

DEPARTMENT OF EDUCATION

Paul Givan, Minister
Rathgael House, Balloo Road
Bangor, BT19 7PR

Nicola Brogan MLA
Parliament Buildings
Ballymiscaw
Stormont

13 March 2025
AQW 23412/22-27

Nicola Brogan has asked:

To ask the Minister of Education to detail (i) the recruitment process for the appointment of the role of Education Advisor at the Strule Shared Education Campus; (ii) the key stages of the process, including significant dates; and (iii) the job specification and any other essential criteria associated with this post.

ANSWER

- (i) The role of Education Advisor to the Strule Shared Education Campus Programme is a secondment opportunity rather than a recruitment. The secondment to the programme is for three years after which the secondee will return to their substantive employment. The opportunity was advertised through the Northern Ireland Civil Service Interchange Scheme.
- (ii) The key stages of the secondment opportunity process were as follows:
- Advertised by the Interchange Scheme from 12th September to 18th October 2024.

- The selection process was paused when it became apparent that the post had not been advertised sufficiently widely enough in and had not therefore reached the intended target audience.
- Re-advertised from 1st November to 22nd November 2024 and applications were sifted on 18th December 2024.
- Informal discussions took place in Omagh on 5th February 2025 and the successful candidate was informed by telephone on 6th February.

(iii) The job description for the post and the interchange hosting proforma have been deposited in the Assembly Library.

A handwritten signature in dark ink, appearing to read 'Paul Givan', with a stylized flourish at the end.

Paul Givan MLA
Minister of Education

JOB DESCRIPTION

EDUCATION ADVISOR – STRULE SHARED EDUCATION CAMPUS, OMAGH

DIRECTORATE	Investment and Infrastructure
TEAM	Strule Programme - Go-Live Project
GRADE	Equivalent to Grade 6 (Northern Ireland Civil Service)
LOCATION:	<p>Department of Education, Rathgael House, Balloo Road BANGOR BT19 7PR</p> <p>The post holder will be based in Rathgael House, Bangor or Omagh (location to be confirmed) and will be required to work and meet in Omagh regularly. Hybrid working will apply.</p>
DURATION	The successful person will be expected to take up post as soon as possible and the post will be for a period of 3 years with possibility of an extension.
HOURS	This is a full-time post - 37 hours per week. Flexible working arrangements will be available.
PURPOSE OF THE POST	The Education Advisor will co-ordinate and lead the development, implementation, evaluation and review of a shared education model for the Campus which meets the objectives of the Strule Programme and reflects the aims of DE's Shared Education Policy – Sharing Works.
REPORTING ARRANGEMENTS:	The post holder will be an employee of the Department of Education and will report directly to the Strule Go-Live Project Manager.
SALARY	As the post will be a secondment, the post holder will be paid their current salary including any pay awards during the period of their secondment.
BACKGROUND	The Strule Shared Education Campus (SSEC) is a longstanding Executive priority. The SSEC programme was given Executive approval on 18 July 2024. It is a hugely significant programme representing massive capital investment in the west of Northern Ireland (NI) and aiming to stimulate further development and

	<p>regeneration of the region.</p> <p>SSEC is a pathfinder to a wider programme of shared education capital projects and is one of the Department of Education's top priorities. The campus will operate in alignment with the Department's 'Sustainable Schools,' 'Every School a Good School' and 'Sharing Works' policies and will be a model for future education provision.</p> <p>The Programme will bring together six Omagh schools from across the community drawn from the controlled and voluntary school sectors and incorporating selective, non-selective and special school provision.</p> <p>Over 4000 children and young people from all backgrounds, including those with special educational needs, will come together on a vibrant and dynamic campus where a high-quality broad and balanced curriculum, incorporating extensive collaboration and consistent, and accessible shared experiences will deliver a high-quality education for all.</p> <p>The SSEC Programme includes two projects.</p> <p>Project 1: Construction Delivery - including design and construction of the campus.</p> <p>Project 2: Go-Live Project – which focuses on the necessary preparations for the opening of the campus. It comprises several work streams: - development of an education model; governance, management and funding arrangements; community connections; disposal/re-development of the vacated school sites; migration and communication activities; and programme management.</p> <p>The key workstreams for the SSEC Go-Live Project have been designed around the four pillars of the Education and Training Inspectorate (ETI) Shared Education Evaluation Framework, alongside other go-live activities. They are set out in Annex A below.</p>
Go-Live Project KEY DELIVERABLES	<p>Working for workstreams 1 and 2 (See Annex A below):</p> <ul style="list-style-type: none"> • Progressively expanding Shared Education experiences for pupils for three academic years prior to go-live of the campus. • A Year 1 curriculum and timetable, for the campus, including the use of all shared areas. • A Year 1 extra-curricular timetable. • Plans for the progressive 10-year expansion of Shared

