
Madhya Pradesh NIPUN Professionals Program | Job Description

Background and Context

India has made significant strides in achieving universal access to elementary education, boasting one of the largest schooling systems in the world, with nearly 26.5 crore school-going children and 14.9 lakh schools across the country. However, access to schooling has not consistently translated into improved learning outcomes. As per the ASER survey of 2022, ~79% of Grade 3 students cannot read Grade 2 text, and ~74% cannot do simple subtraction, highlighting the need for Foundational Literacy and Numeracy (FLN). Research consistently shows that students who fall behind in these foundational skills often experience flat learning trajectories, making it difficult to catch up in later years.

To address aspects of quality of learning and achieve the goal of attaining foundational Literacy as envisaged by the National Education Policy, 2020, the Ministry of Education (MoE) launched **NIPUN Bharat**, a national mission to achieve universal FLN goals for students of Grades 1 to 3. Subsequently, the state of Madhya Pradesh launched '**Mission Ankur**', to be implemented across all the **80,000** government schools of the state aiming to improve student learning outcomes of **~23 lakh students of Grades 1 to 3**.

Recent data from the ASER 2024 report indicates progress, with improvements in the percentage of Grade 3 students who can read Grade 2 text and perform simple subtraction. This highlights the success of foundational literacy initiatives like NIPUN Bharat and Mission Ankur. However, the data also reveals persistent gaps, particularly in rural areas and low-performing states, highlighting the need for sustained focus on quality education.

About the Program

Through the MP NIPUN Professionals program, the Government of Madhya Pradesh (GoMP) is aiming to augment its efforts in strengthening the implementation of the mission by inviting young professionals to work with the system to solve complex challenges in education.

Cohort I

The inaugural cohort of **52 MP NIPUN Professionals** worked across all districts of Madhya Pradesh, supporting one of India's largest foundational learning missions. Together, they contributed to implementation efforts reaching over **84,000 schools**, conducted **3,600+ school visits**, and worked closely with district administrations, teachers, and communities to strengthen learning outcomes for children.

Beyond implementation support, professionals led innovative district-level initiatives ranging from parent engagement models and community learning campaigns to local-language digital learning resources. The programme's success has also informed the development of similar state-level fellowship models in other parts of the country.

Role of an MP NIPUN Professional

The MP NIPUN Professional will work closely with district collectors, CEO-ZP and the district education team to build system capacity, strengthen governance structures, drive data-based decision making and energise the district ecosystem to ultimately improve student learning outcomes.

Scope of Work

(1) Strengthening District Implementation

- Work closely with district leadership (District Collector, CEO-ZP) and education functionaries to support the achievement of NIPUN Bharat goals.
- Identify implementation challenges and support timely resolution.

(2) Monitoring, Reviews and Data Use

- Support quality monthly district and block review meetings.
- Analyse programme and learning data to generate actionable insights.
- Track key indicators and support data-driven decision-making.

(3) Capacity Building and Mentoring

- Mentor and support Block/Cluster Academic Coordinators.
- Conduct a quarterly conclave to build the capacity of the mentors at the block/cluster level
- Strengthen mentor capacity through regular guidance and field support.

(4) School Support and Learning Outcomes

- Conduct regular school visits with mentors and district officials.
- Generate academic insights from adopted schools and support district leadership in designing and implementing district-level academic strategies.
- Monitor progress towards improved student learning outcomes.

(5) Stakeholder Engagement and Strategic Support

- Build salience for foundational learning within district administration.
- Facilitate interdepartmental convergence to strengthen implementation.
- Prepare reports, presentations and other materials for district and state-level reviews.

NIPUN Professionals will execute multiple projects to drive implementation across Mission Ankur (NIPUN Madhya Pradesh) initiatives.

In addition, each NIPUN Professional will also undergo a structured professional development journey specially curated by experts from the social sector and prestigious academic institutions

What kind of people are we looking for

- Young and self-driven professionals who are passionate about education, public policy and addressing governance challenges on a large scale, as well as a desire to make a positive social impact.
- Leadership potential that can be developed & demonstrated through the two-year program.

- Applicants should possess strong critical-thinking and problem-solving skills, a willingness to work at the grassroots level in rural areas, the ability to build and maintain relationships with stakeholders, and the drive to anticipate challenges and address them independently.
- Working proficiency in both Hindi and English is essential.
- Additionally, accessibility to a two-wheeler is highly desirable.

Our goal is to build a diverse cohort, so we encourage individuals from various backgrounds, fields, and experiences to apply.

Eligibility Criteria

1. Citizenship	Must be a citizen of India
2. Age	Between 21 and 28 years of age as of July 31, 2026.
3. Education	Undergraduate degree from a recognised university (Master's degree in a relevant field will be preferred)
4. Academic score	Minimum 55% marks or an equivalent CGPA at the highest qualification level
5. Work experience	Minimum 1 year of full-time relevant work experience will only be counted (Experience working at the district level with any govt department or scheme/mission implementation)

Compensation

MP NIPUN Professionals will receive a monthly stipend of ₹75,000, inclusive of a travel allowance of 10,000 per month. The engagement will be on a contractual basis for an initial period of one year, with renewal for the second year subject to satisfactory performance.

How to Apply

The selection process involves 3-4 stages :

1. Submit your application via the online form before the deadline.
2. Shortlisted candidates will be invited to complete a short assignment/SOP.
3. Shortlisted candidates will subsequently be invited for a structured interview with a selection panel.
4. Final selections will be communicated within [X] working days of the interview.

Application deadline	TBD
Apply here	TBD
Queries	TBD

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