

# **UNIVERSITY RESOURCE CENTRE - RESEARCH ANALYSIS AND DEVELOPMENT**

## **Research Specialist – Education Change and Systematic Change**

**Location | Bangalore**

**Position ID: RSECSC/URC-RAD**

### **Principal Responsibilities**

- The education change specialist will play a key role in helping change initiatives in education sector. Hence, the person should have the following
- Develop and apply a structured change process and methodology for education system.
- Develop educational change management strategy based on a situational analysis.
- Identify potential people-side risks and anticipated points of resistance, and develop specific plans to mitigate or address the concerns.
- Develop a set of actionable and targeted change management plans.
- Support the execution of plans.
- Identify resistance and performance gaps, and work to develop and implement corrective actions
- Create and enable reinforcement mechanisms and celebrations of success.
- Work with project teams to integrate educational change activities into the overall project plan.

### **Attributes, Qualification and Experience**

- Masters / M.Phil in education or any other development sector.
- Understanding of education systems - macro perspective from across the world – issues and challenges
- Knowledge of Programs and interventions national and international contexts – their impact in different education systems in the world.
- Study and understand the education systems from across the world for introducing educational change for Indian Educational system
- Understanding Education change – philosophy, meaning, and debates on education change
- Knowledge of Systemic change and education change – perspectives and debates
- Relationship between educational change, systems approach and quality education.
- Understanding educational change at macro and micro levels and the relationship between the two.

- Different paradigms and perspectives on theories of change.
- Resistance to change and change management.
- Reform versus change – an understanding and distinction between the two for differential levels in education system.
- 3-4 years of experience of having worked in the relevant field of research, project implementation.
- Ph.D. in Education – with area of specialization in Educational systems / comparative study of education systems across the world.
- Examine and study the system for achieving a Paradigm shift in thinking and approach to understand the school education system taking cognizance of the present realities and addressing the same.
- Research in the area of educational change/ quality education at the district/ state or national level. Knowledge about Quality education – its theoretical debates, multiple perspectives on quality education, Change process and its analysis.
- Published work in refereed journals.
- Contribution made in conferences, workshops etc.
- Proven record of work experience in the relevant area. – minimum 2-3 years