	<p>Education delivery post go-live (both curricular and extra-curricular).</p> <ul style="list-style-type: none"> • An agreed statement on ethos and identity. • A high-quality Teacher Professional Learning (TPL) programme. • An updated ICT Strategy (to be jointly reviewed with the Campus Construction Project). • A baseline assessment completed of Shared Education delivery 1 year prior to go-live. • Detailed plans for monitoring and evaluation for 10 years post go-live. • A Campus Operating Agreement including shared policies, processes and procedures as required. • A programme of community engagement events. • Arrangements to facilitate integration and inclusion of pupils with special educational needs, including working with the Campus Construction Project to plan for and deliver bespoke accommodation required. • A Migration Strategy and Plan.
MAIN DUTIES AND RESPONSIBILITIES	<p>The role of the Strule Shared Education Advisor is to provide professional advice and guidance on all educational aspects throughout the development of the programme including advising on educational considerations related to school design specifically in relation to workstreams 1 and 2 (See Annex A below).</p> <p>The main duties are:</p> <ul style="list-style-type: none"> • To work with participating schools and educational authorities to develop and embed a Strule shared education ethos; • To work with participating schools and educational authorities to develop a shared education model for Strule that aligns with the vision for SSEC and relevant departmental policies; • To progress the development of a shared and collaborative curriculum strategy at all key stages for the campus; • To develop and maximise the shared education potential of the campus through engagement with participating schools and other education bodies including Omagh ALC and Further Education; • To support the delivery of the relevant benefits as detailed within the Strule Benefits Realisation Plan (See Annex B); • To progress the establishment of professional learning communities for staff, and facilitate continuous professional development, to build capacity and share effective practice within the campus and across the wider Omagh ALC;

	<ul style="list-style-type: none"> • To work with participating schools and educational authorities to develop inclusive facilities and arrangements for pupils with special educational needs. • To develop planning to enable the smooth migration of the pupils and staff to the Campus.
CRITERIA	<p>Essential Criteria</p> <ul style="list-style-type: none"> • A degree or postgraduate qualification in a relevant area (for example, education, community relations, or business administration); • Experience in supporting school improvement and/or curriculum development either within a school or across a number of schools; • Experience in leading and managing the successful completion of a curriculum development and/or school improvement project involving school to school collaboration; • Knowledge of the Northern Ireland Curriculum and the Department of Education's Entitlement Framework and Shared Education Strategy. <p>Desirable Criteria</p> <ul style="list-style-type: none"> • Be a qualified teacher as recognised by GTCNI; • Knowledge and experience of working with Area Learning Communities; • Experience of liaison with a range of statutory and voluntary agencies; • Experience of managing/delivering a shared education project; • Experience in curriculum design.
KNOWLEDGE & SKILLS	<p>Knowledge</p> <ul style="list-style-type: none"> • NI Curriculum (post primary) including the Entitlement Framework; • Current educational developments; • School improvement and curriculum development; • Shared Education Framework; • Science, technology, engineering, arts and mathematics (STEAM) provision; • The school / further education and training interface; • Special school provision (aged 3 – 19). <p>Skills</p> <ul style="list-style-type: none"> • Lead, motivate, manage, challenge and enthuse others; • Develop good relationships at all levels and promote a collaborative and team approach; • Lead strategically in order to achieve outcomes; • Provide expertise and sound analysis to ensure balanced

