

Impact Specialist

Department: IMPACT (QAMIS)
Location: Bhilwara, Rajasthan
Level: L6

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

Job Profile

Scope and Overview of the Role

The Impact Specialist plays a key role in strengthening monitoring and data quality systems for Project Pragati at the state level. The role ensures accurate and complete data collection, conducts monitoring visits, analyses programme and monitoring quality trends, and generates actionable insights for timely decision-making. The Impact Specialist also provides technical and capacity-building support to field teams, promoting effective data use and improving programme quality across districts.

Core Responsibilities

1. Monitoring and Quality Assurance

Conduct monitoring visits to generate field-level quality insights.
Analyse monitoring data and recommend corrective actions.
Escalate data quality and implementation risks in a timely manner.
Support the development, pilot testing, and refinement of quality assurance tools.
Prepare monitoring and field visit reports.

2. Data Monitoring and Analysis

Review collected data to ensure completeness and accuracy.
Identify missing or inconsistent data and follow up with teams for correction.
Provide regular updates on programme performance.
Support data analysis for review meetings and governance forums.
Present and visualise insights through dashboards and presentations.

3. Digital and Technical Support

Support digital data collection tools, including SurveyCTO and PPA.
Provide field-level technical support to resolve data collection issues.
Promote the use of Pragati digital platforms, including chatbots, QR codes, and dashboards.
Coordinate with PPA, Impact, and field teams to resolve technology-related issues.

4. Training and Capacity Building

Support training on data collection, recording, monitoring and evaluation activities, and tools.
Train field teams and partners to use dashboards and automated data links.
Build the capacity of Impact team members, Program Coordinators, Preraks, and Data Officers to improve data quality, monitoring, and data use.

What We Are Looking For

Preferred Education Background

Bachelor's degree in social sciences, development studies, statistics, or a related field.

Preferred Work Experience

Two to four years of experience in data analysis or monitoring and evaluation, preferably in education or social sector programmes.

Preferred Skills

- Understanding of monitoring and evaluation concepts.
- Strong proficiency in Excel, Google Sheets, and PowerPoint.
- Data analysis and insight generation skills.
- Experience with digital data tools; SurveyCTO or Kobo experience is preferred.
- Strong communication and training facilitation skills.
- Fluency in spoken and written Hindi, with working knowledge of English.
- Willingness to travel up to 50–70% of the time during specific months to programme areas at state, district, and block levels, as required.

Our Values

Integrity: Knowing and doing what is right. | Collaboration: Working effectively and inclusively with others. | Gender Equality: Treating people equally, irrespective of gender. | Empathy: Understanding others' feelings and using that understanding to guide our actions. | Excellence: Striving to be outstanding in our work.

Equal Opportunity

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

Recruitment Disclaimer

Educate Girls is committed to a transparent and merit-based recruitment process and does not charge any fee at any stage of hiring. We do not authorise anyone to collect money on our behalf. Any such request should be treated as fraudulent and reported to awaaz@educategirls.ngo.