

## Teach For India, Staff Opportunity Vice President, Recruitment

Start Date: **Immediately**  
Employment Type: **Full-time**  
Location: **To be determined**

### **About Teach For India**

Teach For India aims to narrow the education gap in India by placing highly qualified university graduates in India's most needy schools. TFI will be a national programme, and by its fifth year will aim to place participants in eight metropolitan cities and rural areas in surrounding 4-5 districts. Participants will be recruited largely from the top 20 undergraduate institutions in each field of study (engineering, sciences, arts, law and so on) and will commit to working in low-income primary and upper primary schools (mainly government and some low-end private schools), to improve both academic achievement and retention rates in high-need urban and rural areas.

Eminent business and non-profit sector leaders in India have joined forces to support the development of Teach For India (TFI). A McKinsey study has further outlined a detailed blueprint for the programme. TFI will be a "national teaching corps" programme based on the concepts of Teach For America.

Teach For America (TFA) is the national corps of outstanding recent college graduates of all academic majors who commit two years to teach in low-income urban and rural public schools and become lifelong leaders in the pursuit of educational excellence and equity. Recognizing that educational inequity is prevalent throughout the world, perhaps at an even greater extent than it is in the United States, TFA, in partnership with Teach First, an adaptation of TFA in the U.K., has launched Teach For All, a new organization that will support entrepreneurs in other countries who are pursuing the development of the TFA model locally. The Michael & Susan Dell Foundation and the Amy and Larry Robbins Foundation have generously supported the start-up of Teach For All. TFI is one of the first initiatives that Teach For All will support.

In the short run, TFI will provide a source of dedicated teachers who will work tirelessly to expand the educational opportunities available to students in economically disadvantaged areas. In the long run, TFI will aim to build a leadership force of alumni who, informed by their experiences--both in and out of the classrooms in the communities in which they are teaching--will work for the fundamental, long-term changes necessary to ultimately realize educational opportunity for all.

### **Summary**

TFI aims to place participants in the 2009-10 school-year and seeks a vice president of recruitment charged with identifying, developing, and supporting Teach For India's recruitment efforts. The VP will drive the execution of the recruitment campaigns and serve as a key decision-maker on the management team. The VP is charged with setting ambitious annual goals, including the addition of 150-200 new highly qualified participants each year from undergraduate institutions. The VP will also continuously assess the non-college recruitment landscape, pinpoint likely high-yield markets, and manage recruitment from those markets including, but not limited to, math and science majors; graduate students; young professionals in consulting, banking, non-profit, and government sectors. The VP reports directly to the CEO.

### **Responsibilities**

- Identifying best practices across recruitment campaigns
- Building and managing a team to achieve ambitious recruitment goals

- Ensuring teams set, define, and meet ambitious goals that are aligned with larger organizational objectives
- Contributing to national strategy and performance plans
- Conducting research and building knowledge around the potential of each sector to produce participants
- Developing expertise in how to effectively recruit from each sector
- Leveraging outstanding participants and alumni, student leaders, administrators, faculty members, career service representatives, advisors, and other key gatekeepers to help execute an effective recruitment campaign
- Developing and executing marketing strategies designed to influence campus environment
- Managing the recruitment staff pipeline by identifying and cultivating internal and external candidates to join the recruitment team as recruitment directors (RD) and managing directors of recruitment (MDR)
- Developing and delivering MDR training, assessing MDR performance and mentoring, coaching and supporting MDRs

### **Education and Experience**

- Bachelor's degree required
- Minimum 5 years experience in management and/or strategy preferred
- Previous experience managing a number of team members with diverse responsibilities a plus
- Prior recruitment and marketing experience a plus

### **Knowledge, Skills and Abilities**

- Demonstrated ability to achieve ambitious results in prior positions
- Ability to generate relevant data to drive actions yet also make sound decisions with incomplete data
- Operates with a sense of urgency
- Thrives in achievement-oriented, results-oriented and fast-paced environment
- Operates with a high level of personal responsibility
- Ability to influence and motivate others to achieve ambitious goals
- Strong interpersonal skills and relationship building skills
- Strong critical thinking and analytical skills
- Strong management skills
- Experience managing business units preferred
- Extensive domestic travel required (50%)

### **Compensation**

Salary for this position is competitive and commensurate with experience.

### **Apply now**

We review applications on a rolling basis. Please submit your resume/CV and a one-page cover letter highlighting your interest in applying for this position to [mariyam.farooq@teachforamerica.org](mailto:mariyam.farooq@teachforamerica.org).

### **For more information**

Please contact Mariyam Farooq at [mariyam.farooq@teachforamerica.org](mailto:mariyam.farooq@teachforamerica.org) for additional information and/or questions.