



Inclusive Education Policy and Development Officer (Ref: 10.25)



**Closing Date: Monday 28th
July 2025 at 12 noon**

**Interviews will be held the week
beginning 11th August 2025.**

Education and Training Boards Ireland (ETBI) is an equal opportunities employer.

Inclusive Education Policy and Development Officer (Ref: 10.25) Education and Training Boards Ireland (ETBI)

Overview of main functions carried out by Education and Training Boards Ireland

Education and Training Boards Ireland (ETBI) is the national representative body established to collectively represent the sixteen Education and Training Boards (ETBs) and promote their interests, which is recognised by the Minister for the purposes of the Education and Training Boards Act 2013. ETBI comprises of the staff of ETBI, the ETBI Chief Executives, Directors of Further Education and Training, Directors of Schools, Directors of Organisation, Support and Development Forums and the respective networks and groups associated with these forums.

Mission

ETBI'S mission is to lead and advance the continued development of education, training, and youth work in Ireland.

Vision

To harness our strength to influence and promote a strong education and training sector through collaboration and collective effort.

Values

ETBI's five core values represent the core values of the ETB sector working collectively. Core values are like "branding" but on the inside. They help ETBI to make informed decisions and unify the culture. This will help ETBI hold ourselves accountable and others accountable in decision-making and our engagement with partners and other stakeholders. The five core values are **Excellence, Care, Equality, Community and Respect**.

- **Excellence** includes excellence in education, training, and support. It is underpinned by the core values of care, respect, community, and equality. Excellence encompasses outcomes, experiences, and expectations of the people involved.
- **Care** is about the welfare, well-being, and safety of all who are involved in education and training. It is exemplified in meaningful relationships, connectedness, and empathy, alongside support and solidarity.
- **Equality** is about treating everyone equally and recognising and celebrating the diversity of those involved in education, training, and youth work. It is exemplified by targeting resources for those who have the need and prioritising a culture of inclusion.
- **Community** encompasses learners, their families, staff, and the local communities in which our services are based. It is about having a shared vision, values and purpose, a sense of belonging, and a voice that is listened to. It is exemplified in productive collaboration, positive contributions, and effective communication among all stakeholders.
- **Respect** is about upholding the dignity, rights, and recognition of the identity and background of all those involved in education, training, and youth work. It is exemplified in relationships between all stakeholders, and decision-making that positively impacts on the rights, feelings, and aspirations of the diversity of people.

Equality, Diversity and Inclusion

At ETBI, we believe that diversity and inclusion are essential to the success of our goals and exist at the core of our values. Diversity not only includes ethnicity and gender identity but also age, disability status, sexual orientation, religion and many other parts of one's identity. We are committed to cultivating a workplace of individual differences which embraces unique perspectives and fosters a culture of belonging. Our team is strengthened by a growing diverse workforce, and we actively seek individuals representing various backgrounds, experiences, and ideas to join us in our mission. At ETBI, diversity and inclusion are everyone's responsibility and are the foundations of our collective growth and prosperity.

Inclusive Special Education Policy and Development Officer

Education and Training Boards Ireland is recruiting an Inclusive Special Education and Policy Development Officer to support best practice in inclusive special education for post primary teachers appointed to special schools under the terms of Circular 28/2024. The Inclusive Special Education and Policy Development Officer will support the associated priorities of the sector, the Department of Education and our key stakeholders in extending post primary curricular options to students in special schools, assisting any potential transfer of special schools to ETBs, and working on the development of a due diligence document which will involve a comprehensive appraisal of policies, systems and processes guiding ETBs in the establishment of/ or transfer of special schools.

The Inclusive Special Education and Policy Development Officer's primary role is to improve outcomes for students with special educational needs by acting as a central point of contact and support for special school principals in relation to cooperation hours, and for all post primary teachers deployed under the terms of Circular 28/2024 with guidance from the National Inclusion, Special Education and Research Coordinator in ETBI.

Reporting/Accountability Relationship

The seconded teacher position of Inclusive Special Education Policy and Development Officer will report to the National Inclusion, Special Education and Research Coordinator.

