



Job Description: Program Manager – Play

About Enabling Leadership

We have a mission to change the world and we're looking for like-minded individuals to join us! More than ever before, our world needs each one of us to step up as role models, champion problem solvers and global citizens. Unfortunately, today's "leaders" more often than not set very poor examples of inspiring leadership. We believe that perseverance, hard-work, creativity, collaboration and an awareness of the interconnectedness of our world are essential skills for a child to thrive, be successful and become a true leader. At Enabling Leadership, ***we believe that every child can be a leader.***

Each program at Enabling Leadership uses a creative medium like music or football as a vehicle to teach important leadership skills. These mediums have proven and compelling evidence in their abilities to promote a diverse range of cognitive, behavioral, social and emotional and academic skills. Therefore, they serve as excellent tools in enabling our leadership outcomes for students. A unique leadership outcomes approach underpins each of our carefully designed programs, "**Create**", "**Play**" and "**Build**".

Experiential and active learning principles are at the heart of our curriculum and methodology. Programs are taught using game-based exercises and activities, group-work, and a combination of learning styles, delivered by well trained teachers. Students are encouraged to reflect on, analyze and connect classroom or playground learning with real-life situations. For example, the experiences of coping with losing a match, or overcoming stage-fright when giving a public music performance, translate to valuable real-life lessons and skills. Learn more at www.enablingleadership.org

About EL Play

We believe the ball has the potential to change children's lives. Our football for leadership program, Play is designed to enable a child's innate leadership capacities such as risk-taking, creative thinking and self-awareness - using the proven medium of football. A combination of the intrinsic power of the sport with the fundamentals of leadership & values education informs the curriculum. Training to become better players, playing in matches as a team, practicing at home every day, staying physically fit - we believe a child's journey with the ball, as a young footballer can provide them with lessons, values, ideas and mindsets that are relevant for them today and throughout their life. Through every on-field experience (goal, drill, pass, shot, loss, win, save), coaches take their teams through the process of reflecting, synthesizing and applying their learnings to future actions, on and off the ground.

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 able to practice balance and wellbeing-focused lives (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.



Function: The Program Manager (PM) will work in the City Team and is responsible for working with and mentoring Coaches in the Play Program (JFK). The PM will work towards enhancing and improving the experience each child receives as part of the Play Program while building coach capacity and strengthening the existing curriculum. He/she is also responsible for working with the city team to plan and execute Program related events like training and league.

Reports to: City Lead

Responsibilities and Deliverables:

- Program Delivery

- Work with the Play Coaches (Program Associates) to enhance session quality. This includes, but is not limited to: session planning, session observations, and mentoring.
- Conduct 1-2 Session Observations per Program Associate per month and focused, constructive discussions with them post observation, and give actionable feedback that will build capacity & improve session quality and program impact.
- Periodically review data on EL's technology platform to identify trends, areas of support, & monitor program implementation & quality, and use the data to mentor facilitators. - Plan and conduct impactful monthly learning circles & session planning meetings to help PAs collaborate, develop knowledge, plan their sessions, and share best practices & resources. - Regularly reviews submitted Session Plans and provides remote feedback to facilitators before they implement their plans.
- Support the Program Team and City Team in planning Play leagues and executing the same. - Maintain relationships with schools & stakeholders (facilitators, parents) to ensure their support.

- Program Development

- Understanding every aspect of the Play program (structure, curriculum, delivery model) and taking ownership of execution for the same in his/her city.
- 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 may include creation of resources (plans, activities) which can be used by PAs as a part of the program, lesson planning with 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 Partnerships team to identify impactful stories, coordinate for planning and capturing the stories.

- 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



- 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.
- Co-scheduling & conducting Program Training as per org calendar. Act as the point of contact between the Program Team and the PAs for the same

- Organizational and City Responsibilities

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

Minimum Requirements:

Experience

1. For Internal Applicants - At least 2 years of work experience in the Play program or other EL programs.
2. For External Applicants (those who do not have EL experience) - At least 3 years of work experience working directly or indirectly with children in a formal or informal setting.
3. Experience in mentoring and coaching people (adults).
4. Bachelor's degree in any discipline.

Soft Skills & Language

1. Excellent communication, interpersonal skills, problem-solving and analytical skills
2. Experience with working in a small team, coordinating and managing a team
3. Ability to take initiative and work with limited supervision
4. Strong interpersonal and social skills.
5. Passion for football and its capacity to build leadership skills in students

Technical Skills

1. Basic understanding of grassroots football coaching and its principles, approach
2. Basic knowledge of the technical concepts used in the sport eg. rondos, SSGs, transition, formations

Preferred Requirements:

1. At least 2 years of work experience working directly with children and/or young people
2. Experience in conducting training programs, particularly teacher training
3. Working knowledge of the regional language(s)

Most Critical Traits & Proficiencies:

1. Initiative towards and a sense of ownership for the work.
2. A sense of experimentation, being comfortable with "trial and error".
3. Passionate about and deeply committed about life-skill education for children in under resourced schools.
4. Is comfortable giving feedback to young and older teachers to enhance program quality.
5. Is comfortable in working in fast-paced, unconventional work environments.



6. Excellent planner and highly organized.
7. Very strong team player.
8. Proactive, self-managed and comfortable taking responsibility on their own.
9. Ability to manage timelines.
10. Strong planning and organizational skills with exceptional attention to detail.

Essential Job Functions and Physical Demands:

1. Willingness and ability to work outside of normal business hours and on weekends, occasionally
2. Sensitivity in working with multiple cultures and beliefs, and to gender equity.
3. Ability to work with computers as a tool for word processing, communications, and organizing.
4. Willing to commute to all EL schools within a city.
5. Two/three times a year travel to other sites /Program Manager meets.
6. Ability to work at home/remote efficiently

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.

Salary: Based on relevant experience

To apply, please email careers@enablingleadership.org or click on the below Application form link : [EL Play PM Application Form 2026](#)

