



CBM India Trust

Position Profile

CBM India Trust is committed to improving the quality of life of people with disabilities. CBM addresses disability as a cause and consequence of poverty in the most disadvantaged communities of the world. We work in partnership with local, national, and international actors with the aim of creating a more equal society for all. Our vision is to have an inclusive world in which all people with disabilities enjoy their human rights and achieve their full potential

Position : Special Educator
Location : Malur, Kolar District, Karnataka
Reporting to : Lead - Programs

Objective

We are seeking a dedicated and compassionate Special Education/Early Intervention Specialist with extensive experience in assessing developmental needs, designing individualized educational plans, and implementing evidence-based instructional strategies for children with developmental delays and disabilities. The candidate should be skilled in collaborating with families, educators, and multidisciplinary teams to provide holistic, family-centered services for children from birth to age ten. They should be committed to fostering inclusive learning environments, monitoring progress, and supporting successful transitions through personalized interventions and continuous professional support.

Main Responsibilities

- Conduct assessment of children with disabilities on skills and learning requirements.
- Design and implement an instructional program to meet the individual needs of children and families with developmental delays and/or disabilities as identified through the Individualized Family Service Plan and/or Individualized Education Program process.
- Design Individualized Educational Programs.
- Adapt learning materials to children with disabilities' needs.
- Keep track of and reflect on children with disabilities' progress.
- Monitor children's behavioural patterns and arrange appropriate interventions as needed.
- Prepare students for transition to the next grade.
- Inform parents about their children's performance and potential difficulties.
- Coach/mentor other professionals who work with children with disabilities.

- Collaborate with the other team members (e.g. speech therapists, occupational therapists, physiotherapists) to create holistic intervention plans.
- Provide services to families and children from birth to age 3: developmental evaluation, child and family assessment, and family-centred services.
- Maintain detailed documentation, including - Initial assessments and IEPs, Progress report, Session records, and Monthly Monitoring Reports (MMR).
- Conduct awareness programs, training sessions, and contribute to building community inclusion.
- Ensure timely and accurate data reporting.

Qualifications and Experience

- Diploma or bachelor's degree in Special Education, specializing in Intellectual Disabilities/Autism Spectrum Disorder/Hearing Impairment/Visual Impairment/Multiple Disabilities (D.Ed./B.Ed. in ID or ASD or HI or VI or MD) from a recognized institution with two years of relevant experience.
- Valid registration with the Rehabilitation Council of India.

Key Skills

- Patience and empathy with children
- Emotional Resilience
- Good listening and observation skills
- Clear communication (with children, parents, and teams)
- Cultural sensitivity, especially in rural or low-resource settings
- Strong communication skills in Kannada; basic English preferred
- Ability to work in teams and collaborate with staff at all levels
- Willingness to travel to community centers
- Flexible approach to work demands
- Good knowledge of current special education topics and methodologies
- Ability to create IEPs and follow up on the IEPs
- Organizational and time management skills

Other Requirements

- The future job holder is expected to adhere to CBM India's policies and procedures, commit to CBM India's Child Safeguarding Policy and Code of Conduct, and follow CBM India's safety and security protocols.

CBM India encourages persons with disabilities and women to explore this important opportunity. Send your resume to jobs@cbmindia.org.