Job Description

- Engage with ETB appointed post primary teachers working in special schools under the terms of Circular 28/2024 and relevant stakeholders in leading learning and teaching and developing curriculum and supports in special schools.
- Establish Communities of Practice, modelled on existing ETB networks, across the network of special school post primary teachers deployed under the terms of Circular 28/2024.
- Engage with teachers and special school management to identify professional learning needs, and communicate these priorities to Oide and NCSE colleagues to jointly plan, design and facilitate learning activities and workshops.
- Support implementation of a strategic plan for the role of the ETB Sector in deployment of post primary teachers to special schools to contribute to inclusive education for students with special educational needs and disabilities in line with Circular 28/2024, the *Programme for Government 2025* and the *ETBI Strategy Statement 2025-2027*.

- Work with the ETBI Schools' Directorate and the National Inclusion, Special Education and Research Coordinator to build relationships with networks of Special School Principals regarding cooperation hours.
- Establish and maintain innovative ways to support teacher engagement, promoting professional dialogue in matters relating to inclusive pedagogical approaches and alternative curricula for post primary level students in special schools.
- Liaise with stakeholders, in particular, NCSE, Oide (L1/L2 LPs at junior and senior cycle), NCCA, NABMSE, Inspectorate, DE and HEIs in implementing post primary curricular options in special schools.
- Contribute to designing, developing, and implementing effective strategies and policies to deliver key pedagogical approaches to learning, teaching, and assessment for post primary teachers deployed to special schools under the terms of Circular 28/2024.
- Support ETB appointed special school post primary teachers on statutory, governmental, and professional body requirements to ensure the delivery of education and quality in line with relevant benchmarks.
- Support ETBs, in collaboration with Organisation, Support and Development (OSD), in managing the cooperation hours scheme and deployment of post primary teachers in special schools and contribute to an evaluation of the scheme in 2026.
- In support of special schools transferring to ETB patronage, and in support of newly established ETB special schools, conduct an audit of systems, policies and processes guiding transfer and establishment of schools. Develop, in collaboration with ETBI OSD, ETBI Director of Community Special Schools and the DE, a due diligence report. In due course, support the potential transfer of special schools opting for ETB patronage.
- Collaborate with ETBI Director of Further Education and Training and the DE with regards to current initiatives like Towards Inclusion and Transitions projects to investigate innovative progression pathways and transition planning for students in special schools supported under the terms of Circular 28/2024.
- Participate, when requested, in briefing meetings with the Directors of Schools and with the Schools' Directorate in ETBI.
- Work, in partnership with the ETBI Task Group for Inclusive Special Education, to contribute to coherent strategic policy and research-led development of inclusive special education across primary, post primary and special school sectors.

Competencies Required:

The Inclusive Special Education and Policy Development Officer will be required to show evidence of the following competencies:

Leadership

Inspiring and energising self and others to achieve personal and organisational success.

Creates team spirit and helps direct individuals towards the achievement of the team and organisational goals

- Remains visible, available, and approachable to others.
- Provides a clear definition of individual and team member roles and responsibilities.
- Explains what needs to be done and why.
- Allows the team to take the glory.
- Regularly finds ways to celebrate and reward successes with the team.
- Takes a stand on issues he/she feels strongly about but supports a decision once it is made.

Developing Self and Others

Finding ways to keep skills current and maintain up-to-date knowledge of specific and broad range topics, providing developmental opportunities to others and taking ownership of own learning and others.

Promotes information sharing within the team and encourages learning as integral to the team's daily activities

- Provides time for the team to share information from a variety of sources, demonstrating that learning is integral to work.
- Surrenders interesting jobs to others to help broaden and strengthen their capabilities.
- Exchanges information with a wide range of contacts to keep abreast of new ideas, technology etc.

Innovation & Creative Thinking

Generating and implementing creative solutions to achieve ETBI Strategic goals, conceptualising and articulating future opportunities and trends.

Assists the team in the development of new ideas and ways to work.

- Considers how new ideas/trends may affect the team.
- Shares new ideas/trends with the team, asking how those trends could be turned into opportunities for the team.
- Engages others in "what if" thinking to encourage them to find new and better ways of working.
- Provides time for brainstorming and the sharing of ideas.

Specialist Knowledge & Expertise

Develops and maintains the skills and expertise required to perform in the role effectively and be able to apply their expertise to make a positive impact in the following areas:

- Experience in working at middle leadership level in inclusive and special education with post primary or special schools.
- Experience in delivering at middle leadership level within the Irish post primary or special school sector.
- Strong knowledge of inclusive and special education in the Irish education system.
- Experience in developing and facilitating research informed professional learning opportunities for teachers.
- Demonstrated leadership skills/working with teams.
- Demonstrable negotiation and conflict resolution skills.