	<p>decision making;</p> <ul style="list-style-type: none"> • Lead and manage change; • Communicate effectively at all levels on high profile and complex issues; • Exercise initiative, work autonomously, plan work programmes, keep appropriate records and meet specific deadlines.
Other Requirements	<p>Applicants must have access to a car or other suitable form of transport (appropriately maintained and insured for business use) as and when necessary to facilitate the requirements of the job in a reasonable and effective manner.</p> <p>The duties of the post may extend beyond normal office hours and involve work at locations other than at the agreed normal working location.</p> <p>Posts involving work in educational institutions are subject to the provisions of the Protection of Children and Vulnerable Adults (NI) Order 2003.</p>

CONTACT INFORMATION

Candidates wishing to obtain further information may contact [REDACTED] by email - [REDACTED] Tel: [REDACTED]

SECONDED TEACHERS

If you are a teacher currently seconded to the Education Authority, you must first seek the consent of your Board of Governors/Principal or Employer before making formal application for appointment.

TEMPORARY CONTRACT

The temporary contract will end on the due date or earlier, by one month's notice in writing, if the Programme SRO, for any valid reason, so decides. No period of notice other than that in the contract will be required to bring the contract to an end.

TRAVELLING AND SUBSISTENCE

Travel expenses and subsistence at NICS rates will be paid in respect of approved journeys necessary for the post. (See Annex C)

MOBILITY CLAUSE

The post will be located in either Department of Education, Rathgael House, Bangor or Omagh (location to be confirmed). The NICS Hybrid Working Policy will apply.

It is essential that you fully describe in the application form how you meet the criteria sought. Please provide detailed information against each requirement, providing dates and ensuring that where requirements are time bounded (i.e. 1 year within the last 5 years) you provide detail and dates that fully satisfy the requirement. It is not appropriate to simply list the various posts that you have held. Assumptions will not be made from the title of your post.

Workstreams:

1. Learner Centred

This workstream will pilot, develop and progressively expand high-quality shared pupil experiences prior to campus go-live. There will be a focus on promoting the highest possible educational outcomes and development of pupils' understanding of and engagement in promoting reconciliation for life and work in NI and globally. The workstream will demonstrate improved measurable outcomes for pupils through shared education across their curriculum experience. High quality Teacher Professional Learning (TPL) will underpin and support this workstream.

2. High Quality Teaching and Learning

This workstream will plan for coherent and effective shared education throughout the curriculum and beyond the classroom on the campus. A key focus of this workstream will be curriculum planning for campus go-live particularly the use of the shared areas, with an emphasis on creating safe, inclusive, respectful and high-quality shared learning environments. It will also involve planning for the delivery and use of appropriate ICT infrastructure and services for the campus which will effectively support the teaching and learning environment. The workstream will also focus on alignment and agreement of policies and procedures related to teaching and learning (for example, assessment and reporting policies). It is vital to track and evaluate consistently, progress in pupils' knowledge, understanding, skills, attitudes, dispositions, and behaviours in shared education to inform next steps across the Strule partnership. The workstream will plan in detail the curricular and extra-curricular offer for Year 1 of the campus and, building on the work of the curriculum models, will detail how Shared delivery will be progressively expanded and enhanced each year after go live. High quality TPL will again underpin and support this workstream.

3. Effective Leadership

This workstream will examine governance, management and funding for the campus including development of the campus operating agreement and all policies and processes for the shared areas, particularly joint pastoral policies and processes. This workstream will focus on the development of a collective vision and ethos for Shared Education and the establishment of a collaborative leadership and management of shared education. High quality TPL will underpin and support this workstream.

