CBM India Trust

Position Profile

CBM India Trust is committed to improving the quality of life of persons with disabilities and members of other marginalized communities. 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 persons with disabilities enjoy their human rights and achieve their full potential.

Position: Special Educator
Location: Jigani, Anekal Taluk, Karnataka
Reporting to: Project Coordinator

Position Summary:

We are seeking a compassionate, dedicated, and qualified Special Educator to join our Inclusive Community Learning Center in Jigani. This role is essential in supporting the holistic development and learning of children with disabilities, fostering an inclusive and empowering environment. The Special Educator will work closely with children, families, and community stakeholders to identify and enroll children with disabilities, conduct detailed educational assessments, prepare and execute Individualized Education Plans (IEPs), and implement inclusive, adaptive teaching strategies tailored to each child's unique needs.

Responsibilities:

1. **Community Outreach & Enrolment**
   - Identify and mobilize children with disabilities from Jigani and adjacent communities.
   - Build trust and partnerships with families, local leaders, and health/education stakeholders.
   - Facilitate enrolment of children into the Inclusive Learning Center.

2. **Assessment & Planning**
   - Conduct developmental and educational assessments to determine strengths and areas of need.
   - Prepare and regularly update Individualized Education Plans (IEPs) in collaboration with parents, therapists, and other educators.
   - Track progress using qualitative and quantitative tools.

3. **Teaching & Learning**
   - Deliver engaging, inclusive, and adapted educational activities based on IEP goals.
   - Create a safe, respectful, and nurturing classroom environment.
   - Use multisensory, play-based, and learner-centered teaching methods.

4. **Collaboration & Capacity Building**
   - Work with general educators to ensure inclusion and accommodations.
   - Engage caregivers in the learning process and offer strategies for home support.
   - Support training sessions for parents, community members, and fellow educators on inclusive education practices.

5. **Documentation & Reporting**
    - Maintain detailed records of assessments, IEPs, progress, and outcomes.
    - Provide regular updates and reports to program coordinators and funders as needed.

Professional Profile and Requirements

- Bachelor's Degree or Diploma in Special Education (RCI-certified – Rehabilitation Council of India)
- Minimum 2–3 years of experience working with children with disabilities in inclusive or special education settings.
- Good knowledge of: Disability types, Inclusive pedagogy, Early intervention strategies, and Community-Based Rehabilitation (CBR)
- Fluency in Kannada and English; knowledge of additional local languages is an advantage.
- Good interpersonal skills along with patience, empathy, and adaptability in working with diverse learners and families.
- Familiarity with rural or semi-urban contexts and willingness to engage in field-based work in surrounding communities.

Desirable:

- Prior work experience with Community-Based Inclusive Development (CBID) projects or with organizations focused on disability rights and inclusion.
- Familiarity with government schemes for persons with disabilities, such as UDID, ADIP, NIRAMAYA, and other relevant initiatives.

Skills

- Experience in facilitating training sessions, sensitization workshops, and promoting mainstream inclusion.
- Excellent facilitation, communication, and interpersonal skills.
- Proficiency in MS Office (Word, Excel, PowerPoint) and experience in documentation and reporting.
- Strong organizational and analytical skills.
- Willingness and ability to travel extensively within project locations and communities.

Working Hours:

As per the Project Location requirements - Eight hours per day

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 & security protocols.

CBM India encourages persons with disabilities and women to explore this important opportunity. Share your profile at jobs@cbmindia.org on or before 25th October 2026.