



LINC TUTOR

GENERAL JOB SPECIFICATION Duties and Terms & Conditions of Employment

1. PREAMBLE

Mary Immaculate College is an autonomous, university-level, Catholic College of Education and the Liberal Arts. Founded in 1898, and linked academically with the University of Limerick, MIC is the oldest higher education institution in Limerick. Significant expansion in recent decades has seen the College's offerings expand across two modern campuses, one based in Limerick City and one in Thurles, Co. Tipperary. The student community consists of more than 5,000 learners, participating in fifteen undergraduate degree programmes and several postgraduate programmes extending to PhD/Doctoral level. Academic staff engage in a wide range of academic research areas, and research underpins all teaching and learning at MIC.

MIC seeks to prepare its students for professional excellence and to nurture their capacity to lead flourishing lives.

2. CANDIDATE PROFILE & SCOPE OF THE POSITION

The Higher Education Authority on behalf of the then Department of Children and Youth Affairs (DCYA), the Department of Education and Skills (DES), and the Department of Health (DoH) requested proposals from higher education providers for a specialist programme, to start from early 2016, aimed at the development of a Level 6 Special Purpose Award (Higher Education), which was required for staff in Early Years settings to perform the role of Inclusion Coordinator. Mary Immaculate College in partnership with Early Childhood Ireland and Maynooth University – Froebel Department of Primary and Early Childhood Education, was awarded the tender to provide the National Higher Education Programme for Inclusion Coordinators in Early Years Settings. This programme was subsequently delivered as the Leadership for Inclusion on the Early Years (LINC) Programme and concluded in 2020.

In 2020, a further call for proposals was issued to continue this work. The LINC Consortium was again awarded the tender to deliver a Specialist Level 6 Special Purpose Award (Higher Education) and Continuing Professional Development programme, supporting Inclusion Coordinator in their role. This programme concluded in 2025.

A new invitation for proposals was issued in 2025 to build on and expand the LINC Programme. The LINC consortium, with a new consortium member of National Childhood Network was once again awarded the tender to deliver the next iteration of the Specialist Level 6 Special Purpose Award (Higher Education) and Continuing Professional Development programme, further strengthening inclusion in Early Learning and Care and School Aged Childcare Sector.

In order to support this important programme, Mary Immaculate College wishes to appoint LINC Tutor's on a full time, fixed term basis until October 2029. This Post will be located in the East, with future posts available in South West, Mid-West, North West and East.

The Tutor will be responsible for planning, delivering and evaluating the QQI Level 6 *National Higher Education Programme for Inclusion Co-ordinators in Early Years Settings*.

Essential Qualifications, Experience & Skills:

- a) Level 7 or higher qualification in Early Childhood Care and Education **and/or** related subject area;
- b) Recognised qualification in Teaching Adult Learners **and/or** at least 1 years relevant experience;
- c) Experience of working in the early learning and care **and/or** school aged childcare sector
- d) Experience teaching on early childhood programmes at Level 5, Level 6, Level 7 or Level 8;
- e) Strong IT skills, with a capability to develop content through blended learning module delivery;
- f) Ability to work on own initiative and as part of a team;
- g) Strong organisational capability with the ability to work to established schedules and deadlines;
- h) High levels of motivation, proactivity and flexibility in work practice arrangements;
- i) Excellent communication and interpersonal skills;
- j) Full driving licence and/or access to a means of transport suitable for the requirements of the post.

In addition, it is desirable that candidates will have:

- a) Experience of delivering online programmes;
- b) Experience in mentoring.

*Cuirfear fáilte roimh iarratais ó dhaoine go bhfuil dearcadh dearfach acu i leith na Gaeilge.
Applications are welcome from people who have a positive outlook to Irish.*

3. JOB DESCRIPTION

Reporting Relationship

The appointee is required to carry out the duties attached to the post, under the general direction of the National Coordinator, LINC Programme, to whom they report, and to whom they are responsible for the performance of these duties in the first instance.

The appointee will report through the National Coordinator, LINC Programme (or to a relevant named other) to the College President and/or to other such College Officers as the President may designate from time to time. They will work with members of College Management, and will liaise with the Dean of Education, Heads of Departments, Course Leaders and other College personnel and with relevant College bodies in carrying out the duties attaching to the post.

