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DEC 2025-DEC 2026

INDIA



Impact Senior Specialist

Department: Impact

Location: Bihar

Level: L5

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](#)



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

The Opportunity:

We are seeking an enthusiastic and results-driven Impact Senior Specialist to support the delivery monitoring activities of Project Pragati in the state. The Impact Senior Specialist position will be managing monitoring activities and its analysis at the state level.

Job Profile

Scope & overview of the role

Impact Senior Specialist will play a role in supporting the M&E activities implementation in the state like Monitoring and Learning (M&L) strategy at the state level. This role will support in ensuring data-driven decision-making, maintains the quality of monitoring processes and strengthens evidence-based program implementation across districts of the state.

Core responsibilities

1. Quality Assurance and data driven decision making

- Quality assurance through-M&E targets,field visits, sharing observations, analyze insights and loop closing by course corrections
- Lead the state level analysis of MIS data
- Support to state impact senior Specialist for ensuring quality assurance and data-driven decision-making
- Support in developing the presentation on data
- Support the implementation of data collection through such as SurveyCTO , etc.-ensure its implementation, addressable problem solving, data consolidation etc.
- Governance cadence- ensure the quality is discussed at all platforms

2. Implementation of monitoring

- Ensure the quality of program implementation
- Lead the tracking of the monitoring process at state level
- Support for developing or designing QA tools/ M&E documentation etc.
- Develop the M&E tools, Designing in digital platform like surveyCTO, testing, training and calculations
- Dashboard and Automation of data requirements.
- Conduct the monitoring visits to generate quality insights on program implementation
- Analyze monitoring data to generate actionable insights and recommend corrective measures.
- Support in report writing, Data updates etc.

3. Capacity building on monitoring

- Support to ensure implementation of program monitoring as per desired quality standards including anchoring training for the team on various aspects of impact essentials.
- To facilitate training on data collection or recording/M&E activities, reporting, functional induction etc.
- Build capacity of the Data Officer cadre as impact professionals,monitoring skills, improving efficiency in data analysis etc.
- Build the capacity of partner organizations on program monitoring, data quality etc.

4. HR management

- Supervise cadre of "Data Officer" in discharging their duties
- Ensure the Data Officer engagement for Quality Assurance



- Ensure the appraisals are conducted for the team as per periodicity specified by the organisation's HR policy
- Find the scope by observing the team's needs and identifying the support required.(see and Support)

Competencies:

- Analytical thinking and attention to details
- Data-driven decision-making
- Team coordination and capacity building
- Problem-solving and adaptability
- Integrity and accountability

Preference -What we want:

- Expert on M&E concepts
- Tech friendly with SQL/Python/SurveyCTO/Kobo
- Good communications skills
- Data Presentation and visualization/PPT
- Data analysis skills with qualitative and quantitative data
- Insights generations ability
- Team Management experience

Preferred Education Background:

- Master's degree in social sciences, Development Studies, Statistics, or related field.

Preferred Work Experience:

- Minimum 5 to 7 years of experience in Monitoring & Evaluation, preferably in education or social sector programs.
- Strong analytical and reporting skills with proficiency in Excel, Google Sheets, and data visualization tools (e.g. SurveyCTO, Kobo, Looker Studio, Power BI).
- Experience in managing field-level monitoring systems and data quality audits.
- Excellent communication, facilitation, and collaboration skills
- Data management via SQL, Python

Preferred Skill Set:

- Fluent in written and spoken English and Hindi.
- Ability and willingness to travel up to 40-60% of the time in specific months to program areas at the state/district//block levels, as may be required.

"Educate Girls is committed to achieving 50/50 gender balance in its staff. Female candidates are strongly encouraged to apply for this position."