

Job description

Lead, Parag Initiative, Tata Trusts

About Tata Trusts

[Tata Trusts](#) is among the oldest philanthropic organizations committed to social development and nation building through its work on Education, Health, Nutrition, Rural Upliftment and Water and Sanitation. It implements programmes directly and with an eco-system of associate organisations and non-profit partners through pan India presence. Education is one of key themes of engagement that focuses on improving educational outcomes of children from disadvantaged communities from pre-school to high-school. It works towards change in classroom practices by working on teacher professional development, enhancing school learning environment and strengthening the education system. Development of curriculum, teaching learning material, children's books and open education resources is also an important part of its work. Parag initiative is a flagship initiative of Tata Trust under the Education vertical.

About the Parag initiative:

The [Parag](#) Initiative of Tata Trusts aims to strengthen the children's literature sector in India to enable a culture of reading among children. To achieve this Parag works in multiple ways. It supports the development of and access to good quality story books for children in Indian languages. Parag supports school and community libraries so that children have free access to books and an open and vibrant environment that supports reading for pleasure. It offers professional development courses and works with teachers, librarians and facilitators to develop their capacity to engage with children's literature and create a relationship between books and children. It nurtures the children's literature sector through awards, professional courses and creating platforms for linking stakeholders. Parag works under three verticals outlined below:


parag
READS

Parag supports the development of and access to good quality story books for children in Indian languages. Studies show a lack of age-appropriate and engaging reading material for children, especially in Indian languages. Parag has supported publication of 680 original stories for children across the age group of 3-16 years. These stories have been published across 13 languages including non-mainstream languages such as Mundari, Bhilori, Pawri and Santhali. Parag supported books have been read by over 40 million readers in schools, community libraries and homes.


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LIBRARY

Parag aims to create spaces where children read for pleasure, feel welcome to come and browse, read a book or sit and listen to a story being read aloud. Parag currently supports libraries across 8 states reaching 56,000 children. Parag libraries have a collection of curated books suitable to the reading levels and interests of children and a librarian who understands books, children and reading for pleasure.


parag
NURTURES

Parag offers professional development courses, capacity building workshops and trainings and creates avenues for bringing stakeholders together. Parag's Library Educator's Course (LEC) is a first-of-its-kind Professional Development Certificate course open to all educators and intended for teachers, school librarians, development sector professionals, literacy educators and language experts. The Riyaz Academy for Illustrators was launched in 2015 as a platform for budding artists and young illustrators to explore different forms of illustrations. The

Big Little Book Award is instituted by Parag to recognize and honour significant contribution of authors and illustrators to children's literature in Indian language (s).

Goals: Parag initiative focuses on promoting reading among children by working with teachers, librarians and developing quality children's literature in Indian languages.

- Support the children's literature sector by adding original and contextual stories in Indian languages, and providing recognition to authors and illustrators and their books
- Strengthen the children's literature sector by adding trained professionals through professional development courses, capacity building trainings and annual conferences
- Support and strengthen school and community libraries to motivate children to access and read good quality children's literature, and promote a reading culture at schools and home.

Parag Initiative's values:

Parag believes in enabling children to experience the joys of reading. But that value also applies to the team and enabling team members to experience joy and satisfaction through work. The team culture is open and non-hierarchical and all team members are expected to contribute towards enabling the vision of the work. Parag welcomes people from diverse backgrounds, languages and cultures. All of Parag's work is done in collaboration with partners and stakeholders – which includes associate organisations of Tata Trusts working in multiple states, state governments, non-profit partners, publishers. The Parag Initiative has boldly experimented with many pilots to support the children's literature sector and enabled innovation.

Tata Trusts is looking to hire senior progression to lead the Parag Initiative. She/He will have a powerful opportunity to create a lasting impact on reading promotion and children's literature in India. She/He will be responsible for bringing Parag's vision to life along with the team. The Lead is expected to take the values and approaches of the Parag Initiative forward and grow the work that has been thoughtfully and organically built over the years.

Role and Responsibilities

- Drive the vision and quality implementation of Parag's work across India
- Establish a clear purpose and sense of momentum toward the vision of reading for pleasure and enabling a reading culture for children in schools and at home
- Build, communicate and implement a plan to achieve the vision
- Nurture ecosystem of partners, associate organization teams implementing various components of Parag's work
- Strengthen Monitoring and evaluation of the work
- Take full ownership of all elements of Parag's work and lead the execution of programmes with energy and rigour
- Conduct regular field visits to ensure programme delivery
- Provide programmatic inputs to team member on regular basis
- Nurture a team and culture of collaboration
- Model professionalism, ownership and a growth mindset at all times
- Use budget and resources effectively and judiciously
- Keep abreast with the latest in children's literature, teacher training and library practices

Provide leadership and development support to the team

- Set a planning process and high expectations - making sure each team member sees how their role fits into the wider organizational goals
- Articulate expectations and provide operational structures for the team to meet them
- Support functional team leads to take ownership of program delivery and results
- Align Parag's work with national and state government priorities and plan for expansion into existing and new states
- Contribute to Tata Trusts' overall education goals, fundraising & strategy
- Work closely with Trusts' Donor Partnerships team to support engagement with donors
- Communicate Parag's core messages with internal and external stakeholders
- Engage with media as needed and in collaboration with Trust's Communication team

COMPETENCIES and SKILLS

Leadership

- Experience of managing and developing a team and the ability to lead, motivate and develop others
- Excellent organization, delegation, performance management, administration, and time management skills
- Strategic thinking, problem solving and decision-making skills
- Have a high level of drive and energy and a commitment to excellence
- Strong sense of ownership for every deliverable

Domain expertise

- Strong understanding quality children's literature in India and key players
- Expertise in elementary education, role of libraries and teacher professional development
- Understanding of literacy acquisition and development (desirable)

Communication and Networking Skills

- Strong ability to communicate and develop effective working relationships with all stakeholders
- Strong hold on English and Hindi (and any other Indian language would be desirable)
- Excellent interpersonal, communication and presentation skills and influencing skills

EXPERIENCE

Must Haves:

- Minimum 12-15 years of professional experience with 3-5 years in leadership roles
- Proven experience in setting strategic direction and leading others to deliver with excitement and self-drive
- Strong implementation focus, 'can-do' attitude and ability to rapidly adapt
- Knowledge and experience of children's literature, especially in the Indian context
- Proven experience in forming collaborative relationships with diverse stakeholders including government
- Strong planning, budgeting and financial and project management skills

Reporting: Zonal Manager, Tata Trusts and dotted line reporting to Head Education

Qualification: Master Degree (preferably in Education or Development Studies)

Travel: There will be significant in-country travel required

Team: around 10 people as direct reportees

Type of employment: Full Time, on roll

Location: Delhi / Mumbai / Bangalore

Remuneration & Benefits:

Remuneration will commensurate with experience.

Application: Share your CV with a note on 'My approach for promoting reading for pleasure for Indian children' with Amrita Patwardhan apatwardhan@tatatrusters.org