



## MASOOM – LIGHTING UP NIGHT SCHOOLS

Masoom believes that providing quality educational resources that are lacking in night schools, gives students who work during the day a chance to learn, and to access better career opportunities and a brighter future. Masoom's vision is to support youth learn while they earn and mission is to enable night school students achieve full potential through.

- Masoom began its intervention in 2006 with a participatory research project on 5 night schools in Mumbai
- Currently Masoom is running its intervention program in 15 night-schools
- Presently working in night schools in Parel, Wadala, Dadar, Mumbai Central, Kurla and Worli

### MASOOM TEAM

The Founder and CEO of Masoom, Nikita Ketkar, is a postgraduate in Political Science from Mumbai University. Nikita has an exciting and varied background; she has worked as a Journalist, a Lecturer and a Social Worker before qualifying for the Indian Civil Services. After spending over three years in various administrative positions in DRDO, Air Head Quarters and in NCC Directorate, Nikita moved out of ICS to work with charitable organizations.

In 2007, Nikita completed a social research project examining the conditions of the Night Schools in Mumbai. This served as a turning point in her life, a new venture was born. Nikita established Masoom, a dedicated NGO that addresses the infrastructure and quality of education provided in night schools, with the intention to improve the learning environment and the future prospects amongst the less privileged students.

Masoom has an enthusiastic 10-member team across the "School Transformation Program", the "Career Cell" and communications, Accounts and Administration departments. Many of the implementation team-members are people who were educated in Night School or Night College in the past and they understand the system very well.

### MASOOM MODEL

Currently **the only non-profit in the city intervening in night schools**, Masoom has a three pronged strategy to transform existing night schools which is implemented by adopting the night school and includes:

1. **Educational infrastructure building and support:** We provide schools with textbooks, notebooks, workbooks, science mobile laboratory, maths kits, library and evening meals
2. **Capacity Building support:** Our capacity building support it to strengthen the trustees, make teachers effective, students more participating, parents involved and non-teaching staff engaged.
3. **Advocacy:** We have successfully influenced policy decisions that are favorable for night school students. Our work ensured that for the first time, night schools featured in the Maharashtra Human Development Report 2009.

## MASOOM – FROM 2008 TO 2011

Following are some of our achievements in the last 3 years

INFRASTRUCTURE, INPUTS AND STUDENT ENGAGEMENT	CAPACITY BUILDING
<ul style="list-style-type: none"><li>• Moved from 2 schools to 15 schools</li><li>• Nutrition and other resources from 100 to 1000 students</li><li>• Enrollment increased from 5 to 65 out of school students</li><li>• Access to braille program from 12 to 40 students</li></ul>	<ul style="list-style-type: none"><li>• SSC pass rate :from 37% to 72%</li><li>• Teachers trained :from 12 to 100</li><li>• Students counseled :from 6 to 60</li><li>• Scholarships :from 14 to 47</li><li>• Access to technical courses :from 0 to 7</li><li>• 3 school achieved 90% and above results in SSC</li></ul>

### MASOOM SCHOOL TRANSFORMATION PROGRAM

Masoom's school transformation program is about grading night schools and then working with the schools to upgrade them. The school transformation program has a parameter tool to assess the schools and based on the assessment Masoom works closely with the schools to upgrade them. The parameters range from trustee involvement in the school administration to the parents involvement and teachers teaching quality. Masoom has graded the schools based on these parameters and Masoom will be working with the schools to upgrade them. For each of the parameters, there are quantitative and qualitative tools to measure the program outcome. Thus upgrading a school to grade A level means that the goal set out by Masoom for that school has been achieved.

### GROWTH AND SCALABILITY – VISION 2015

Masoom intends to leverage their impressive background in research and their focused approach to increase the passing percentage of night school students by 50% in 5 years. It has a first mover advantage and a good understanding of the importance of advocacy and policy change. Masoom has an ambitious **growth plan of addressing 50 schools by the year 2015** from the current number of 15 schools.