Learner & Stakeholder Focus

Maintaining learner/ stakeholder focus, understanding their needs, providing realistic commitments, and taking responsibility for delivering on those commitments.

Works with the team to develop a better understanding of the learner or stakeholders' circumstances to provide the most effective service.

- Engages with stakeholders whenever possible to better understand their business and build relationships.
- Works with the team to ensure that learners/stakeholders are kept informed as their requests are being managed.
- Seeks feedback from learners/stakeholders, listening and responding positively to suggestions and criticisms.

Results Focused and Business Aware

Maintaining a focus on the important issues to achieve and improve results and awareness, applying sound business principles and effective operational practices to drive a successful outcome.

Works with team to ensure that sound business principles and operational practices are being applied and focuses the team on activities to achieve goals.

- Brings discipline to the team, encouraging them to find easier and more efficient ways of working.
- Encourages the team to continuously focus their activities to meet the team's objectives and sets measurable targets.
- Establishes team priorities and identifies critical tasks and milestones to help keep projects and individuals on track.

Communication

Exchanging information and ideas with others to promote effective discussion and decision making; promoting 2-way communication.

Exchanges information in an open, honest and clear manner to enhance team effectiveness.

- Regularly asks for, and listens to, the views and opinions of others, showing genuine respect for what they have to say.
- Responds to others in a way that demonstrates he/she has heard and considered their opinions.
- Adjusts language, style and tone of communication to suit the audience.
- Brings forward to management the ideas and concerns of his/her team to ensure they are heard.
- Openly voices and constructively shares differences of opinions yet is willing to modify perspective and demonstrate flexibility.

Requirements for the role

1. Hold a relevant Honours Post Primary Teaching Degree (First or second class) or equivalent, and relevant post graduate qualification in Special Education or cognate area.
2. Minimum five years of experience of special education teaching in post primary or special school settings.
3. Extensive understanding of the area of special education and inclusion in the Irish education system.
4. Be highly motivated with strong organisational and leadership skills.
5. Have excellent interpersonal and communication skills, and an ability to work on their own initiative.
6. Be experienced in working effectively with or through representative committees and teams.
7. Have a demonstrable capacity for initiative and leadership.

NOTE: Qualifications/eligibility may not be verified by ETBI until the final stage of the process. Therefore, those candidates who do not possess the eligibility requirements, and proceed with their application, are putting themselves to unnecessary effort/expense and will not be offered a position from this campaign. An invitation to tests, interviews or any element of the selection process is not acceptance of eligibility.

Health

A candidate for, and any person holding, the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

Candidates must:

- Have the knowledge and ability to discharge the duties of the post concerned.
- Be suitable on the grounds of character.
- Be suitable in all other relevant respects for appointment to the post concerned

And if successful, they will not be appointed to the post unless they:

1. Agree to undertake the duties attached to the post and accept the conditions under which the duties are or may be required to be performed.

2. Are fully competent and available to undertake, and fully capable of undertaking the duties attached to the position.

Citizenship Requirement:

Candidates should note that eligibility to compete is open to citizens of the European Economic Area (EEA) or to non-EEA nationals with a valid work permit. The EEA consists of the Member States of the European Union along with Iceland, Liechtenstein, Norway, Switzerland and Norway. Swiss citizens under EU agreements may also apply.

CONDITIONS OF SERVICE

Terms of Appointment

This appointment will be a two-year fixed term contract subject to a six-month probationary period. If at any time during this period, it appears that the appointee would not be suitable for the final appointment the probation will be terminated.

Remuneration

This is a post primary teacher seconded position. Please note that seconded teacher will not be able to retain their post of responsibility if they are seconded from a school or may lose their allowances.

Please note all that the [Circular Letter 0029/2018](#) Secondment Scheme For Registered Teachers In Recognised Primary and Post Primary Schools will apply.

Annual Leave

The Inclusive Special Education and Policy Development Officer will be entitled to 30 working days of holidays each year (in addition to the usual Public and Bank Holidays) to be taken at a time or times convenient to the ETBI. The successful candidate will be required to take annual leave for the period of the Christmas closure of ETBI, and during the summer school recess.

Sick Leave

Sick Leave will be in accordance with established procedures and conditions for ETBI staff generally. Different conditions may apply, if, the successful candidate is seconded from the education sector (public servant).

Termination

The appointment will be terminated by one month's notice in writing on either side.

Pension

This is a seconded position from the public sector and relevant pension entitlements apply.

