

*Ready Reference*

# European Glossary on Education

Volume 3

Teaching Staff





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Volume 3

## **Teaching Staff**

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The Information Network on Education in Europe

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**EURYDICE**  
European Unit  
Avenue Louise 240  
B-1050 Brussels

Tel. (32-2) 600.53.53  
Fax (32-2) 600.53.63  
Internet: <http://www.eurydice.org>  
E-mail: [info@eurydice.org](mailto:info@eurydice.org)

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# Foreword

Every education system uses its own specific terminology to describe the characteristics of its organisation and operation. In trying to understand and make reliable comparisons of how the various education systems in Europe really work, we are often confronted with questions of terminology. The development of precise ‘markers’ for reference purposes is thus absolutely essential for better mutual understanding and quality co-operation between European countries.

In order to cater for this need, the Eurydice Network has in the last few years launched a new publications series entitled the *European Glossary on Education*. The first volume dealing with ‘examinations, qualifications and titles’ was published in 1999, while the second, published in 2000, is devoted to ‘educational institutions’.

Bearing in mind the prominence of teaching staff in education systems and the wide variety of situations with which they are associated at European level, the Eurydice Network has decided to devote this third *Glossary* to them. In addition to the 29 European countries covered in the second volume (the 15 Member States of the European Union, the 3 EFTA/EEA countries and the 11 pre-accession countries), the present volume also includes Malta.

The book provides detailed coverage of the terminology used at national level to refer to teaching staff. It includes those terms that are officially adopted or widespread and specific to a particular national education system. Readers will thus be able to conveniently locate the definitions of frequently employed terms and gain a better understanding of the position of teachers as far as their training, their recruitment, their status, their assessment or their promotion are concerned. The material used to compile the volume was taken initially from the annually updated dossiers on national education systems prepared by the Eurydice National Units for the Eurybase database, as well as from other publications produced by the Network.

A guide to use of the *Glossary* is included by way of introduction. It contains all relevant definitions and outlines the different aspects covered in the explanatory note on each term.

Preparation of the fourth volume of the *Glossary* to be published in 2002 is already in hand. It will contain all terms used to designate staff who are involved in management, evaluation and guidance in education.

The Eurydice European Unit is very grateful to all National Units in the Network for their invaluable contributions to the content of this publication, not to mention its quality and reliability. However, the European Unit remains entirely responsible for its presentation, drafting and editorial style.

By making this *Glossary* available to all who attempt to compare, understand or translate terms specific to the field of education, the Eurydice Network hopes to make a further contribution to the greater transparency of education systems in Europe.

Luce Pépin  
Head of the Eurydice European Unit  
November 2001



# Introduction

Educational staff can be divided into **three main categories** according to their responsibilities in the education system:

- 1) staff **directly** responsible for teaching activities/instruction:
  - a. teachers/instructors;
  - b. teaching assistants/auxiliary teaching staff;
- 2) staff intervening **indirectly** in the teaching process:
  - a. staff responsible for managing and directing institutions and/or teaching (heads of institutions for example);
  - b. staff responsible for the quality control of teaching (inspectors for example);
  - c. staff providing guidance and teaching/learning support (advisers, *professeurs de remédiation* for example);
- 3) staff who work in **administration** (secretaries, bookkeeping, etc.), in **welfare** and **healthcare** (health centres, school medicine, etc.), or who are responsible for **logistical and supervisory support** (photocopying services, supervisors, etc.), or the **maintenance and operation of an institution** (catering, transport, etc.).

This third volume of the *European Glossary on Education* covers nearly **600** national terms used during the 2000/01 academic year to refer to persons in the **first category**, namely **teaching staff**. The other two categories are not included in the present publication even if they perform certain teaching duties. Staff who are concerned with the management of schools and institutions, or responsible for the quality of teaching or for assistance with guidance, will be the subject of Volume 4 due for publication at the end of 2002. The present book thus solely includes terms used to designate **persons** whose professional occupation consists in stimulating and supervising the activity of pupils and students, and ensuring that they learn knowledge and skills in educational and training institutions within the education system.

For the purposes of this glossary, the term ‘teaching staff’ covers all qualified staff **directly responsible for class teaching/instruction** at all levels of education (corresponding to the 1997 ISCED classification) and types of education and training (general, vocational, technical, special, etc.).

The terms included correspond solely to the designation of the staff responsible for the foregoing tasks, irrespective of the qualification or kind of degree they possess.

This category includes:

- generalist and specialist teachers, instructors;
- teaching staff responsible for adult education;
- academic staff responsible for teaching;
- assistant and auxiliary teaching staff and academic assistants.

All categories of staff involved in the organisation of extra-curricular activity, boarding schools, youth services, recreational centres, etc. are not covered in the present volume.



Since staff involved in pre-primary education (corresponding to ISCED level 0) may belong to various occupational categories, the glossary includes only those whose responsibilities are not limited to the care and physical well-being of children, but extend also to the organisation and supervision of educational activities.