4. Community Connections

This workstream will incorporate wider community engagement and communications. It will examine marketing of the Strule campus across the community, particularly with parents and develop plans for progressively expanding community engagement events. It will also develop plans for wide community use of the Strule facilities on completion. The work to explore a strategic and joint approach for optimum use, redevelopment and release of the existing school sites which will be developed and implemented collaboratively, led by the Vacated Sites Working Group alongside Fermanagh and Omagh District Council prior to the relocation to the Strule campus also forms part of this workstream.

5. Migration

This workstream will develop and monitor the Migration Strategy and Plan to ensure effective transition to the campus.

Annex B

Strule Benefits

REF.	BENEFIT
A	High quality and energy efficient accommodation for 4,220 pupils
B	Increased and enhanced delivery of Shared Education
C	Improved quality of education delivery
D	Improved educational outcomes for all learners
E	Improved reconciliation and good relation outcomes for pupils, staff, parents and the wider Omagh community
F	Enhanced recreational facilities and employment opportunities for the Omagh community

NICS – TRAVEL & SUBSISTENCE**Mileage Allowances**

STANDARD RATE (SR) OF MILEAGE ALLOWANCE PAYABLE FOR USE OF PRIVATE MOTOR CARS INCLUDING ELECTRIC CARS (Rate per mile with effect from 06.04.11)	
All Engine Capacities	Rate
Up to 10,000 miles	45p
Over 10,000 miles	25p

STANDARD RATE (SR) OF MILEAGE ALLOWANCE PAYABLE FOR USE OF PRIVATE MOTOR CYCLES AND MOTOR CYCLE COMBINATIONS (Rate per mile with effect from 1.4.02)	
All Engine Capacities	Rate
Unlimited mileage	24p

PUBLIC TRANSPORT RATE (PTR) OF MILEAGE ALLOWANCE PAYABLE FOR THE USE OF PRIVATE MOTOR VEHICLES AND ELECTRIC CARS (Rate per mile with effect from 6.4.97)	
25.7p	

PEDAL CYCLE ALLOWANCE (Rate per mile with effect from 1.4.02)	
20p	

PART I PASSENGER SUPPLEMENT**Journeys Attracting both Standard and Public Mileage Rate**

5.0 p per mile for each passenger carried, (wef 01/09/2007). This may be paid over and above any limitation on mileage allowances recorded above.

PART II EQUIPMENT SUPPLEMENT

(The equipment supplement is liable to Tax and NIC)

Journeys Attracting Standard and Public Transport Mileage Rates

Supplement of 2.0p per mile for distances over which the equipment is necessarily carried.

PART III PARKING EXPENSES, TOLLS AND FERRIES (Receipted expenditure)**1. Standard Rate (SR)**

Full receipted cost may be reimbursed if the Department is satisfied that such charges were actually and necessarily incurred.

2. Public Transport Rate (PTR)

Full cost may be reimbursed if the Department accepts that the parking fees, ferry and toll charges are reasonable, having regard to the saving of official time. In cases where you use your private motor vehicle but there is no saving of official time, the full cost may only be met if the total of mileage allowance and toll charges etc does not exceed the cost of the journey by public transport (including the fares of any passengers).

PART IV TRANSPORT DISRUPTION

Where you normally use public transport but during the disruption you necessarily use your private motor vehicle, a special mileage allowance may be paid. The special mileage allowance is the PTR plus 30%, calculated in pence per mile to the nearest whole number, (in other words, anything above 0.5 is rounded up). The rate is 33p with effect from 1.09.2007.

Subsistence Allowances

Rates of Allowances

DAY SUBSISTENCE (wef 01.02.2024)	
More than 5 hours and also more than 5 miles from the duty workplace, subject to the production of receipts.	Up to a maximum of £6.50.
More than 10 hours and also more than 5 miles from the duty workplace, subject to the production of receipts.	Up to a maximum of £10.00.
More than 12 hours and a breakfast was necessarily purchased, subject to the production of receipts.	Up to a maximum of £16.50.

