



THINK EQUAL

Research, Learning and MEL Manager – India

Role profile

Title: Research, Learning and MEL Manager - India

Engagement: 12 month contract as an independent contractor under a consultancy agreement.

Level of effort: The Consultant is anticipated to provide services at a level of effort averaging approximately 40 hours per week, as needed to perform the Services and meet agreed deliverables.

Fee: USD 1600 per month as a consultancy fee

Project Lead: India Country Manager | Direct Reports: In-Country Programmes Staff

Location: Think Equal is a fully remote, global organisation. The Consultant will deliver services remotely from their own location and retains flexibility over working hours and work methods, subject to agreed deliverables, timelines, and coordination with the Company's designated project lead.

Travel: International and domestic travel may be required on an ad hoc basis, subject to advance agreement.

About Think Equal

Think Equal is a global not-for-profit initiative that introduces Social and Emotional Learning (SEL), psychosocial support, and values-based education into the early years. We believe that just as every child is taught to read and write, they must also be taught to be kind, inclusive, emotionally intelligent, and responsible global citizens.

Evidence-based and backed by neuroscience showing that 90% of brain development occurs before the age of five, our programme works with children aged 3-6. These are the years in which identity, empathy, relationships, and a sense of justice are first formed. Think Equal helps build pro-social neural pathways that last a lifetime.

Think Equal is active in **39 countries** across 6 continents, reaching **824,300+ children**. We have been awarded the prestigious World Innovation Summit for Education (WISE) Award 2020, selected as one of the HundrED Global Collection 2020 Most Innovative Innovations in K-12 Education, and recognised as a Best Practice by the UN Transforming Education Summit 2022. Our founder, Leslee Udwin has received the UN Women for Peace Award, the Anna Lindh Human Rights Prize, and was named the second Most Impactful Woman of 2016 by *The New York Times*, second to Hillary Clinton.



Purpose of the Role: The India MEL Manager will play a critical role in ensuring the programme's monitoring, evaluation, and learning approach is embedded within existing government structures, supports evidence-based decision making, and generates credible data to inform programme adaptation, sustainability, and potential national scale-up.

The India Country MEL Manager will work closely with the central Think Equal MEL Manager to ensure we deliver a high quality MEL approach for India.

Responsibilities and Deliverables

Monitoring, Evaluation, Research and Learning

- Lead the design and implementation of Think Equal India's MEL and learning strategy, aligned with government systems and programme goals.
- Develop practical MEL tools, processes, and feedback systems that support programme quality, adaptive learning, and evidence-informed decision-making.
- Strengthen the capacity of government and implementation partners to independently monitor, analyse, and use programme data within existing institutional structures.
- Oversee the collection, quality assurance, analysis, and synthesis of programme data and learning across implementation sites.
- Design and coordinate evaluations, implementation research, and learning studies to generate actionable insights for programme adaptation, sustainability, and scale-up.
- Develop high-quality reports, case studies, and knowledge products that contribute to organisational learning, donor engagement, and policy advocacy.
- Work closely with government, research, and implementation partners to strengthen long-term institutional ownership and systems integration.
- Represent Think Equal in relevant sector, research, and policy forums related to early childhood education and SEL.

Knowledge Management and Dissemination

- Develop and maintain high-quality knowledge products, including reports and case studies that document learning and evidence base.
- Ensure systematic documentation of program processes, implementation learnings, and M&E findings for internal and external audiences.
- Generate interim and annual reports for donors and institutional stakeholders, translating complex data into actionable insights.
- Contribute to internal cross-team learning and knowledge exchange on scaling evidence-based programs, ensuring that insights from our projects in India inform broader organizational learning.

Stakeholder Engagement

- Engage with state government counterparts and implementation partners across multiple states.
- Navigate government permissions, data-sharing agreements, and integration processes with state education platforms and systems.



- Represent Think Equal in relevant forums, meetings, and conferences related to early childhood education.

Other

- Some work outside standard work location hours. Think Equal's core working hours are 14:00-16:00 GMT.
- Undertaking any other reasonable support, initiative and or activity as required (e.g., support specific projects as directed by the Senior Management Team).

Person specification

- Extensive experience (7 years or more) of monitoring and evaluation of large-scale (national) education projects
- Strong experience working closely with government and related government systems and processes
- Strong experience leading capacity development for MEL
- Strong experience of conducting robust baseline and endline processes
- Strong data analysis and report writing skills
- Excellent data management skills, including strong proficiency in using Excel and data collection tools such as Kobo

If you are interested in applying for this position, please complete the application form using the link [HERE](#) by 30 September 2026