The reporting relationship may be amended, in line with service needs and developments in the College.

Duties and Responsibilities

- Support the induction of learners onto the Programme;
- Profile participant groups to identify needs and required supports;
- Provide ongoing online and face to face support, responding in a timely manner to queries, offering email, phone or MS Teams calls and using other tools, where required to provide effective remote support;
- Plan, develop, record and regularly update engaging content for the LINC Programme and the LINC+ Continuing Professional Development Programme, using a range of tools including webcam and voice recording;

- Deliver the LINC Programme (face to face, synchronously and asynchronously) within agreed timeframes and in line with quality assurance standards;
- Facilitate and actively engage in tutorials and Communities of Practice to foster interaction, discussion and deepen understanding of course content;
- Set, conduct and manage assessments in accordance with Programme specifications and internal and external authentication processes;
- Grade coursework, provide constructive and timely feedback, and submit grades within the required timelines;
- Promote and advertise both the LINC Programme and the LINC+ CPD Programme;
- Provide mentoring and coaching to students on-site in their Early Learning and Care (ELC) setting (or remotely when approved), supporting the practical application of learning;
- Maintain accurate Programme documentation e.g. attendance, supporting documentation, assessment, feedback & evaluation reports, etc.;
- Collect and evaluate student feedback on the Programme and prepare concise summary reports;
- Log and report issues arising from Programme delivery to Programme support
- Contribute to Programme development and continuous improvement, feeding into quality processes on an ongoing basis;
- Comply with internal verification and external authentication processes;
- Attend meetings (online and in person), in-service training and evaluation sessions;
- Work individually and as part of a team, contributing to the ongoing development of the LINC and LINC+ CPD Programme;
- Work in an ethically professional manner.

The list of duties and responsibilities as detailed is not exhaustive. The performance of the entire range of duties is not necessarily confined to any one individual, as the work requires that staff function in a flexible manner and work together as a team. The College retains the right to assign new duties and/or to re-assign staff to other areas of the College, in response to service needs

4. TERMS AND CONDITIONS OF EMPLOYMENT

General

All persons employed will sign an appropriate contract, which will contain terms and conditions of the employment. A job description is given to all applicants for employment and this will form part of the contract documentation.

Place of Work

The appointment will be home based. The successful candidate will be required to meet/agree to a number of conditions prior to appointment including a requirement to maintain a suitable designated work area at home which meets the College's health and safety requirements and which has suitable broadband access. The College reserves the right to require the appointee to work from any other location.

Exclusivity of Service and Outside

The person appointed will be required to devote their full-time attention and abilities to their duties during their working hours in the College and to act in the best interest of the College at all times. Therefore, for as long as the successful applicant is working in the College, they may not, without the prior written consent of the College, be actively engaged or concerned in any way, either directly or indirectly, in any other business or undertaking where this is or is likely to be in conflict with the College's interests or the performance of the duties that the person has been employed for.

The appointee will not, during their tenure of office, undertake paid outside work unless they have received the permission of Vice President Academic Affairs (VPAA) to undertake such work on the terms and conditions as agreed for the particular undertaking in question. In every case, it is the duty of the appointee to seek in writing the prior permission of the VPAA. It is also the duty, in every case, of the appointee to inform the person or body for whom the work is being undertaken, that the work is being conducted in a private capacity and that the College cannot in any circumstances be responsible for such work.

Probationary Period

The appointment is subject to satisfactory completion of the standard 6-month probationary period. The probationary period may be extended at the discretion of the College but will not in any case exceed 11 months. Absences during the period of probation will extend the probationary period. Performance and conduct during the probationary period will be reviewed through a process of assessment meetings. Termination of employment during the probationary period, for any reason or no reason, will be at the discretion of the College. The disciplinary procedure will not apply to a dismissal during probation where the probationary employee has been employed by MIC for less than 12 months.

Hours of Work

Full time hours for this post are 39 hours per week (7.8 hours per day on average).

Your working hours may vary from week to week. The hours of work will be determined by the needs of the programme and will include evenings and weekends. There is a requirement for the Tutor to be flexible in their hours on a weekly basis in order to meet the needs of the programmes. Where the Tutor is required to work specified hours of duty, as much advance notice as possible will be provided, subject to a minimum notice period of 24 hours.

