



## **LINC TUTOR (2 POSTS)**

### **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 menu of educational programmes expand across two impressive campuses, one based in the heart of Limerick City and one in Thurles, Co. Tipperary. The diverse student community is made up of more than 5,000 learners, participating in twelve undergraduate degree programmes and a wide range of postgraduate programmes up to and including doctoral level. Academic staff members engage in professional academic research activities, and research underpins all teaching and learning at the College.

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 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. This programme concluded in 2020.

A further invitation for the submission proposals to continue the work commenced in the LINC programme was made by DCYA in 2020. The LINC consortium was again awarded the tender for the development and delivery of a Specialist Level 6 Special Purpose Award (Higher Education) and Continuing Professional Development programme, aimed at the development of staff in Early Years settings to perform the role of Inclusion Coordinator.

In order to support this important programme, Mary Immaculate College now wishes to appoint one LINC Tutor on a full time, specified purpose basis, commencing in January/February 2021. It is expected that the

contract will end in November 2023. Additionally, we wish to appoint a Tutor on a full time, fixed term basis until 30<sup>th</sup> September 2021.

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*.

**In order to be considered for this position candidates must have:**

- a) Level 7 or higher qualification in Early Childhood Care and Education **and/or** related subject area;
- b) Recognised qualifications in Teaching Adult Learners **and/or** at least 3 years relevant experience;
- c) Experience working in the early childhood sector **and/or** experience teaching on early childhood programmes at Level 5, Level 6, Level 7 or Level 8;
- d) Strong IT skills, with a capability to lead online module delivery;
- e) Ability to work on own initiative and as part of a team;
- f) Strong organisational capability with the ability to work to established schedules and deadlines;
- g) High levels of motivation, proactivity and flexibility in work practice arrangements;
- h) Capacity to deal with confidential information in a discreet manner;
- i) Excellent verbal, written, presentational and interpersonal skills;
- j) Full and clean Driving Licence, with access to a car.

**In addition, it is desirable that candidates will have:**

- k) Experience of delivering online programmes;

**Candidates must clearly indicate in their applications how they meet each of the above criteria. Candidates will be shortlisted on the basis of both essential and desirable criteria.**

*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.*

*Please note that current government policy may have implications for the re-employment of applicants who are currently in receipt of a public sector pension.*

### **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 he/she reports, and for whom he/she is responsible to for the performance of these duties in the first instance.

The appointee will report through the LINC Office Manager and Head of Department to the Dean of Education and to the College President and/or to other such College Officers as the President may designate from time to time. He/she 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;

- Plan and deliver the training programme, within agreed timeframe and in line with quality assurance policies and procedures, both in face-to-face sessions and in both synchronous and asynchronous online sessions;
- Profile participant groups and identify needs/supports required;
- Maintain programme related documentation e.g. attendance, supporting documentation, assessment, feedback & evaluation reports, etc.;
- Provide effective online support for students, responding in a timely manner to student queries and providing ad-hoc and scheduled online tutorials, one-to-one skype calls and using other tools to provide effective remote support;
- Record online sessions to allow for student and quality assurance playback, utilising a range of tools including webcam and voice;
- Contribute to ongoing programme development and feed into quality processes on an ongoing basis;
- Provide mentoring and coaching support to students, online or on-site in the Early Learning and Care setting.
- Provide timely feedback on submitted assignments to individual learners;
- Conduct assessments in accordance with relevant assessment specifications to national standards;
- Manage assessments and mark coursework and submit grades, in line with agreed timeframe;
- Comply with internal verification and external authentication processes;
- Evaluate and submit mid and full-term learner and trainer evaluations;
- Log and feedback issues arising from the programme to programme support;
- Attend in-service training and evaluation sessions;
- Contribute to the development and improvement of all work relating to the 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**

### **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.

### **Exclusivity of Service and Outside Work**

The person appointed will be required to devote his/her full-time attention and abilities to his/her duties during his/her 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 employed by the College, he/she 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 employee's duties.

