



Job Description: Program Manager – EL Build

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 - Build Program

EL Build uses "positive play" in the form of building blocks, as its primary learning tool, to build in students' life-skills following Enabling Leadership's Leadership Framework. This includes crucial life-skills like problem solving, empathy, creativity, collaboration, communication and self-reflection.

Function: The Program Manager will work with the City Team and is responsible for working with and mentoring the classroom facilitators of the Program in order to improve their classroom effectiveness. He/she is also responsible for working with the city team to plan and execute Program related events like training and student showcase while continuing to build facilitator capacity and



strengthening the existing curriculum. As this is a relatively new program, we are looking for individuals who can take ownership for the program and contribute largely towards its development.

Reports to: City Lead

Location: The candidate will have to be based in the operational site for the role – Bangalore.

Responsibilities and Deliverables:

A. Program Delivery

- Conducts 1-2 Session Observations per Program Associate per month, conducts focused, constructive discussions with them, and gives actionable feedback that will build capacity & improve session quality.
- Periodically reviews data on EL's technology platform to identify trends, areas of support, & monitor program implementation & quality, and uses the data to mentor facilitators.
- Plans and conducts impactful monthly learning circles & session planning meetings to help facilitators collaborate, develop knowledge, plan their sessions, and share best practices & resources.
- Regularly reviews submitted Session Plans and provide remote feedback to facilitators before they implement their plans.
- Support the Program Team and City Team in planning Build events and executing the same.
- Maintain relationships with schools & stakeholders (facilitators, parents) to ensure their support.

B. Program Development

- Understanding every aspect of the Build program and taking ownership of execution for the same in his/her city.
- Identify training needs and other support required by the facilitators/Program Associates; and coordinate with the Program team to design training modules around that. Assist in delivery, in case required.
- Works with Program Team and collaborates with other PMs to ensure standardization, share & adopt best practices, provide contextual feedback, design BOY/MY trainings, and contribute to program focus areas
- This includes creation of docket of resources (games, activities) which can be used by facilitators as a part of the program, lesson planning with other facilitators and/or adding new components to the program.
- Supports M&E team with assessments, impact studies, focus group interviews at the beginning and end of the academic year.
- Support PE team to identify impactful stories coordinate for planning and capturing the stories.

C. Teaching and Training

- Teaches 1-2 batches of students independently or practices session facilitation in a co-teaching model for capacity building as well as to set a role model example
- Coordinate with the National Program team to identify the facilitator needs & co-plan training for them in the city. This includes training at the beginning of the year, mid year or other special training sessions.
- Co-scheduling & conducting training sessions with the Program team. Act as the point of contact between the Program team and the teaching staff during sessions.

D. Organizational and City Responsibilities

- Provides required support to Operations Manager in program initiation, paperwork, equipment, and data collection with schools & facilitators. Works with the Donor Engagement and PE teams meticulously to contribute to organizational goals & priorities.
- Working with the city team to recruit facilitators.
- Identifying suitable partners for the Program (training, program development) in case of need
- Planning and co-creating all essential communication to schools that are part of the Program.

Minimum Requirements:

1. For Internal Applicants (from within Build teachers) - At least 2 years of teaching experience in the Build program.
2. For External Applicants (those who do not have teaching experience with Build) - At least 2 years of teaching experience in a formal or informal setting.
3. Bachelor's degree in any discipline.
4. At least 3 years of teaching experience/experience working with children in a formal or informal setting.
5. Experience in mentoring people.
6. Excellent communication, interpersonal skills, problem solving and analytical skills
7. Ability to work in small teams
8. Ability to take initiative and work with limited supervision
9. Interest and experience in DIY projects/experimentation
10. Comfortable with ambiguity which may emanate from a new in-development program
11. Ability to work with computers as a tool for word processing, communications, and organizing.

Preferred Requirements:

1. 5 or more years of work experience working with children and or young people
2. Experience in conducting training programs, particularly facilitator training
3. Working knowledge of the local/regional language.



Essential Job Functions and Physical Demands:

1. Willingness and ability to work outside of normal business hours and on weekends.
2. Sensitivity in working with multiple cultures and beliefs, and to gender equity.
3. Willing to commute to all EL schools within a city on a day-to-day basis.
4. Two/three times a year travel to other Build sites/Program Manager meets.
5. Ability to work from home/remotely.

Salary: Experience based and competitive

How to apply: Click on the [PM BUILD APPLICATION FORM 2026](#)

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 a disability.