Job Description: Academic Head, JNV

Position Summary:
The Academic Head - JNV is the backbone of Avanti’s classroom responsible for the end-to-end operations for one Jawahar Navodaya Vidyalaya school including teaching, inspiring, training and motivating students towards achieving their learning goals.

We are looking of Teachers having 6-8 years of experience in Teaching (JEE Advance/NEET level)

Key responsibilities include, but are not limited to:

- The position will head the academics and will be responsible for managing overall operations including, hiring and retention of faculty members, leading curriculum design and updation, monitoring academic delivery and its quality.
- Ensure the ongoing improvement, supervision and evaluation of curriculum content and the curriculum delivery mechanism.
- The position will be responsible for driving research and implementing curriculum as per the inputs received and ensuring that the student learning outcomes are as per the allocated targets and quality standards.
- It will also be responsible for implementing the initiatives identified for the rankings and accreditations, maintaining the database, supporting in the audits and closure of gaps highlighted during the audits.
- The position will also undertake faculty management and ensure student engagement at national level.

- Operation:
  - Work closely with the Product Team for Curriculum design and updation as per the NEET and JEE exam preparation.
- Teaching & Learning:
  - Review the analysis and information shared by Program Manager - JNV and Analytics regarding teaching and learning quality.
  - Orient new hires about Avanti Pedagogy and introduce them to the teaching process.
  - Conduct training sessions for new hires and help them improve in teaching skills and maintain the training notes.

- Research:
  - Extend support to the faculty in subject related requirements

- Faculty Management:
  - Effectively manage the performance of the faculty and conduct their performance appraisals
● **Student Experience:**
  ○ Monitor the student feedback shared by Manager - Operations & Analytics and take initiatives to address the issues
  ○ Strong Academic profile including research work done, papers published and/or presented in refereed journals and forums.

● **Mentoring, Career Guidance, and Academic Support**
  ○ Training Teaching faculty to build strong relationships with students through one-on-one interaction sessions, helping students overcome their problems – both academic and personal – in the process.
  ○ Regularly work with Teachers to break down their academic workload into small achievable goals; Track their progress on these goals.
  ○ Debrief with teaching faculty regularly on their student test scores and classroom management (both CBSE board and Avanti); suggesting ideas for performance improvement.

● **Session Design and Class Monitoring**
  ○ Coordinate end-to-end session design with the teachers and rollout of many or one of Avanti’s Academic Product Offerings.
  ○ Help prepare teachers for classroom sessions with Presentation Slides in advance and guide them to use Avanti’s unique pedagogy in which teachers promote conceptual questions with students and work collaboratively on problem sets/assignments.
  ○ Guide teachers to explain concepts with clarity in a creative & interesting way using real-life examples.
  ○ Actively monitor teachers progress, their teaching skills, and classroom management to ensure that they are on track to achieving the company’s goal.
  ○ Encourage self-discipline and punctuality in Avanti Classroom.

**Requirements:**

● **Education:** B.Tech / B.Sc / M.Tech / M.Sc (Specialised in Science and Math)

● **Experience:** At least 6-8 years of experience in the Education Industry in relevant roles

● **Skills:**
  ○ Effective communication skills, both spoken and written
  ○ Relationship building and stakeholder management skills
  ○ Strong analytical and problem-solving ability
  ○ Understanding on JEE and NEET test preparation
Personality traits:
- Deeply care about education and have empathy towards students from low-income backgrounds and their teachers and parents
- Possess the willingness to learn and curiosity to explore
- Enjoy working with a highly motivated team while engaging with different perspectives
- Be able to work in fast-paced yet thoughtful environment with multiple contexts
- Be willing to lead projects with minimal supervision
- Be a self-starter and take initiative

Salary Details: Commensurate with experience

Location: Karnataka

Apply now: Please share your application via this [Application Form]

"Avanti Fellows is committed to achieving a 50/50 gender balance in its staff. Female candidates are strongly encouraged to apply for this position."
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 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 180+ 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 international 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.

**Our Values:**

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<th>Agility</th>
<th>We are flexible. We keep it simple. When circumstances change, we respond quickly and effectively.</th>
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<td>Accountability</td>
<td>We think and make decisions by asking ourselves, &quot;What would I do if this was my organization?&quot;. We take full ownership of our actions and our results.</td>
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<td>Ambition</td>
<td>We have the courage to set audacious goals for students’ life outcomes.</td>
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<td>Impact for the Child</td>
<td>Achieving meaningful life outcomes for students is at the center of what we do. We do this by seeing life through their perspective, working relentlessly to help them achieve progress and financial security.</td>
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<td>Learning Orientation</td>
<td>We believe we can improve ourselves continuously. We learn by seeking feedback from students, teachers and other stakeholders, analyzing data and reflecting on our own experiences. We learn from our successes and failures. We reach out to others for help when needed.</td>
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