NIGHT SUBSISTENCE (wef 01.02.2024)	
Central London (i.e. 5 miles from Charing Cross) and Republic of Ireland (RoI)	Receipted actuals for bed and breakfast up to a ceiling of £150 including VAT plus receipted actuals up to a maximum of £25 to cover lunch and dinner (Overnight Meal Allowance).
Elsewhere in GB and Northern Ireland (NI) (wef 1.12.00)	Receipted actuals for bed and breakfast up to a ceiling of £100 including VAT plus a receipted actuals up to a maximum of £25 to cover lunch and dinner (Overnight Meal Allowance).
Officers staying with friends or relatives (London, RoI and elsewhere in GB and NI)	£25 per night (liable to Tax and NIC, to be grossed up by Departments).

NI INTERCHANGE SCHEME

Ref: I/C 58/24

HOSTING PROFORMA

Name of Host Organisation

Department of Education

1. Interchange Manager's details

Name

[REDACTED]

Organisation/
Department

Strule Directorate

Address

Rathgael House
43 Balloo Road
Rathgill
Bangor
BT19 7PR

Telephone
Number

[REDACTED]

Fax number

N/A

E-mail

[REDACTED]

Type of Opportunity

Secondment to Strule Programme – **Strule
Education Advisor**

2. Details of hosting opportunity

Description of opportunity

The Strule Shared Education Campus (SSEC) Programme is a longstanding Executive priority and was given Executive approval on 18 July 2024. It is a hugely significant programme representing massive capital investment in the west of Northern Ireland and aiming to stimulate further development and regeneration of the region.

SSEC is part of a wider programme of shared education capital projects and is one of the Department of Education's top priorities. The campus will operate in alignment with the Department's 'Sustainable Schools,' 'Every School a Good School' and 'Sharing Works' policies and will be a model for future education provision.

The Programme will bring together six Omagh schools from across the community drawn from the controlled and voluntary school sectors and incorporating selective, non-selective and special school provision.

Over 4000 children and young people from all backgrounds, including those with special educational needs, will come together on a vibrant and dynamic campus where a high-quality broad and balanced curriculum, incorporating extensive collaboration and consistent, and accessible shared experiences will deliver a high-quality education

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for all.

The SSEC Programme includes two projects.

Project 1: Construction Delivery - including design and construction of the campus.

Project 2: Go-Live Project - which focuses on the necessary preparations for the opening of the campus. It comprises several work streams: - development of an education model; governance, management and funding arrangements; community connections; disposal/re-development of the vacated school sites; migration and communication activities; and programme management.

The key workstreams for the Campus Go-Live Project have been designed around the four pillars of the Education and Training Inspectorate (ETI) Shared Education Evaluation Framework, alongside other go-live activities.

There is one Education Advisor post as part of the Strule Go-Live Project.

The role of the Strule Shared Education Adviser is to provide professional advice and guidance on all educational aspects throughout the development of the programme including advising on educational considerations related to school design.

The Education Advisor duties will be to work with participating schools and educational authorities to:

- Develop and embed a Strule shared education ethos;
- Develop a shared education model for Strule that aligns with the vision for SSEC and relevant departmental policies;
- Progress the development of a shared and collaborative curriculum strategy at all key stages for the campus;
- Develop and maximise the shared education potential of the campus through engagement with participating schools and other education bodies including Omagh ALC and the Further Education College;
- Support the delivery of the relevant Strule benefits;
- Establish professional learning communities for staff, and facilitate continuous professional development, to build capacity and share effective practice within the campus and across the wider Omagh ALC;
- Develop inclusive facilities and arrangements for pupils with special educational needs.
- Develop plans to enable smooth migration of the pupils and staff to the Campus.

Main objectives of the opportunity

- Progressively expand Shared Education experiences for pupils for three academic years prior to Campus go-live.
- A Year 1 curriculum and timetable, for the Campus, including the use of all shared areas.
- A Year 1 extra-curricular timetable.
- Plans for the progressive 10-year expansion of Shared Education delivery post go-live (both curricular and extra-curricular).
- An agreed statement on ethos and identity.