### NEED TO STREAMLINE MASOOM MODEL

Masoom is very keen on working on a replicable model which can be used for increasing its impact footprint with the help of other NGO partners who will help Masoom scale up. This will enable Masoom model to spread quickly to all the night schools in Maharashtra. ***The current model needs refinements and strategic inputs*** so that some drastic improvements can be brought in.

### CAREER CELL

The career cell in Masoom was set up earlier this year to provide scholarships to the 10<sup>th</sup> standard pass students, to create vocational awareness, connect students to various vocational courses and courses that build employability skills like English conversation and finally place them in better jobs. The career cell is very important because through this cell Masoom can create role models for the current night school students. Currently there is field level coordinator who works in the schools. Thus there is a need to have a senior person to work on policy initiatives, plan career cell department and generate revenue and raise funds for Masoom.

For more details about Masoom, please visit <http://www.masoomeducation.org/>

## THE ROLE - RESOURCE DIRECTOR

The role of Resource director would be to spearhead the Masoom Career Cell and resource mobilization. The resource director will work with the CEO to plan and execute all the activities of career cell. The career cell is in a nascent stage and it is expected that in next couple of years complete processes and systems are put in place to ensure that the career cell at Masoom is able to bring the necessary changes it is expected to.

### RESPONSIBILITIES

Resource Mobilization	Career Cell
<ul style="list-style-type: none"> <li>➤ Resource mobilization through innovative ideas – 20 lakhs in the next academic year</li> <li>➤ Fundraising – Be responsible for organizing fund-raising events and raise at least 20% of the next academic year’s budget of Rs 80 Lakhs.</li> <li>➤ Partnership development and management – Have tie-ups with 10 corporate for placement</li> <li>➤ Design and implement self generation initiatives to create a corpus fund for scholarship &amp; Implement a self generation program by the end of the next year.</li> <li>➤ Building revenue generation program – Generate revenue through self generation program to meet 10% of the career cell target for the year 2012-13 which is Rs. 10 Lakhs.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Career cell program strategy design - designing policies, processes and set systems</li> <li>➤ Goal setting and outcome management for the coordinator</li> <li>➤ Design scholarships and plans</li> <li>➤ Create a revolving fund for scholarship</li> <li>➤ Place 20% of the students who pass 10<sup>th</sup> standard in good jobs in 2012-13</li> <li>➤ Provide computer, English conversation and vocational skills to 60% of the students who pass 10<sup>th</sup> standard.</li> <li>➤ Career cell staff Management and capacity building – The Career cell should be able to build the capacity of the junior staff.</li> </ul>

### PREFERRED REQUIREMENTS FOR THE POSITION

- Graduation completed with an MBA degree
- 3+ years in a management position
- Experience in building partnerships and Business Development
- Experience organizing and executing fundraising events

What we expect from the candidate	What we offer to the candidate
<ul style="list-style-type: none"> <li>• Excellent interpersonal skills</li> <li>• Well-developed leadership skills</li> <li>• Strong result orientation</li> <li>• Creative at resource management</li> <li>• Ability to work well under pressure</li> <li>• Ability to work under ambiguity</li> <li>• Focus of quality and</li> <li>• Proactive and a high sense of ownership</li> </ul> <p>Most importantly, passion to work for the sector and a commitment towards the mission of the organization</p>	<ul style="list-style-type: none"> <li>• Opportunity to work in a challenging domain with a great scope of creative and impactful work</li> <li>• Opportunity to bring new ideas and thought to table and support in their execution</li> <li>• Tremendous autonomy and respect for thoughts.</li> <li>• Opportunity to be part of the growth phase of an organization with a clear vision</li> <li>• Compensation: an annual package of 5 to 6 Lakhs</li> </ul>

Interested candidates should send a supporting letter and CV to contact [masoom.hr@gmail.com](mailto:masoom.hr@gmail.com) by 18<sup>th</sup> Feb