Location

The place of work for the Inclusive Special Education and Policy Development Officer will be ETBI Head Office or such other office location within the ETBI as determined by the General Secretary. The Inclusive Special Education and Policy Development Officer may be required to travel, within and/or outside, of Ireland in the performance of his/her duties. Hybrid Working may be available in agreement with your line manager.

Maternity / Adoptive / Carers / Parental / Force Majeure Leave

Maternity / Adoptive / Carers / Parental Leave will be granted in accordance with the arrangements authorised by the Minister for Education and Skills. The provisions of the Parental Leave Act, 1998 and any subsequent Acts replacing or amending that Act will apply to Force Majeure Leave.

General

The above represents the principal conditions of service and is not intended to be the comprehensive list of all terms and conditions of employment which will be set out in the successful candidate's employment contract.

SELECTION PROCESS**How to Apply**

Applicants should follow the link to the online application form at www.etbi.ie/recruitment. Only applications made through the online application process will be accepted.

The admission of a person to this competition, or invitation to take tests or attend the interview is not to be taken as implying that the ETBI is satisfied that such a person fulfils the requirements.

Notes:

Please note that it is the responsibility of the applicant to ensure that all applications are received on time. Any technical difficulties encountered by the sender when submitting applications are not the responsibility of ETBI. Therefore, candidates are strongly advised to submit applications before 12 noon on Monday 28th July 2025 deadline.

Closing Date and Time:

Your application must be submitted and received no later 12 noon on Monday 28th July 2025. It will not be possible to submit applications after this date and time.

Please Note:

We acknowledge receipt of all applications. We endeavour to give as much notice as possible for interview dates etc. Candidates should make themselves available on the date(s) specified by the ETBI.

The Selection Process may include:

- Shortlisting of candidates based on the information contained in their application
- Qualifying for a preliminary interview

The Selection Process will include:

- A competitive interview
- Reference checking

Shortlisting:

Normally the number of applications received for a position exceeds that required to fill existing vacancies in the position. If the numbers applying for the position are such that it would not be practical to interview everyone, ETBI may decide to employ a short-listing process to select a group for interview who, based on an examination of the documents provided by you, appear to be the most suitable for the position.

This is not to suggest that other candidates are necessarily unsuitable, or incapable of the job, but rather that some candidates are, prima facie, better qualified and/or have more relevant experience. During any short-listing exercise that may be employed, ETBI examines the application forms and assesses them against pre-determined criteria based on the requirements of the position. It is therefore in your interest to provide a detailed and accurate account of your qualifications/ experience on the application form.

GENERAL INFORMATION

Security Clearance:

ETBI is registered with the National Vetting Unit (NVU). As part of the Board's recruitment and selection process, offers of employment to all posts may be subject to NVU disclosure.

Other Important Information

ETBI will not be responsible for refunding any expenses incurred by candidates. The admission of a person to a competition, invitation to attend an interview, or a successful result letter, is not to be taken as implying that the ETBI is satisfied that such a person fulfils the requirements or is not disqualified by law from holding the position.

Prior to recommending any candidate for appointment to this position Education and Training Boards Ireland will make all such enquiries that are deemed necessary to determine the suitability of that candidate. Until all stages of the recruitment process have been fully completed a final determination cannot be made nor can it be deemed or inferred that such a determination has been made. Should the person recommended for appointment decline or having accepted it, relinquish it, or should another vacancy arise, Education and Training Boards Ireland may at its discretion, select and recommend another person for appointment on the results of this selection process.

Candidates should note that any attempt to canvass support for an application will lead to disqualification.

Confidentiality

All enquiries, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone, outside those directly involved in that aspect of the process.

Deeming of candidature to be withdrawn

Candidates who do not attend for interview or another test when and where required by ETBI or who do not, when requested, furnish such evidence as the ETBI requires regarding any matter relevant to their candidature, will have no further claim to consideration.

Data Protection

ETBI processes data in compliance with current Data Protection legislation.

Feedback

Feedback will be provided on written request.

The latest date for receipt of completed applications for the above post is: 12 noon on Monday 28th July 2025

IT WILL NOT BE POSSIBLE TO SUBMIT APPLICATIONS AFTER THIS DATE AND TIME.

- **CV's WILL NOT BE CONSIDERED.**
- **SHORTLISTING OF CANDIDATES MAY TAKE PLACE.**

ETBI IS AN EQUAL OPPORTUNITIES EMPLOYER