Subject to College policy, the post holder may avail of “Time-Off-In-Lieu (TOIL)” or overtime where working hours exceed 39 hours per week.

Salary

The Salary scale for this position has been approved by the Department of Further and Higher Education, Research, Innovation and Science and the Higher Education Authority in line with Government Policy on Public Sector remuneration. The rate of remuneration may be adjusted from time to time in line with Government pay policy. The appointment will be made on the salary scale at a point in line with current Government Pay Policy. New entrants to the Civil or Public Sector, as defined in Circular 18/2010, will commence on the first point of the salary scale.

With effect from 1st June 2026, the annual salary scale for this appointment is:

€44,474; €46,107; €47,577; €48,899; €50,229; €51,573; €52,937; €54,277; LSI 1 €55,567; LSI 2 €57,285 (8 points and 2 long service increments (LSI’S))

Increments are awarded in line with national pay agreements.

Salary will be paid on a monthly basis on the 25th of each month, or the previous Friday if 25th falls on a weekend, using the Paypath facility. Payment of salaries and wages are subject to statutory deductions, i.e. Income Tax (PAYE), Superannuation Contributions, Pay Related Social Insurance (PRSI) and Universal Social Charge (USC).

Superannuation

New entrants appointed will be required to participate in the Single Public Service Pension Scheme and pay superannuation contributions at the appropriate rates in accordance with the provisions of the Public Service Pensions (Single Scheme and Other Provisions) Act, 2012.

All other eligible appointees are automatically included in the Colleges' of Education Pension Scheme on taking up appointment. In compliance with the Colleges of Education Pension Scheme, deductions amounting to 6.5% are made from salary.

The appointee will be required to pay Additional Superannuation Contribution (ASC) under the provisions of the Public Service Pay and Pensions Act 2017.

Appointees who commenced employment in the public service between 1st April 2004 and 31st December 2012 and have not had a break in employment of greater than 6 months will have no mandatory retirement age. All other appointees will have a mandatory retirement age of 70.

Annual Leave

The annual leave entitlement for this post is 23 working days per leave year. The taking of leave must have the prior approval of the relevant Line Manager.

Public Holidays are granted in accordance with the provisions of the Organisation of Working Time Act, 1997.

Sick Leave

Employees who have a minimum 3 months continuous employment with the College may be granted sick pay subject to the terms of the Public Service Sick Leave Scheme. Sick pay is contingent on full cooperation and compliance with the Colleges absence management procedures.

Termination of Employment

At least **two** calendar month written notice is required to resign this post.

On the termination of employment but before departing from the College, staff members are required to return to the College all books, reports, memoranda, correspondence, papers, records, reports, files including data held on electronic files, computer disks, electronically recorded discs, and any other documentation, and all other property, including office keys, belonging to the College or relating to its business or affairs which are in the possession of a staff member or under his/her control when the employment is terminated.

Confidentiality

In the course of working in Mary Immaculate College, the person appointed may have access to or hear information concerning staff and/or students and/or the functioning and the business of the College. Such information acquired in the course of employment with the College, including any aspect of the College's responsibilities or operations, is considered to be confidential information. On no account must information concerning students, staff or other College business be divulged or discussed except in the performance of normal duties and, unless authorised to do so, this information shall not be communicated to a third party. In addition records must never be left in a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

Health & Safety

Mary Immaculate College attaches the highest regard to the safety, health and welfare of its employees. It is the duty of each employee to take reasonable care to protect the health and safety of themselves and of other people in the workplace. Each employee must comply with all health and safety policies and procedures in operation in Mary Immaculate College and familiarise him/herself with the Safety Statement.

Employees are obliged to wear any PPE (Personal Protective Equipment) that they may be provided with and no person shall intentionally or recklessly interfere with or misuse any appliance, protective clothing or other equipment provided in the workplace for health and safety purposes. Employees are statutorily/legally obliged to ensure that any accidents/incidents which may occur are reported promptly to the Health and Safety Officer on the MIC Accident/Incident Report Form.

College Policies, Rules and Regulations

The College is a Public Sector employer and is bound by National Agreements. It is also bound by regulations, circulars and directives issued on behalf of Government by the HEA, Department of Finance, the Department of Education and the Department of Further and Higher Education, Research, Innovation and Science.

