



An Roinn Oideachais  
agus Scileanna  
Department of  
Education and Skills



## **Secondments of Teachers to the European Schools Information for Applicants: School Year 2019-2020**

### **The European Schools**

The European Schools are a system of schools established and maintained by the European Union and its Member States. The schools serve the needs of children whose parents are officials of the EU Commission, European Parliament and other official European organisations. The schools have been established by an intergovernmental treaty, the Convention of the European Schools, to which Ireland is a signatory. The schools are administered by a Board of Governors, which includes representatives of each of the signatory countries, the European Commission and others.

The schools are located in Brussels (four schools), Luxembourg (two schools), Bergen (the Netherlands), Alicante (Spain), Frankfurt, Karlsruhe and Munich (Germany), Mol (Belgium) and Varese (Italy).

### **The organisation and curriculum of the schools**

The European Schools have nursery, primary and secondary departments organised in up to eleven language sections for pupils aged 4-18 years. Pupils follow the curriculum of the European schools, learning a second language from the age of 6. Part of the secondary curriculum is taught in the pupil's second language and a third language is taught from year one of the secondary cycle. At age 18, pupils take the European Baccalaureate, which is regarded in all member states as an entry qualification for higher education. In the region of 460 Irish students are enrolled in the European schools. Almost all of these children are enrolled in the Anglophone sections of the schools and study their core subjects through the medium of English. Students in the Anglophone section are also required to complete a significant proportion of their course and examinations through the medium of a second or third language.

### **Teachers in the European Schools**

A number of Irish teachers at primary and post-primary levels are seconded to work in the schools. **The Irish teachers work in the Anglophone sections of the schools and undertake their teaching duties through the medium of English.** Irish is available as a subject to Irish students and some teachers seconded from Ireland also teach this option. Ireland nominates two Inspectors from the Department of Education & Skills to the Board of Inspectors of the European Schools.

The vehicular languages and the main language sections of the schools are English, French and German. A working knowledge of a community language other than English or Irish is required. Knowledge of the language of the place of employment is particularly desirable; **spoken competence in this language will be tested at interview.**

**Applicants for primary and nursery teaching secondments should note that as the Irish language is taught to children of Irish nationals in the nursery and primary sections of the schools, part of the interview process for primary applicants will be conducted through Irish.**

#### **Secondment of teachers: nine year rule**

Each teaching position to be filled by Ireland in the European Schools is a **period secondment for a maximum term of nine years**. There is an initial probationary period of two years, followed by a maximum of a further seven years' service. Teachers are seconded to the posts for a maximum of nine years, subject to successfully completing the probationary period, continued satisfactory service and the agreement of the board of management of their employer school in Ireland. In very exceptional circumstances, the Director of a European School may request that a teacher's period of secondment be extended by one additional year in the interests of the school concerned, but this request is subject to the approval of the Department of Education and Skills and the agreement of the board of management of the teacher's employer school in Ireland.

The Board of Governors of the European Schools has put in place regulations to limit the period of secondment to nine years in order to ensure that the European Schools are staffed by teachers from each of the Members States who have recent experience of working in their national educational systems. The nine-year rule means that new ideas and methodologies are brought to the European Schools from the respective national systems and that the schools are genuinely representative of the cultures and educational systems of the Member **States. The post to be filled is subject to a fixed period of nine years as described in the *Regulations for Members of the Seconded Staff of the European Schools*** (available on the website of the European Schools). **Ref.:2011-04-D-14-en-9.**

#### **Salary, allowances and pension**

Teachers seconded from Ireland to the European Schools receive their current salary (including normal increments and increases) from the Department of Education and Skills. Normal deductions from salary continue to be made.

Teachers on secondment to the European Schools also receive an additional salary from the European Schools which will be linked to the level of their salary in Ireland. An adjustment is made to the European salary to equalise the tax paid in Ireland with the rates of tax paid by EU officials.

Teachers may also be entitled to family allowances (household, dependent child and education allowances), an annual allowance for travelling home to Ireland, an expatriation allowance (equal to 16% of the basic European Schools salary and of any household and dependent child allowances), and installation and departure allowances on taking up and leaving the post, as well as removal expenses.

