

## DYSLEXIA ASSOCIATION OF SINGAPORE LIMITED

### ORGANISATION PROFILE

Join a rapidly growing organisation that has over 300 full-time and flexi scheme employees, and operates from 14 centres and other locations in Singapore!

The Dyslexia Association of Singapore Limited (DAS) provides a continuum of services for children with dyslexia, their parents, mainstream teachers and other professionals in the field of dyslexia in Singapore.

### JOB DESCRIPTION

Position	Educational Therapist (Chinese) – Flexi Scheme
Division/Branch	Chinese Programme, SES Division

We are looking for individuals with a passion in teaching Chinese but are not able to commit to a full time job. Candidates must be able to commit to a minimum of 8 teaching hours per week, and respond at short notice to cover classes at the different DAS learning centres. They must be able to commit to this arrangement for a minimum of two years. All candidates must be registered with the Ministry of Education (MOE) before they can start teaching at the DAS.

#### Programmes under the DAS

Children with dyslexia, once assessed by DAS Specialist Psychologists from the SpLD Assessment Services division, are referred to the Main Literacy Programme (MLP) under our English Language and Literacy (ELL) division. Many children are also referred to DAS by psychologists from MOE, hospitals and private practice. These children attend classes in MOE schools and come to the DAS for additional support after school hours. Students normally come to the 14 DAS learning centres for two hours a week during the regular school term. DAS classes are kept to an average of four students to ensure individual attention can be provided. Our educational therapy is based on the Orton-Gillingham approach and covers a range of literacy skills including phonics, which enables children with dyslexia to learn better and become independent learners. DAS Educational Therapists also meet up regularly with learners' parents to give feedback, advice and encouragement.

Over the years, we have received many requests from parents to provide support in the Chinese Language as well. While some research and remediation programmes have been ongoing in China, Hong Kong and Taiwan, Singapore's unique multilingual environment and learning of Chinese as a second language require differentiation as the challenges that children with dyslexia face in Singapore are different.

The DAS Chinese Team has piloted research in this area in 2009 and kickstarted the Chinese programme for children with dyslexia in Singapore in 2013. The programme, under the Specialised Educational Services (SES) division currently has an enrolment of more than 300 students and has supported more than 500 students over the years.

#### The duties and responsibilities of a DAS Educational Therapist (Chinese) includes

- Providing intervention in the Chinese language in a small group setting
- Participating in research to evaluate the effectiveness of the programme
- Undergoing continued training to enhance teaching practices and receive other relevant training as required
- Responding to relief teaching needs where necessary.

## TRAINING PROVIDED

The DAS places great emphasis on providing a professional service. To help Educational Therapists (Chinese) on the flexi scheme (Flexi Chinese EdTs) develop in their professional practice, they **will need to** attend the Certificate in Dyslexia Studies and the Specialist Diploma in Educational Therapy (Chinese Support). There will also be ongoing training in your time with the DAS.

The DAS will fully sponsor the course fees for the training. In view of the sponsorship, there is a 2-year minimum service period (MSP).

While the DAS is invested in providing training and support, Flexi Chinese EdTs are expected to invest their personal time for the training and other matters such as attending lectures, completing the necessary course work and preparing lesson plans for the classes they are teaching.

## MINIMUM SERVICE PERIOD

In view of the full sponsorship by the DAS for the training course fees, there is a 2-year minimum service period (MSP) that the Educational Therapists (Chinese) on the flexi scheme (Flexi Chinese EdTs) have to serve. The MSP will start from the date of the first teaching class.

Compensation to the DAS is payable should the Flexi Chinese EdT not fulfil the MSP obligations.

During this 2-year MSP, Flexi Chinese EdTs are expected to fulfil 640 teaching hours (at a minimum of 8 hours per week).

## COMPETENCIES

### Personal Competencies (Core) :

- Positive learning attitude
- Great drive and initiative
- Passionate in working with children of all ages

### Technical Competencies (Skills) :

- Microsoft Office

## REQUIREMENTS

### Education:

- Degree from a recognised university, in any discipline.

### Experience:

- Experience in teaching the Chinese subject in MOE schools and/or other relevant qualifications will be an advantage.
- Familiarity with the MOE Chinese Curriculum is preferred.

### Other Skills & Knowledge:

- Proficient in both English and Chinese languages.
- Willing to be part of a team that carries out research, develops and delivers the Chinese programme for the DAS.
- Ability to work flexible hours including weekday evenings and weekends.

## WORKING HOURS

Flexi Chinese EdTs are expected to conduct their classes on weekday evenings up to 9 pm, and on Saturdays and Sundays during MOE school terms. They are expected to teach a minimum of eight (8) hours a week.

They may also be called upon to respond at short notice to cover classes at the different DAS learning centres.

## WORK VENUE

Flexi Chinese EdTs must be willing to travel to different DAS learning centres throughout Singapore. They must expect to work from any of our 14 learning centres in Ang Mo Kio, Bedok, **Bishan**, Chinatown, **Chua Chu Kang**, **Jurong Point**, **Parkway Parade**, **Queenstown**, **Rex**, **Sengkang**, **Serangoon**, **Tampines**, Woodlands and Yishun. (The learning centres in bold provides the Chinese Programme.)

## SALARY AND BENEFITS

Successful candidates will be paid between S\$45 to S\$55 per hour depending on relevant qualifications and teaching experience. These rates are for teaching hours only, and hours for lesson preparation and training will not be paid.

Flexi Chinese EdTs who teach on weeknights and Sundays will receive an allowance per teaching hour.

Other benefits include medical coverage for outpatient treatment, pro-rated leave entitlement for sick leave, maternity and childcare leave (subject to meeting prevailing eligibility criteria) and variable bonus.

Flexi Chinese EdTs will enjoy a 50% discount to attend fee-charging DAS activities including DAS Academy workshops and courses, DAS conferences etc, where deemed relevant by the organisation.

## REGISTRATION WITH THE REGISTER OF EDUCATIONAL THERAPIST (ASIA) [RETA]

The DAS has initiated the setting up of a Register of trained and experienced professional tutors and therapists who specialise in supporting individuals with dyslexia and/or related specific learning difficulties. The Register is guided by a steering committee which comprises senior DAS staff and individuals working in the private practice and other educational bodies. The Register will provide public recognition of professional training and competence for members. DAS Educational Therapists will have the opportunity to sign up with RETA (<http://www.reta.sg/>) once they have attained the necessary training and experience.

## APPLICATION DETAILS

All interested applicants are to submit the following as part of their application

1. DAS Employment Application Form, duly completed (form can be downloaded from the Careers page of our website)
2. Resume

Email the above submissions to [jobs@das.org.sg](mailto:jobs@das.org.sg) by **20 March 2022**.

**Only complete applications (with the above 2 items) will be considered.**

Only shortlisted candidates will be contacted.

**All shortlisted candidates are required to attend a Preview Session (date to be advised).**

Selected candidates must be able to attend the initial training commencing **20 June 2022**.