



The Caribbean Christian Centre for the Deaf (CCCD)
 A Charitable, JSL-Signing Organisation for *Deaf Empowerment
Invites suitably qualified persons to apply for the following open job posts

KINGSTON - Kingston Campus

- ❖ Campus Watcher

ST JAMES- Montego Bay Campus

- ❖ Campus Manager
- ❖ JSL Specialist

HEAD OFFICE- Kingston Campus

- ❖ Employee Development Officer

Interested candidates must possess the following eligibility criteria to apply:

1. Any applicant whose beliefs and values align with the CCCD organisation and our Statement of Faith found on our website (jm.cccdjamaica.org) with a commitment to our mission and bilingual philosophy of using JSL as the main language and written English for print activities, and our Code of Ethics;
2. Strong JSL fluency or a minimum of JSL at Level 3 with the ability and commitment to communicate in JSL as the main language for the posts of Teachers, JSL Specialist, and Interpreter;
3. A minimum of Level 2 in JSL and the intention to acquire and/or to improve their JSL skills on the job for other posts;
4. Good English language and communication skills;
5. Suitable qualifications and experience in the specific areas of specialization for the posts advertised.

**Further details about each job post are available on the CCCD website at <https://jm.cccdjamaica.org/>.

If you have what we are looking for, apply confidently with the submission of your resume and a cover letter via email, by Friday, May 20, 2022, to:

The Human Resources Department
The Caribbean Christian Centre for the Deaf
 4 Cassia Park Road, Kingston 10
 Email:
jaadmin@cccdjamaica.org

We will consider all suitable applications; however, only shortlisted candidates will be contacted for interviews.

***Deaf** represents individuals who are deaf and hard of hearing.

- **Per Post:**

- **JSL Specialist and Teacher - Montego Bay:** At minimum, a Certificate in Deaf Education and/or Special Education or related field with concentration in relevant specializations and at least 3 years of teaching experience with deaf and hard of hearing learners **OR** a minimum of 10 years of proven teaching experience with the Deaf. Strong JSL skills are a requisite.

JSL Specialist/Teacher's Main Functions:

- JSL Specialist: To teach JSLGC (Grammar Curriculum), develop and deliver JSL training, assess staff members' JSL proficiency levels, and collaborate to develop JSL video resources.
- Teacher: To plan, teach and assess students' performance in the assigned content area/s
 - Be responsible for the learning and achievement of all students in the class/es ensuring equality of opportunity for all;
 - Be responsible and accountable for achieving the highest possible standards in work and conduct;
 - Treat students with dignity, building relationships rooted in mutual respect, and always observing proper boundaries appropriate to a JSL Specialist's and teacher's professional position;
 - Model respect for diversity within the organization by adhering to the Communication and Cultural Appreciation Policy that values and stresses application of appropriate language use of JSL and written English as the bilingual approach to Education;
 - Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of students;
 - Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the staff handbook and organizational policies;
 - Take responsibility for promoting and safeguarding the welfare of children and young people within the school.
- **Campus Manager- Montego Bay Campus:** Under the guidance and leadership of the Operations Officer, this position is responsible for the management and safety of the campus, the preparation of annual budgets and programme budgets, staff supervision and evaluation, management of administrative tasks, networking and development of business plans for

income generation initiatives. This position also manages and implements policies and procedures in line with the organizational protocol.

- **Employee Development Officer – Head Office:** Bachelor's Degree in Human Resources, Business Administration, Management, Policy, or a closely related field preferred; a minimum of 3 years of progressively responsible experience in Human Resources, Administrative Leadership or a related field with 3 or more years at the management level; and significant experience in a leadership role and knowledge of the Jamaican employment and education laws.
 - Under the direction of the Executive Director, the Employee Development Officer (EDO) is responsible for the oversight and administration of fair and reliable performance evaluation and development systems for all employee groups in:
 - Monitoring evaluation system implementation, reporting challenges and successes and providing recommendations to executive leadership;
 - Collaborating and participating with multiple departments to support the development and implementation of evaluation models;
 - Ensuring employee evaluations and processes are in accordance with negotiated agreements, school system and Board of Education policies and procedures, and meeting the Jamaican Education and Employment requirements;
 - Collecting, analyzing and reporting workforce performance data to inform human capital strategies, retention and employee supports; and
 - Supporting organizational and national leadership through training and monitoring managers conducting evaluations.
- Reference names and contact information must be provided as well as the relevant qualification/s for the specific job post being applied for.