A seconded teacher's superannuation entitlements continue to be determined in accordance with the terms of the superannuation scheme of which the individual teacher is a member immediately prior to secondment. Where benefits become payable either during or at the end of the secondment, these are based on the substantive Irish-based teacher's pensionable pay (including relevant pensionable allowances). It is important to note that any monies paid to the seconded teacher by the European Schools do not form part of the teacher's pay for purposes of calculating superannuation benefits.

### **Absences owing to illness**

Candidates must be suitable from the point of view of health, with particular regard to sick leave regulations as specified by the Department of Public Expenditure and Reform. Applicants should note that health and the level of sick leave will not be verified until a candidate comes under consideration for appointment.

**Accordingly, acceptance of an application does not imply that candidates meet the health and sick leave criteria.**

### **Agreement of board of management**

The secondment of a teacher to the European Schools is subject to the agreement of the board of management in the teacher's school in Ireland. If the board of management is agreeable to the secondment, the board is authorised to appoint a fully qualified temporary teacher whose salary is paid by the Department of Education and Skills during the period of the secondment. **The terms of Circulars 0029/2018 regarding the filling of promotional posts other than those of Principal and Deputy Principal apply in the case of teachers seconded to the European Schools.**

The board of management of the Irish school remains the employer of the teacher on secondment and may review the continuation of the secondment at intervals.

### **Basic requirements**

On 1 March 2019, candidates for secondments to the European Schools must:

- have a recognised primary degree in the relevant subject discipline (see further details under *Additional requirements* below)
- have at least three years' satisfactory service as a teacher subsequent to full registration with the Teaching Council
- be employed as a teacher in a recognised school in Ireland (or be on secondment or career break from such a position)
- have an expectation that the contract of employment with the board of management of his/her school in Ireland will continue for either a period of not less than nine years following the proposed date of commencement with the European Schools or until the earlier retirement of the teacher
- be thoroughly familiar with the aims, principles and content of the primary curriculum or post-primary syllabus (as appropriate) in Irish schools
- have good communication skills in English and a working knowledge of a second community language other than English or Irish. Knowledge of the language of the place of employment is particularly desirable.

### **Selection process**

Eligible teachers are invited to apply on the standard application form. Successful candidates are nominated for secondment following shortlisting, a competitive interview, and a language test (in a language appropriate to the post other than English). A panel may be formed from which vacancies that arise in exceptional circumstances during the school year 2019-2020 may be filled.

The selection process takes into account the requirements of the position as described above and the knowledge, expertise and experience of applicants in the following areas:

*For primary level posts*

1. Knowledge of the Irish primary school curriculum, the Irish education system, and primary education generally
2. Qualifications, experience, pedagogical and assessment skills
3. Communication and language skills
4. Planning, organisational, collaborative and self-evaluation skills
5. European awareness and the European School system
6. Flexibility and adaptability

*For secondary level posts*

1. Knowledge of subject specialism, the Irish education system, and post-primary education generally
2. Qualifications, experience, pedagogical and assessment skills
3. Communication and language skills
4. Planning, organisational, collaborative and self-evaluation skills
5. European awareness and the European School system
6. Flexibility and adaptability

**Additional requirements for secondments to the European Schools at primary level in 2019-2020**

<b>School</b>	Brussels II, Belgium
<b>Position</b>	Primary teacher required to teach in the primary cycle (age 6 -10 years)
<b>Qualifications</b>	Essential: <ul style="list-style-type: none"> <li>• Bachelor of Education degree (B Ed) or a Graduate Diploma in Education (Primary Teaching) or a National Teacher (NT) qualification or equivalent</li> </ul>

<b>School</b>	Luxembourg I, Luxembourg
<b>Position</b>	Primary teacher required to teach in the primary cycle (age 6 -10 years)
<b>Qualifications</b>	Essential: <ul style="list-style-type: none"> <li>• Bachelor of Education degree (B Ed) or a Graduate Diploma in Education (Primary Teaching) or a National Teacher (NT) qualification or equivalent</li> </ul>