Library staff are included in this volume solely if, in addition to their administrative responsibilities and their assistance to pupils/students in using library facilities, they are also expected to support the process of learning (by organising educational activity, contributing to lessons in reading, etc.) or by teaching specific subjects (such as information technology, etc.).

Specialist teachers/assistants in education for children with special educational needs are included.

Qualified staff working in adult education are included in so far as the content of programmes and the qualifications awarded to adults are analogous to those intended for young pupils or students.

Among staff at the level of tertiary education, only academic staff and assistants with teaching duties, or who assist with teaching, are included. Staff engaged exclusively in research are excluded.

Staff in charge of the initial and in-service training of teachers are also included.

Professionals or artists who are specialists from trade or occupational associations and employed as trainers responsible for practical work and/or training periods outside or within the education institution (in the context of vocational training or schools for the arts) are excluded (e.g. *maîtres de stage*).

Specific terms designating **promotion posts within the ‘teaching staff’** category itself are included.

Only staff working in the **public** and **grant-aided private sectors** of education are considered.

In countries with decentralised systems of education, the terminology used to designate various categories of teaching staff may vary. In the case of some countries, therefore, the list of terms given in this glossary is not necessarily exhaustive.

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In order to provide easy access for a very wide range of readers, the terms relating to teaching staff are presented in two sections.

In the **first section**, the reader will find **all** the terms listed in alphabetical order for **all** countries and educational levels. Only the main terms, standard abbreviations and synonyms are included in the alphabetical list. Besides the explanatory note on the term, the information given for each entry includes a country reference, the most common grammatical forms of the basic term, and the level of education concerned.

The **second section comprises summary tables**. These are presented by country. The terms of the category in question are classified by level of education in accordance with the UNESCO International Standard Classification of Education (ISCED 97), with the exception of staff responsible for adult education, who are referred to with no distinction between the levels of education concerned. The countries are presented in the order used by the European Union. Only the generic terms are included in the national tables. The abbreviations and synonyms are shown in brackets. Certain details of specific characteristics are shown below the summary tables where this is likely to contribute to a better understanding of circumstances in the country concerned.

The advantage of this dual structure is that it offers different routes of access to information. Readers who know a term but not its meaning can search in the alphabetical list to find the references of the country, the explanatory note and grammatical variants. Readers who are seeking all the terms used to refer to teaching staff in a particular country should consult the national summary table in the second section, and then consult the alphabetical list for a definition of each term.

For each country, a diagram illustrating the stages and structure of the education system is presented along with the relevant national table, with the aim of helping readers to understand the system and its structure more fully.



# User's guide

## • Main terms in the original language

Terms appear in the nominative singular form, in the official language of the country. When the term varies depending on gender, both forms are shown, the masculine form first (e.g. *Lehrer/in, instituteur/trice*). Greek and Bulgarian terms are transliterated into the Roman alphabet, with the term in the Greek or Cyrillic alphabet in brackets.

The fields of specialisation are not shown. For example, *agrégé de l'enseignement secondaire supérieur* (qualified teacher at upper secondary level) in Belgium is included as a generic term, but not *agrégé en physique, agrégé en mathématiques*, etc. However, given that in most countries the generic terms employed for teachers who have specialised in one or several subjects are often followed or preceded by the names of the one or more subjects concerned (as, for example, in 'teacher' of mathematics or foreign languages 'teacher', etc.), the symbol (+) placed after the generic term is used to indicate that this longer designation is possible. For example, in the case of Belgium, the generic term *agrégé de l'enseignement secondaire supérieur* (+) means that the teacher in question may be called *agrégé en mathématiques, agrégé en histoire*, etc.

Where an academic title derived from a particular formal qualification is used to refer to a teaching responsibility, the term is included (as in the case of *régent, professeur des écoles*, but not *doktor, magister*, etc.).

Common or conventional designations have been included if they are widely used and known, or if they may appear in texts on education in the country.

Reference is made to terms formerly used to describe teaching staff only if they are still to be found in national documents on education. Similarly, new terms used with effect from the 2001/02 school year are included.

The same term may be used with different meanings in several countries. Readers should, therefore, always check that the definition corresponds to the country for which they require information. The name of the country is always indicated below the term.

When a single term is used to designate staff in different categories, a single entry is given, but the explanatory note specifies the various responsibilities and meanings covered by the term.

Common abbreviations and synonyms are entered separately, with cross-references to the unabbreviated terms in the explanatory notes.

## • Grammatical variants

This heading covers the grammatical variants of each term (declined and plural forms, with the exception of those in English and French which involve only the addition of – 's'), indicating the main forms that the term may take in a text. These grammatical variants make it possible to find entries and the definition of a term even if the spelling is not identical with that of the generic term. In the case of abbreviations, the grammatical variants are not given.