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- A high-quality Teacher Professional Learning (TPL) programme.
- An updated ICT Strategy (jointly with the Campus Construction Project).
- A baseline assessment completed of Shared Education delivery 1 year prior to go-live.
- Detailed plans for monitoring and evaluation for 10 years post go-live.
- A Campus Operating Agreement including policies, processes and procedures as required.
- A programme of community engagement events.
- Arrangements to facilitate integration and inclusion of pupils with special educational needs, including working with the Campus Construction Project to plan for and deliver bespoke accommodation required.
- A Migration Strategy and Plan.

3. Skills requirements

What qualities, skills and experience is required from the individual

Essential Criteria (Please List)

- A degree or postgraduate qualification in a relevant area (for example, education, community relations or business administration);
- Experience in supporting school improvement and/or curriculum development in an either within a school or across a number of schools;
- Experience in leading and managing the successful completion of a curriculum development and/or school improvement project involving school to school collaboration;
- Knowledge of the Northern Ireland Curriculum and the Department of Education's Entitlement Framework and the Shared Education Strategy.

Desirable Criteria (Please List)

- Be a qualified teacher as recognised by GTCNI;
- Knowledge and experience of working with Area Learning Communities;
- Experience of liaison with a range of statutory and voluntary agencies;
- Experience of managing/delivering a shared education project;
- Experience in curriculum design.

Knowledge

- Northern Ireland Curriculum (post primary) including the Entitlement Framework;
- Current educational developments;
- School improvement and curriculum development;
- Shared Education Framework;
- Science, technology, engineering, arts and mathematics (STEAM) provision;
- The school / further education and training interface;
- Special school provision (aged 3 – 19).

Skills

- Lead, motivate, manage, challenge and enthuse others;
- Develop good relationships at all levels and promote a collaborative and team approach;

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- Lead strategically in order to achieve outcomes;
- Provide expertise and sound analysis to ensure balanced decision making;
- Lead and manage change;
- Communicate effectively at all levels on high profile and complex issues;
- Exercise initiative, work autonomously, plan work programmes, keep appropriate records and meet specific deadlines.

4. Personnel: Please state below

Who will the individual report to?

The Strule Go-Live Project Manager.

Who will be the individual's line manager and/or reporting officer?

The Strule Go-Live Project Manager

5. Transfer of learning

Please give details of how the Opportunity will benefit your organisation, the individual and their organisation.

The opportunity will benefit the Strule programme by bringing in expertise, knowledge and skills to help the Strule schools to develop a successful shared education model, including a shared education ethos, a curriculum strategy to maximise the shared education potential of the campus to the benefit of pupils, staff and the wider Omagh community.

The individual will greatly increase their knowledge and skill set through involvement in this innovative programme. They will then be able to apply those skills within their own organisation thereby improving shared education delivery.

6. Logistics

Please provide details of the likely start date, duration, location, form of transport required, resources (i.e.; desk, PC, etc.) and funding arrangements for the opportunity.

Start Date: from January 2025

Duration: At least three years with the possibility of an extension

Location: The post holder will be based in Rathgael House, Bangor or Omagh (location to be confirmed with successful applicant) and will be required to work and meet in Omagh regularly. Hybrid working will apply.

Applicants must have access to their own transport.

NI INTERCHANGE SCHEME

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Resources: A laptop and monitor and access to a desk will be provided.

Funding: The posts are funded by the Strule programme. Applicants will continue to be paid their current salary. NICS travel and subsistence rates will apply.

Further information: A copy of the full job description and further information can be obtained from [REDACTED], [REDACTED]. Tel: [REDACTED]
[REDACTED]

Closing Date: *Applications must be submitted by **5.00pm on Friday 22 November 2024** to:

For staff from all other Partner organisations: interchangesecretariat@finance-ni.gov.uk

*This opportunity is not open to NICS staff

7. Endorsement

Interchange Manager

Signed:

[REDACTED]

Date:

31 October 2024