LEI Coordinator

Leadership, Entrepreneurship & India Studies | Avasara Academy, Pune

About Avasara Academy

Avasara Academy is a non-profit residential secondary school for girls from low-income backgrounds who demonstrate high potential. Our mission is to empower girls to lead lives of distinction and impact through academic excellence, leadership development and meaningful engagement with the world around them.

About the LEI Programme

Leadership, Entrepreneurship & India Studies (LEI) is a cornerstone of the Avasara experience. It is not simply a standalone subject or programme, but a guiding tenet that informs how students learn, lead, collaborate and contribute across academics and school life.

LEI seeks to develop young women who understand themselves, critically engage with the world around them and have the confidence, agency and skills to contribute to meaningful change. Through dedicated classes, interdisciplinary integration, student-led initiatives and real-world projects, students explore questions of identity, empowerment, ethics, citizenship and social responsibility, while learning to identify opportunities for change and translate ideas into action.

The programme includes entrepreneurship projects in Grade 9, social impact capstone projects in Grades 11 and 12, and leadership experiences across Grades 6–12 through subject integration, student governance, school events, retreats, workshops and external opportunities. It also includes Nirvaaha, Avasara's annual student-led conference that brings together young people from different schools to explore issues relevant to their generation.

A central tenet of LEI is the progression from leadership of self, to leadership of others, to leadership of the larger community. Students are encouraged to discover what leadership means to them, develop their own voice and values, and learn to lead with purpose, empathy, accountability and a commitment to impact.

Role Overview

The LEI Coordinator will provide strategic and operational leadership to the LEI programme, working directly with the School Leadership Team. The role requires someone who can think creatively and systemically about leadership education while translating that vision into engaging, thought-provoking and impactful learning experiences.

The Coordinator will lead programme planning and implementation, facilitate meaningful discussions and experiential learning, guide entrepreneurial and social impact projects, and collaborate with faculty, mentors, practitioners and external organisations to expand opportunities for students. They will also lead the planning and execution of Nirvaaha, building student ownership and creating opportunities for young people from different schools to engage with contemporary issues.

The role calls for an educator and programme leader who can inspire adolescents to question, reflect, explore unfamiliar perspectives and develop their own convictions. The Coordinator should be able to connect ideas and current events to students' lives, create spaces for thoughtful dialogue, and help students build the confidence, resilience and agency to act on what they learn.

The ideal candidate combines an understanding of education with practical experience in entrepreneurship, business, project management or social impact. They are equally comfortable envisioning new possibilities, facilitating a classroom discussion, mentoring students as they develop ideas and prototypes, building partnerships, managing complex projects and assessing impact.

Key Responsibilities

1. Strategic Leadership & Programme Development

- Develop and implement a coherent vision and annual plan for LEI, aligned with Avasara's mission, institutional priorities and Graduate Profile.
- Continuously strengthen the LEI framework across Leadership, Entrepreneurship and India Studies, ensuring that students develop self-awareness, agency, ethical leadership, critical thinking, systems thinking and the ability to translate ideas into action.
- Identify opportunities to make LEI innovative, experiential and relevant to contemporary challenges, young people's lives and the changing Indian and global context.
- Work with School Leadership to establish programme priorities, allocate resources and strengthen the quality and reach of LEI across Grades 6–12.

2. Curriculum Design, Facilitation & Student Development

- Design and facilitate engaging, experiential LEI classes, particularly in Grades 9, 11 and 12, while ensuring appropriate progression in learning across grade levels.
- Facilitate thought-provoking discussions, explorations and learning experiences around identity, empowerment, values, ethics, citizenship, current events, world affairs and issues relevant to young people. Encourage students to question assumptions, engage with diverse perspectives and develop informed opinions.

- Design lessons and exposure opportunities that help students build confidence, agency and resilience, discover their own understanding of leadership, and develop the capacity to lead themselves, work effectively with others and contribute to the larger community.
- Guide Grade 9 students through the development of entrepreneurial ventures, including problem identification, ideation, market research, business planning, prototyping, budgeting, marketing and financial viability.
- Guide Grades 11 and 12 students through social impact projects, from identifying and researching real-world problems to engaging stakeholders, designing and testing solutions, implementation and impact assessment.
- Facilitate opportunities for students to showcase and sell their products through internal and external melas, exhibitions and other relevant platforms, and to engage with relevant community organisations, practitioners, experts and government officials where appropriate.
- Develop learning resources, project milestones and assessment tools that promote student ownership, creativity, reflection and sustained execution.

3. Integration Across School Life & Student Leadership

- Work with academic and non-academic departments to embed LEI principles into classroom teaching, co-curricular activities and wider school experiences.
- Collaborate with faculty to identify opportunities for interdisciplinary learning, critical inquiry, leadership development and the application of academic learning to real-world challenges.
- Provide direction and support for the School Student Council, student-led clubs and events, grade-level retreats, leadership camps, workshops and other experiences that develop student agency and responsibility.
- Facilitate opportunities for students to take initiative, exercise decision-making, work collaboratively and contribute meaningfully to the Avasara community.
- Ensure that LEI experiences across grades are coherent and progressive, contributing to the development of the Avasara Graduate Profile and the progression from leadership of self, to leadership of others, to leadership of the larger community.

