

CBM India Trust

Position Profile

CBM India Trust is committed to improving the quality of life of people with disabilities. CBM India 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: Kanakapura, Bangalore South District, Karnataka State

Reporting to: Project Coordinator / Project Manager

Position Objective:

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. Skilled in collaborating with families, educators, and multidisciplinary teams to provide holistic, family-centered services for children from birth to age 3 and beyond. Committed to fostering inclusive learning environments, monitoring progress, and supporting successful transitions through personalized interventions and continuous professional support.

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 (IEP) process.
- Design Individualized Educational Plans (IEPs).
- 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 if 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.

Educational and Professional Profile

- Diploma or bachelor's degree in Special Education specializing in Intellectual Disability/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.
- Must possess a valid registration with the Rehabilitation Council of India (RCI)

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/Hindi; 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 & security protocols.

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