Employees are at all times subject to the provisions of the Code of Conduct for Staff, College policies, rules and regulations. These policies include but are not confined to Disciplinary & Grievance Policies, Dignity at Work, Examination Rules & Regulations, Policy on Responsible Computing and Use of Information Technology Facilities. All policies are outlined on the College's Staff Portal for College employees. All employees are required to familiarise themselves with the contents of Policies and Procedures, on the College's Staff Portal.

5. APPLICATION AND SELECTION PROCESS

Method of Selection for Recommendation

Shortlisting

An expert group will convene to conduct shortlisting of applicants, measured against pre-determined criteria.

The criteria that will be used to shortlist candidates for this appointment are:

- Level 7 or higher qualification in Early Childhood Care and Education **and/or** related subject area;
- Recognised qualification in Teaching Adult Learners **and/or** at least 1 years relevant experience;
- Experience of working in the early learning and care **and/or** school aged childcare sector
- Experience teaching on early childhood programmes at Level 5, Level 6, Level 7 or Level 8
- Strong organisational capability with the ability to work to established schedules and deadlines;
- Full driving licence and/or access to a means of transport suitable for the requirements of the post.

Normally the number of applications received for a position exceeds that required to fill the position. While a candidate may meet the eligibility requirements of the competition, if the numbers applying for the position are such that it would not be practical to interview everyone, the College may decide that a limited number will be called to interview. This is not to suggest that other candidates are necessarily unsuitable to undertake the job, rather that there are some candidates, based on their application, appear to be better qualified and/or have more relevant experience. It is incumbent, therefore upon the applicant, to ensure that all relevant information is included in their application and that they clearly identify how they meet the specified candidate criteria.

Interview

A recommendation for appointment will be made by an Interview Board. The appointment will be based on this recommendation, except where considerations of health or an unsuitable record in previous employment warrants a departure. A panel will be formed from which appointments for the position of **LINC Tutor** will be filled during the life of the panel (24 months).

Candidates must produce satisfactory documentary evidence of all training and experience claimed by them, if required.

Pre-Employment Health Assessment

For the purpose of satisfying requirements as to health, successful candidates, before being appointed, will be required to undergo pre-employment health screening.

Garda Vetting

Successful applicants may be required to participate in Garda vetting. Specific instruction on this process will be given at the appropriate time. Applicants who do not comply with the College's requirements in this regard will be excluded from consideration for appointment. Applicants who have resided outside Ireland for a cumulative period of 36 months or more over the age of 18 years must furnish a Foreign Police Clearance (FPC) from the country or countries of residence. Please note that any costs incurred in this process will be borne by the applicant.

Applicants Outside European Economic Area (EEA)

Mary Immaculate College welcomes applications from candidates outside the EEA, however such applicants should familiarise themselves with relevant Government policy before making an application. Further information from the Department of Enterprise, Trade and Employment is available here: [Economic migration policy - DETE \(enterprise.gov.ie\)](http://enterprise.gov.ie)

Making of Applications

Applications must be submitted on an official application form in typed format. Application forms for this post may be downloaded from the Mary Immaculate College website. www.mic.ul.ie/about-mic/vacancies. Handwritten or incomplete applications will not be accepted. Applications must be submitted by e-mail to recruitment@mic.ul.ie with the subject title **LINC Tutor** no later than:

2pm on Thursday 22nd October 2026

Late applications **cannot** be accepted.

Applications will be acknowledged within 2 working days of submission. Please be sure to check Spam and Junk folders as it may be redirected here by your account preferences. If you do not receive an acknowledgement within 2 working days of submitting your application please contact the HR Office by emailing hr@mic.ul.ie.

The College will not be responsible for any expenses, including travelling expenses, which candidates may incur in connection with their candidature.

Canvassing will disqualify. Any attempt by a candidate either personally or through any other person, on their behalf, to canvass or otherwise influence the outcome of the selection/interview process in his/her favour will lead to disqualification from the competition. Any representations made on behalf of a candidate, without their knowledge will be ignored.

Mary Immaculate College is an equal opportunities employer. Mary Immaculate College holds an Athena SWAN Bronze Institution award in recognition of our commitment to advancing equality and opportunity for all in higher education.

October 2026