4. Project Management, Mentorship & Capacity Building

- Establish systems for planning, monitoring and reviewing student projects, ensuring clear objectives, milestones, roles, timelines, resource requirements and deliverables.
- Build and coordinate a network of internal and external mentors to guide entrepreneurship and social impact projects, and strengthen the capacity of Avasara staff to mentor student-led initiatives.
- Support mentors in providing constructive guidance and feedback while encouraging students to take ownership of their projects, decisions and learning.

- Coordinate the resources, expertise and logistical support required for projects, field visits, workshops, masterclasses, showcases, product sales opportunities and other LEI experiences.
- Monitor project progress, identify challenges and facilitate access to the support and opportunities needed to move projects from ideas to implementation.

5. Nirvaaha: Annual Student-Led Conference

- Take overall ownership of the planning, coordination and execution of Nirvaaha, Avasara's annual student-led conference.
- Work with students to identify themes and topics that are timely, thought-provoking and relevant to the lives, concerns and aspirations of young people.
- Guide student volunteers through conference development, including research, programme design, speaker and panelist engagement, outreach, logistics, communications and event execution.
- Facilitate student ownership and leadership by supporting volunteers to make decisions, collaborate across teams and manage the different dimensions of a large-scale event.
- Develop relationships with participating schools across Maharashtra, experts, practitioners, speakers and other partners who can enrich the conference.
- Ensure that Nirvaaha provides a meaningful platform for student voice, dialogue, critical thinking and engagement with contemporary issues, reflecting Avasara's educational philosophy.

6. Partnerships & External Engagement

- Develop and sustain relationships with entrepreneurs, business leaders, social entrepreneurs, practitioners, academic institutions, civil society organisations, government stakeholders and other relevant partners.
- Identify and facilitate external opportunities for students, including leadership programmes, competitions, internships, camps, workshops, exposure visits, exhibitions and entrepreneurial melas.
- Engage experts and practitioners to enrich the LEI curriculum and expose students to diverse experiences, perspectives and real-world possibilities.
- Facilitate connections between students, communities, institutions and decision-makers to support stakeholder engagement, project implementation and exploration of potential solutions to real-world challenges.
- Identify and develop collaborations that strengthen the quality, reach and long-term sustainability of the LEI programme.

7. Impact Assessment, Reflection & Continuous Improvement

- Develop and implement a framework to assess the effectiveness and impact of LEI across Grades 6–12, aligned with the Avasara Graduate Profile.

- Track student development in areas such as self-awareness, confidence, agency, resilience, leadership, critical thinking, collaboration, problem-solving, project execution and community responsibility.
- Use project assessments, student reflections, leadership journals, stakeholder feedback, enterprise performance and social impact project outcomes to understand student learning and programme effectiveness.
- Document student projects, learning journeys and meaningful examples of impact, using evidence to inform programme improvement and communicate LEI's contribution to Avasara's mission.
- Regularly review programme design and implementation, using feedback and evidence to strengthen future learning experiences.

Candidate Profile

Qualifications & Experience

- Candidates who have prior experience in an educational setting will be prioritized.
- At least 7–8 years of relevant professional experience in education, entrepreneurship, business, programme or project management, social impact, or a related field.
- An MBA and/or practical experience in a start-up, entrepreneurial venture or enterprise is preferred.
- Demonstrated experience in leading complex projects, building collaborations or translating ideas into implemented initiatives.
- Experience in teaching, facilitating discussions, mentoring or working with adolescents is highly desirable.
- Experience in social impact projects, design thinking, innovation, community engagement, event leadership or programme evaluation would be an advantage.

Skills & Attributes

- A strong understanding of business and entrepreneurial processes, alongside an appreciation of social impact and the complexities of addressing real-world problems.
- A genuine interest in adolescents and the ability to inspire them, build trusting relationships and create an environment where they feel confident to question, reflect, express themselves and explore new possibilities.
- Strong facilitation skills, including the ability to lead nuanced discussions on identity, empowerment, current affairs, ethics and social issues, while encouraging critical thinking and respect for diverse perspectives.
- The ability to connect big ideas and contemporary developments to students' lived experiences and to create opportunities for meaningful reflection, exploration and action.
- Ability to think strategically and creatively while managing the detail required for effective implementation.

- Excellent project management, planning, prioritisation and problem-solving skills.
- Ability to build relationships, mobilise resources and collaborate effectively with diverse stakeholders.
- A reflective, adaptable and resourceful approach, with a willingness to experiment, learn from setbacks and continuously improve.
- A strong commitment to Avasara's mission and to developing graduates who critically evaluate their context, identify opportunities for change, act from their values and take decisive, sustained action.

Reporting to: School Leadership Team

Location: Avasara Academy, Lavale, Pune