedback, mentoring inputs, and corrective guidance to trainers.
- Identify recurring training gaps and recommend design or facilitation improvements.

4. Learning Integration & Continuous Improvement

- Establish systems to collect, analyze, and use training feedback from participants and observers.
- Integrate field and training learnings into iterative improvements of training design and delivery.
- Coordinate with Impact and Program teams to align training indicators with observation and learning frameworks.
- Document training learnings, best practices, and revisions for institutional memory.

5. Review Governance & Cross-functional Coordination

- Participate in structured reviews related to training quality and capacity building.
- Coordinate with Program, Mobilization, Content, Impact, and Operations teams to ensure training alignment.
- Support planning and sequencing of trainings across states and phases.
- Ensure consistency, documentation, and version control of all training-related materials.

Communication and Soft Skill:

Core Competencies:

- Strong understanding of learning principles and experiential training design.
- Ability to translate complex program designs into clear, practice-oriented trainings.
- Strong observation and feedback skills with a coaching mindset.
- Sensitivity to gender, adolescent realities, and rural/community contexts.

Functional & Soft Skills:

- Strong facilitation, communication, and coordination skills.
- Analytical ability to use feedback and observations for improvement.
- Excellent documentation and training material management skills.
- Strong written and verbal communication skills (English and Hindi preferred).
- Comfort working in iterative, evolving, and field-driven environments.

Education Background:

- Master's degree in Education, Development Studies, Social Sciences, Psychology, Public Policy, or a related field (preferred).

Preferred Work Experience:

- 6–9 years of relevant experience in:
 - Training design and facilitation
 - Capacity building for large field teams
 - Education or community-based programs
- Prior experience working with trainer cascades (MT– Prerak models) is strongly preferred.
- Experience in multi-state or large-scale programs is an advantage.

Travel Requirement:

- Comfort working in iterative, evolving, and field-driven environments.

Apply Link - <https://forms.gle/TN2MTaznvWpVtZ2j9>