

# Teacher's Job Description

[www.FEAIndia.org](http://www.FEAIndia.org)

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## About FEA

Freedom Employability Academy (FEA) is a charitable trust and provides free education in North India to students above the age of 18. The FEA curriculum teaches English, Digital Literacy and builds productive and ethical mindsets. FEA does not charge money from students or their families.

FEA's a one-year duration program helps youth become employable in productive service sector jobs. Cumulatively, more than 6 Lac students have enrolled in FEA since its inception in 2010.

The FEA course has a tremendous social impact and FEA teachers have a vital role. Every year each teacher can guide and shape destiny and improve the lives of 55 - 60 youth and their families. FEA provides teachers an opportunity to serve the nation while earning money for themselves.

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## Job Eligibility Criteria

- Minimum qualification: Graduation in any discipline
- Ability to understand and communicate in basic English
- Must commit to a 1-year employment period. Do not use FEA as a time pass while waiting for Government jobs. Please do not try to get a job at FEA unless you are fully committed.
- Willingness to relocate to a branch 20+ km from hometown (accommodation support provided)
- Own a mobile phone and two-wheeler/ cycle to be able to reach the branch.

We believe in equal opportunity for all. Candidates without prior experience are welcome. FEA is a merit-based employer. All genders, castes and communities are welcome.

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## Salary, Bonus and Benefits

- Before you even start working, FEA will spend Rs. 50,000 to Rs. 1 Lac on you to train you.
- Starting Salary: Rs. 14,500/month for teachers hired at CEFR B2 English proficiency level and Rs. 14,000/month for teachers hired at CEFR B1 level.
  - Teachers achieving CEFR B2 within 6 months of joining will have their salary revised to Rs. 14,500/month, with an arrear of Rs. 500 per month paid from the date of joining. Teachers who do not achieve B2 within 6 months are ineligible for a salary revision during the current cycle.
- Salary increased to Rs. 16,500 per month at the beginning of the second curriculum cycle, based on meeting performance criterion.

Three bonuses are available from May 1, 2026–Oct 31, 2026.

- **First Bonus:** Rs. 10,000 on completion of the full curriculum cycle.
- **Second Bonus:** Rs. 6,000 for maintaining 80% or above student attendance in the month prior to the Road to Success book transition month.
- **Third Bonus:** Rs. 6,000 for maintaining 75% or above student attendance in the month prior to the graduation month.

Only FEA employees can receive bonus, and it is paid upon completion of the curriculum cycle.

- Many opportunities for promotion after completion of the first cycle are available. FEA promotes managers from within, and competent teachers will have the opportunity to earn more money as well as gain senior managerial positions.
- Travel Allowance: Petrol reimbursement for teachers whose homes are 5+ km from branch
- Accommodation Allowance: Up to Rs. 3,000/month if relocated 20+ km for work
- Paid leave and medical insurance provided.

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## Job Responsibilities

- Travel to and teach at local villages.
  - Mobilize (find) new students in areas near the branch so that the branch has 70+ students.
  - Conduct 4 classes of 1 hour 40 mins daily, each with 18-20 students.
  - Handle 30 minutes of administrative tasks daily.
  - Ensure full engagement with FEA's curriculum focused on English and core employability skills.
  - Participate in training at FEA's Lucknow Staff Training Campus, Gahru. Type FEA Gahru in Google maps to see location of the campus.
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## Job Details

- **Job Type:** Full-Time.
  - **Work:** 6 days a week.
  - **Hours:** 8 hours per day in split shift between 6:00AM to 8:00PM depending on student availability.
  - **Location:** To be assigned by FEA.
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## Training Details

Residential training at FEA Lucknow Staff Training Campus is compulsory for all.

### Duration of training:

**A) Adequate English Skills** For candidates with adequate English skills (CEFR B2) FEA Teacher INDUCTION training will be completed in 32 days and they will be paid a stipend of Rs. 250 per working day.

**B) Inadequate English Skills** For candidates with inadequate English skills (CEFR A0, A1, A2) on average an additional 50 days of IMMERSION training might be required before they can start the FEA Teacher INDUCTION training. Immersion candidates will also be paid a stipend of Rs. 250 per day for a maximum of 60 days. Each candidate will be individually assessed, and estimated duration of training will be communicated. FEA will provide all tools necessary for speedy learning. Immersion candidates can earn a bonus of Rs. 3,000 by working day and night on improving their English skills and completing their immersion within 50% of the time the trainer assesses.

**Training Schedule:** Monday–Saturday. Sunday off.

- Free meals, lodging, and train ticket (sleeper class) provided by FEA
- No external academic or job commitments allowed during induction training.

Teachers come to Lucknow every 2-3 months, for ongoing training depending on performance.

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## Important Notes

**Dishonesty Policy:** FEA has zero tolerance for dishonesty. This policy is strictly enforced, and everyone should always keep this in mind. We conduct frequent random audits and use CC cameras to ensure compliance with zero tolerance for dishonesty policy. This means employees will be terminated if they falsify data, lie or steal etc.

**Substance Policy:** No gutka, pan masala, tobacco, khaini, alcohol, or intoxicants permitted at Lucknow Staff Training Campus or at any FEA branch.