



Job Description: Program Associate- EL Create (Music)

About Enabling Leadership

We have a mission to change the world and we're looking for like-minded individuals to join us! At Enabling Leadership, we believe that creating a different generation of "leaders" is the solution to most of the complex global challenges we face today.

Our unique programs, "EL - Create" (music), "EL - Play" (football) and EL- Build (Lego) are designed to equip children, especially those who are economically and educationally marginalized, to rewrite the definition of being "successful". It is essential to redefine this in terms of people who take responsibility for their own individual, and our shared, combined futures. Our young "leaders" demonstrate and embody these values, principles, behaviors, choices and actions, recognizing that in order for me to win, everyone must win.

Every child can, and should be a leader – a role model, a global citizen and a positive contributor – it is critical for every individual to be this kind of a leader, and not just a handful of people. Now, more than ever, children need to recognize that we live in a shared world and we must learn to collaborate, think creatively and inspire positive action. Learn more at www.enablingleadership.org

Working at Enabling Leadership

As a culture-first organization, we are looking for individuals who embody the values and behaviors we work tirelessly to teach our students every day. Our teams have the opportunity to work with a diverse set of stakeholders including children, parents, school communities, sportspersons, musicians, artists, volunteers, nonprofits, media and educational institutions, and corporates amongst others. We look for individuals who pride themselves on high performance and productivity, whilst also prioritizing individual wellbeing (we don't limit sick leave days, we believe every employee's health comes first!). Our staff design and manage their own schedules, choose where to work from (no cubicles!), and have a dynamic leadership team to work with. Our priority is to develop passionate, responsible, creative and accountable employees, championing our values in today's world.

EL Create Program

EL Create is a group-based music learning program that enables children from under-resourced schools to tell the stories of their dreams and communities. Through enabling children to write original songs and hosting public performances, the program enables important leadership skills in students. The Program Pedagogy focuses on building functional fluency over technical or theoretical learning for students.

EL Create curriculum comprises four key aspects - Singing & performance, synthesis, knowledge fundamentals & making music.



Function

EL Create Program Associates will work in the city team to deliver sessions, across multiple classrooms in a city. The classrooms have a strength of 25-30 students per class and are scheduled over 8-9 months (June/ July to February/ March). Using music as the medium and through a process of teaching and writing original songs, they will plan and conduct classes with the objective of life skills and leadership development in students. These classes are experiential in nature - with a lot of emphasis on active, challenge-based, and student-centric learning.

The associates also prepare students for the annual concert (February) where the students perform their original song, on a professional level stage, for their parents, community members, and fellow students. They also assist the program team in quality delivery and improvement of the program by conducting research, staying updated with innovative teaching and learning methodologies, and recording best practices that can be used in the program.

Program Associates will be trained for 6-8 days in July/August prior to program launch and during the course of the year. There will also be a mid-year training in September/October. The associates will be guided and mentored by the Program Manager in their city to plan and implement their sessions.

Reports to: Program Manager

Responsibilities and Deliverables:

A. Program Delivery:

- Conduct a minimum of 8 sessions (4 classrooms/Virtual) a week. This may involve teaching in classrooms spread across the city.
- Complete 48 sessions per classroom (of 25-30 students) over the course of the program timeline.
- Actively plan lessons along with the co-teacher and the program manager and document these. Teachers will also be expected to file reports after each class.
- Facilitate the songwriting process with the students and co-compose a song with them for their annual performance piece.
- Keep track of student attendance and progress

B. Training & Capacity Building

- Participate and facilitate sessions during the beginning of the year and mid-year training as per the schedule shared by the organization.
- Participate in the monthly learning circles to share best practices with other teachers and prepare for the upcoming classes
- Work with the Program Manager to build teaching capacity as per their feedback
- Participate in workshops (organized by EL) for capacity building

C. Program Quality

- Assist the program manager in documenting lesson plans and best practices from classrooms (lesson plan docket)
- Contribute to the game's compendium and songbook by documenting and updating games and songs



- Provide mentor support to new teachers and help build their teaching capacity
- Assist the program manager in facilitating weekly meetings (Music Lab) to research, contextualize and innovate games and activities that can be used in the music classrooms.
- Assist the programs team in the monitoring and evaluation process

D. Events and Other Support:

- Be available a substitute teacher in necessary scenarios
- Be the point of communication between the school and the city team on classroom progress, events, processes, etc.
- Participate (band/volunteers / concert production etc) in the mid-year and annual concerts
- Support the city team in ensuring smooth planning and delivery of the program
- Support / attend internal school events or external events where your students have an opportunity to participate

Minimum Requirements:

1. A bachelor's degree in any discipline
2. A degree/certification from a music school or training/experience in the field of music.
3. At least 1 year of teaching experience and working with young children (7-12). Experience in teaching music to children is an asset.
4. Fluency in Hindi / English / Marathi / Kannada (depending on city)

Technical Skills:

1. Intermediate proficiency in playing an instrument and music theory (or the equivalent of a grade 2 student)
2. Knowledge of music fundamentals - Hindustani classical / Carnatic music / western classical/contemporary western harmony etc.
3. Experience in live performances (solo or group)
4. Ability to use documentation-based software (MS office, google docs, pages, etc), email for communication, and messaging platforms such as WhatsApp.

Interest areas

1. Interest in event management, curation, or DIY projects.
2. Interest in creative writing / lyric writing and songwriting
3. Interest in learning/researching innovative practices in the field of life skills-based education and music education

Most Critical Proficiencies:

1. Be passionate about teaching and working with children.
2. Ability to plan and execute lessons as well as to adapt to the needs of the classroom
3. Be able to adapt to "New normal" digital teaching
4. Should have the knowledge and be able to navigate through virtual apps and platforms.
5. Be flexible with the time and duration of sessions considering the digital intervention.



6. Open-mindedness and communication skills to be able to work with or without a co-teacher in a classroom.
7. Effective Time Management with planning, reporting, and sessions.
8. Be persevering, open to feedback, and have a mindset to grow and improve.

Essential Job Functions and Physical Demands:

1. Requires intra-city travel to EL schools
2. Requires conducting classes in under-resourced schools in all weather conditions
3. Attending EL training is non-negotiable. The dates for the same will be communicated during the selection process.
4. Respect and sensitivity towards the schools and children EL works with
5. Sensitivity in working with multiple cultures and beliefs, and to gender equity.
6. Ability to work with sensitive information and maintain confidentiality.
7. Working on events may include travel and physical demands of putting up a production

Salary: Competitive & experience based

How to apply: Click on the [Application form](#)

Enabling Leadership is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, gender, gender identity, sexual orientation, age, among other things, or status as a qualified individual with disability.