<b>School</b>	Mol, Belgium
<b>Position</b>	Primary teacher required to teach in the primary cycle (age 6 -10 years)
<b>Qualifications</b>	Essential: <ul style="list-style-type: none"> <li>• Bachelor of Education degree (B Ed) or a Graduate Diploma in Education (Primary Teaching) or a National Teacher (NT) qualification or equivalent</li> </ul>

<b>School</b>	Munich, Germany
<b>Position</b>	Primary teacher required to teach in the primary cycle (age 6 -10 years)
<b>Qualifications</b>	Essential: <ul style="list-style-type: none"> <li>• Bachelor of Education degree (B Ed) or a Graduate Diploma in Education (Primary Teaching) or a National Teacher (NT) qualification or equivalent</li> </ul>

**Additional requirements for secondments to the European Schools at secondary level in 2019-2020**

<b>School</b>	Brussels III, Belgium
<b>Position</b>	Teacher of English (age 11-18 years)
<b>Qualifications</b>	Essential: <ul style="list-style-type: none"> <li>• Primary degree with English as a subject in the final degree examination</li> </ul> Desirable: <ul style="list-style-type: none"> <li>• Experience of teaching English to Leaving Certificate level</li> </ul>

<b>School</b>	Brussels IV, Belgium
<b>Position</b>	Teacher of Irish with English or one of the following subjects: History, Geography, Physical Education, Mathematics, Economics, Art, ICT, Music, Philosophy, Chemistry, Physics, Biology or Latin. (age 11-18 years)
<b>Qualifications</b>	Essential: <ul style="list-style-type: none"> <li>• Primary degree with Irish and English or one of the other subjects listed in the final degree examination</li> </ul> Desirable: <ul style="list-style-type: none"> <li>• Experience of teaching Irish and the second subject to Leaving Certificate level</li> </ul>

<b>School</b>	Brussels IV, Belgium
<b>Position</b>	Teacher of English (age 11-18 years)
<b>Qualifications</b>	Essential: <ul style="list-style-type: none"> <li>• Primary degree with English as a subject in the final degree examination</li> </ul> Desirable: <ul style="list-style-type: none"> <li>• Experience of teaching English to Leaving Certificate level</li> </ul>

<b>School</b>	Munich
<b>Position</b>	Teacher of Irish and History

	(age 11-18 years)
<b>Qualifications</b>	<p>Essential:</p> <ul style="list-style-type: none"> <li>• Primary degree with Irish and History as a subject in the final degree examination</li> </ul> <p>Desirable:</p> <ul style="list-style-type: none"> <li>• Experience of teaching Irish and History to Leaving Certificate level</li> </ul>

<b>School</b>	Varese
<b>Position</b>	Teacher of Irish and English (age 11-18 years)
<b>Qualifications</b>	<p>Essential:</p> <ul style="list-style-type: none"> <li>• Primary degree with Irish and English as subjects in the final degree examination</li> </ul> <p>Desirable:</p> <ul style="list-style-type: none"> <li>• Experience of teaching Irish and English to Leaving Certificate level</li> </ul>

#### **Further information about the European Schools**

Further information about the European Schools, including details of remuneration and allowances for teachers, the curriculum of the schools and a copy of the *Regulations for Members of the Seconded Staff of the European Schools*. Ref.:**2011-04-D-14-en-9** is available on the European Schools website [www.eursec.eu](http://www.eursec.eu)

#### **Applications for secondments**

Application for the secondments above must be made on the standard application form. Completed application forms should be sent to:

Lisa Conway  
International Co-Operation Unit,  
Department of Education and Skills,  
Marlborough Street, Dublin 1, D01 RC96  
Telephone: (01) 889 2436  
E-mail: [lisa\\_conway@education.gov.ie](mailto:lisa_conway@education.gov.ie)

Completed application forms must be received by 5pm (17.00hrs) Wednesday, 13th February, 2019. Shortlisted candidates will be called for interview.