



Midhe Democratic School Staff Member Job Specification

Midhe Democratic School is part of a growing movement towards a progressive model of education, where students have an equal part in the democratic running of the school itself and where they decide what, when and how they learn. We give equal value to all types of intelligence and believe that students should be allowed to self-direct their learning by trusting their own intuition without following a prescribed curriculum.

Role Overview

The staff member role is vitally important to the successful running of the school. Staff members are role models for students, and their primary purpose must be to demonstrate how to live in a democratic community, pursue learning, be engaged in meaningful activities, show respect for others, honour one's own limits, and hold space. Staff members are responsible for upholding the principles of democracy, respect, trust, inclusion, freedom, and engaged industry, in order to create an optimal learning environment for students. The staff member will work primarily as part of a team, to mentor and care for student members of the community, and will also have contact with parents, and the general public.

The Opportunity

This is a unique self-development opportunity to experience democracy-based work and community.

You will gain practical and meaningful experience in:

- Working with children of all ages
- Groupwork facilitation, teaching and researching
- Project and resource management
- Solution focused work and problem solving
- Teamwork and collaboration
- Negotiation and conflict resolution
- Non-violent communication
- Restorative Practice
- Gain a wide variety of new knowledge and skills from other staff members and the children e.g. cooking, gardening, crafts, technology, music.
- Possibility to renew role following probation period, based on community need, resources, and the collective decision of all school members.

Please note that this is an unpaid position until such a time that the school is fully established.

Responsibilities

- To be aware of safety at all times



- To engage with student members in a meaningful way based on individual need
- To facilitate learning requests in appropriate ways – e.g. assisting, redirecting, guiding, listening, demonstrating, brainstorming, or researching
- To facilitate learning through classes, workshops or one on one tuition as necessary
- To share skills and knowledge with other members of the community, both staff and students
- To assist with cooking, cleaning, gardening, maintenance, administration work as necessary
- To participate in the school meeting, restorative practice work, resolution committee other committees as required
- To engage in our student/staff mentor programme
- To participate in fundraising and other school activities/outings as required
- To uphold the principles, values and agreements of Midhe Democratic School

Qualifications

No specific qualifications are required. As English is the primary language of communication, staff members must be proficient in the English language.

Experience Required

- Experience with children /teenagers in any capacity
- Including working in groups in a collaborative nature, giving of your time / effort without expectation
- Specialist Skills / knowledge are highly desirable

*Any and all areas of **genuine** special interest are potentially useful, for example:*

Nature, foraging, sports, history, writing, gaming, graphic design, art, pottery, music, camping, baking, languages, writing, theatre, crafts of all kinds, cooking, photography, film, botany, mathematics, sciences, building etc. etc.

General skills

- Strong interpersonal / relationship building skills
- Ability to express ones-self clearly and respectfully
- Ability to listen non-judgementally
- Ability to take initiative
- Open-mindedness
- Creativity and resourcefulness
- Ability to assess needs of situation and respond appropriately
- Ability to remain composed under pressure

Desirable Personal Attributes / Values

- Honesty



- Sense of Humour
- Reliable
- Responsible
- Compassionate
- Flexible
- Respects children
- Treats all others as equals
- Willingness to admit mistakes
- Willingness to learn from others (including children)
- Values democratic process
- Values lifelong learning
- Acts as role model at all times

Other Information

- Role is part-time (minimum ten hours per week) and unpaid.
- Based in Barry, Co. Longford, N39 F821
- Commencing April 2025 through to May & June 2025
- Break for six weeks
- Return mid-August 2025 for training
- Working September 2025 – June 2026

This is an UNPAID role until such a time as the school is sustainable to offer paid roles.

Initial contract will be for a 10-month probationary period. With reviews at 3 and 6 months. Contract will then be extended if both parties are happy to move forward.

How to Apply

Please apply by cover letter and CV by 10th March 2025 (Interviews will be held in late March for potential candidates, however the advertisement will be open for as long as it takes to fill all available positions).

Please refer to the school website for further information about the school's philosophy and theoretical underpinnings: www.midhedemocraticschool.ie