Job Description
Program Fellow, JNV Team, Avanti Fellows

Position Summary:

The Program Fellow will be posted across 23 satellite schools in Karnataka and will oversee implementation of live classes and facilitation of all the processes part of the program flow.

Key responsibilities include, but are not limited to:

➔ Classroom Management and Facilitation
 ◆ Oversee conduction of Avanti's Remote Learning Program on Zoom and Youtube Live and facilitate the class in absence of school teachers, as needed
 ◆ Ensure that all pre-class preparation (including preparing projector-room and computer-lab, printing worksheets, arranging any other materials/equipment for the class) is completed on a daily basis
 ◆ Ensure that all post-class processes (updating student attendance on Avanti's LMS portal, logging students' doubts in appropriate trackers, communicating the doubts to teachers in advance, updating the student tracker) are adhered to on a daily basis
 ◆ Resolve basic doubts and explain basic concepts with clarity in a creative and engaging way using real life examples to students
 ◆ Actively monitor students' progress, their classwork and homework to ensure that they are on track to achieving their learning goals
 ◆ Encourage self-discipline and punctuality in the Avanti Classroom
➔ Mentoring, Career Guidance and Academic Support
 ◆ Build strong relationships with students through one-on-one interaction sessions, help students overcome their academic and personal issues
 ◆ Regularly work with students to break down their academic workload into small achievable goals and track their progress on these goals
 ◆ Debrief with students regularly on their test scores and classroom performance (both CBSE board and Avanti) and suggest ideas for improvement
 ◆ Assist students in building their career trajectory based on their interests
➔ Stakeholder management
 ◆ Maintain strong working relationships with the school administration, including school principals, in-charge, appointed Avanti Coordinators and other school staff
 ◆ Work closely with school teachers to ensure smooth program implementation
➔ Data Analysis
 ◆ Consistently collect and upload feedback about classroom and test performance on Avanti's online learning management system
 ◆ Quarterly analyse students' performance and track high/low performers, while providing targeted support to the high/low performers
 ◆ Generate insights on reasons for poor student performance and devise solutions to address those problems
➔ Special Projects
 ◆ Create a healthy learning culture by working on initiatives like (but not limited to) arranging expert guest sessions, organizing field trips/excursions, planning scientific debates in the classroom, etc.

Requirements:

➔ **Education**: B.Sc./M.Sc./ B.E./B.Tech
➔ **Skills**:
   ◆ Subject matter knowledge in any one subject (Physics/Chemistry/Maths/Biology) for Class XI and XII
   ◆ Interpersonal skills, relationship building, and stakeholder management skills
   ◆ Effective communication skills, both spoken and written
➔ **Personality traits:**
   ◆ Deeply care about education and have empathy towards students from low-income backgrounds and their teachers and parents
   ◆ Ability to connect with, inspire and motivate students
   ◆ Passion for teaching and working in the Education Sector

Experience/exposure that the candidate will gain

➔ An experience of engaging with and building career trajectories for students from low income families in rural India.
➔ An opportunity to be mentored by the Avanti team, hailing from premier educational (e.g. IITs, NITs, Top 100 Engineering Colleges, Miranda House, Harvard, Stanford, etc.) and professional backgrounds (Teach For India, Gandhi Fellowship, BCG, EY, etc.)

Skills that the candidate will gain

➔ Multifaceted stakeholder and interpersonal skills, including communication with government school principals, teachers, parents, and Avanti team members
➔ Project management skills, while managing several verticals simultaneously

Salary Details: Commensurate with experience
Location: Karnataka (currently remote).
We, at Avanti, are committed to providing adequate travel and safety provisions for all our employees, if they need to travel or relocate (particularly in such challenging times).
Apply now: Please share your application via this Application Form

About Avanti Fellows

Avanti runs the largest system-wide interventions for Math and Science learning in government schools in India. Avanti uses the power of blended-learning, technology, and peer-instruction to create programs that are able to deliver consistent outcomes in low-resource settings. Our work spans nine Indian states impacting over 8 lakh students through large system-wide interventions in Haryana and the Jawahar Navodaya Vidyalaya Schools.

Avanti's JNV Program: This program supports students at the Jawahar Navodaya Vidyalaya Schools (JNVs) to prepare for high-stakes college entrance exams. Avanti sets up after-school programs in collaboration with school teachers that focus on additional test-prep for college entrance exams. Students going through the Avanti JNV program are twice as likely to be able to secure a position in professional colleges. In 2020, 60% of Avanti's students qualified the national engineering exam (JEE Main), compared to a national average of 34%.

Avanti's Sankalp Program: Over the past 2 years, Avanti has been running a large system change project in Haryana. The project covers 219 intervention schools, where teachers are being provided with technology and content to teach Mathematics and Science in Grade 9-12. In addition, Avanti monitors progress through a team of program managers and through the assistance of government officials. This project is being evaluated by JPAL and is currently funded by the Michael and Susan Dell Foundation, USAID, Morgridge Family Foundation and Douglas B. Marshall Family Foundation.

Avanti's Sandbox Project: This project consists of a carefully selected set of 40 schools spread across Delhi and Haryana which will be the base for our research and innovation initiatives. The objectives are to- i) inform product and program development, ii) rapidly test hypotheses and iterate program components, and iii) derive learnings to enable scaling of tested programs. These schools will be a pilot ground for both curricular and other programs focused on socio-emotional learning and study their effect on engagement and learning gains.

Avanti's Ghar Pe School Program: During COVID-19, Avanti has been coordinating a multi-state at-home learning intervention for low-income students called GharPeSchool. Avanti has also developed a new web-based platform that allows educators to add multiple-choice questions in the middle of any YouTube video to create a single learning item called a Plio.

Organizational Culture: Avanti Fellows has a team of just over 60+ professionals led by Akshay Saxena and Vandana Goyal. The leadership team has a 50:50 gender split with professionals from diverse educational and professional backgrounds. In addition, the organization offers a plethora of personal and professional development opportunities, including participation in multiple events in the education space and connecting with experts in the industry. Avanti Fellows pioneered self-directed "peer-learning" in public schools in India and we have been relying on it in our day-to-day workday as well. The team closely works with each other on execution and iteration of programs, while offering autonomy in decision making to help fuel each teammate's growth.