The appointee will not, during his/her tenure of office, undertake paid outside work unless he/she has received the permission of the Vice President Administration and Finance (VPAF) of Mary Immaculate College 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 VPAF. 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**

All appointments are subject to satisfactory completion of a 9 month probationary period. The probationary period may be extended at the discretion of the College but will not in any case exceed 11 months. For appointments which are less than 9 months, probation will apply to the full period of employment. Absences during the period of probation will extend the probationary period. Performance and conduct during the probationary period will be monitored through a process of assessment meetings. Termination of employment during the probationary period will be at the discretion of the College. An abridged version of the disciplinary procedure will apply to employees on probation who have been employed by the College for less than 12 months.

### **Hours of Work**

The hours of work will be determined by the needs of the programme and will include evenings and weekends. For 2021, Tutors will deliver online live sessions over 7 Saturdays. For 2022 and 2023, while much of the programme will be delivered online, Tutors may be required to deliver training in a classroom based face-to-face environment. As students will be in full-time employment, it is expected that the ongoing tutorials and student support will occur during evenings and Saturdays. In addition tutors will provide mentoring and coaching support to students, this may be on-line or in the students' workplace.

Working hours may vary from week to week but should not on average exceed 39 hours per week (7.8 hours per day on average). 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 programme.

Academic staff members are required to supply students with an MIC e-mail address and MIC phone number at which they can be contacted. They must also provide the College Authorities with a telephone number at which he/she may be contacted during non-semester times. However, under no circumstances will personal contact telephone numbers be given to students by College Authorities.

### **Salary**

The Salary scale for this position has been approved by the Department of Education & Skills 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 1<sup>st</sup> October 2020, the annual salary scale for this appointment is:

€36,071; €37,564; €38,909; €40,119; €41,335; €42,559; €43,788; €44,967; €46,086 (LSI 1); €47,542 (LSI 2) (8 points and 2 long service increments (2 LSI'S))

Increments are awarded in line with national pay agreements.

Salary will be paid on a monthly basis on the 25<sup>th</sup> of each month, or the previous Friday if 25<sup>th</sup> 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. Details of this scheme can be obtained from the College's website.

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. Details of the regulations concerning the Colleges' of Education Pension Scheme may be obtained from the College's Human Resources Office.

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

Staff who are not eligible for membership of the Colleges' of Education Pension Scheme or the Single Public Service Pension Scheme may avail of a PRSA (Personal Retirement Savings Account). A designated PRSA provider has been nominated by the College and staff who are not eligible for membership of the aforementioned schemes should contact the Finance Office for further information on PRSA

### **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.

## **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 duty, 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 Department of Finance, the Department of Education & Skills and the Higher Education Authority.

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 Discipline & Grievance Policies, Dignity at Work, Examination Rules & Regulations, Policy on Responsible Computing and Use of Information Technology Facilities. All employees are required to familiarise themselves with the contents of the policies, which is available via the Human Resources webpage on the staff portal.

## **Termination of Employment**

At least two calendar month's 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.

## **5. APPLICATION AND SELECTION PROCESS**

### **Method of Selection for Recommendation**

#### *Shortlisting*

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

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.

The selection process may include an aptitude assessment of one or more of the essential competencies for the post.

#### *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 temporary appointments to the position of **LINC Tutor** may be filled during the life of the panel (12 months).

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

### **Medical Examination**

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 will 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; any costs incurred in this process will be borne by the applicant.

## **Making of Applications**

Applications must be submitted in typed format. Handwritten applications will not be accepted. Incomplete applications will not 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](mailto:hr@mic.ul.ie).

Application forms for this post may be accessed on the Mary Immaculate College website [www.mic.ul.ie/about-mic/vacancies](http://www.mic.ul.ie/about-mic/vacancies). Please fully complete the application form and send it to [recruitment@mic.ul.ie](mailto:recruitment@mic.ul.ie) with the subject title – **LINC Tutor** - no later than:

**2pm on Friday, 18<sup>th</sup> December 2020**

Late applications **cannot** be accepted.

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 his/her 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.

*November 2020*