In languages which use a large number of different grammatical forms, such as Finnish, Hungarian or the Slavic languages, only the root of the word is indicated and is marked with an asterisk (\*), so that the reader will recognise the unchanging part of the word. One or two examples of the main declined forms will be given.

## • Levels of education

Most teaching staff work at a specific level of education and may be classified accordingly. However, some staff are involved at several levels (for example, the *Lehrer/in für sonderpädagogische Lehrämter* works at primary and secondary levels). In this case, the various levels are indicated. When the category

of staff concerned work essentially at a single level, only this level is indicated.

The definitions of each level comply with the criteria used in the UNESCO International Standard Classification of Education (ISCED 1997) and are indicated below. For more information on ISCED 97, readers should consult the official website:

[http://unesco-stat.unesco.org/en/act/act\\_p/isced.html](http://unesco-stat.unesco.org/en/act/act_p/isced.html)

- **Pre-primary education (ISCED 0)** generally begins at the age of 3 and lasts between 2 and 3 years, depending on the age at which primary education starts. This level is defined as the first phase of organised instruction (for which staff are required to have a recognised teaching qualification or other specialised educational qualification).
- **Primary education (ISCED 1)** generally begins between the ages of 5 and 7 and lasts 4 to 6 years.
- **Lower secondary education (ISCED 2)** usually consists of 3 to 4 years of schooling after the primary phase. Education is usually general, but in some countries technical or vocational courses are offered at this level. It may prepare pupils either for direct entry to adult working life or for entry into upper secondary education.

In countries where compulsory education is provided in a **single structure** without a transition between the primary and lower secondary levels, the two ISCED levels concerned are cited for terms relating to educational staff working within the single structure.

- **Upper secondary education (ISCED 3)** usually comprises 2 to 5 years of schooling with basic courses and more subject-oriented programmes. This level is often subdivided into general, technical and vocational streams. Admission normally requires the completion of lower secondary education. Upper secondary education may either be terminal (preparing the students for direct

entry into working life), or transitional (preparing for entry into tertiary education).

- **Post-secondary education (ISCED 4)** comprises education or training courses provided between upper secondary and tertiary education. In the national context, the content of these courses is not considered as being of tertiary education level and an upper secondary qualification is not always required for admission. Post-secondary education courses are more advanced and more specialised than secondary education courses. They are often of a technical or vocational nature and generally last between 6 months and 2 to 3 years.
- **Tertiary education (ISCED 5 and 6)** comprises courses at non-university, university or postgraduate level. Admission normally requires at least the satisfactory completion of upper secondary education.

When a specific term denotes a person responsible solely for adult education or training, this is stated in the explanatory note, but the levels of education indicated cover ISCED 1 to 5.

#### • Explanatory notes

The explanatory notes provide a definition of the term used to refer to **each category of teaching staff concerned** with a brief description of its main characteristics. Some specific terms, which are needed to understand the context fully, have been kept in the original language, for example the names of certain qualifications, stages of education or institutions. Readers can refer to Volumes 1 and 2 of the *European Glossary on Education* for fuller details of the names and characteristics of qualifications and education institutions. Terms in italics relating to staff responsible for management and evaluation will be listed in Volume 4 to be published in 2002.

All cross-references to other terms explained in the glossary are marked by an arrow (►) followed by the name of the term in question.

## DEFINITIONS AND DIMENSIONS

Each explanatory note covers the following information:

- ◆ **type of education** (general, technical, vocational, artistic, special) and **notional age ranges of pupils**: shown in notes relating to staff at ISCED levels 0-4; only the notional age at which studies begin is specified in the case of ISCED levels 5-6;
  - ◆ **initial training**: selective entry and qualification required to enter training, level of programmes (post-secondary, non-university, university), duration of training and any remuneration of trainees at a given point in their training; if several possible forms of training exist, the most widespread is indicated; the content and subjects of the curriculum are not given; if, in the case of ISCED levels 5 and 6, no specific training is provided to supplement the highest qualification required for appointment to a post, only the name of that qualification is referred to;
  - ◆ **specialisation**: generalist (responsible for teaching all subjects), subject specialist or semi-specialist teacher (teaching one or more subjects), or teacher specialised in teaching children with special educational needs;
  - ◆ **qualification obtained** on completing training (the name of the qualification is given in the original language);
  - ◆ **recruitment procedure(s)**: to simplify the explanatory notes, two possibilities have been considered in relation to selection and recruitment procedures:
    - 1) **recruitment/selection at national/regional level** (by competitive examination, or from lists of eligible candidates);
    - 2) **open recruitment procedure** – selection organised and the decision taken by the local authority/school/school head. In such instances, the authority responsible is indicated. This method of recruitment includes selection based on CVs, qualifications, experience, interview, public advertisement, etc.;
  - ◆ **main responsibilities**: responsibility for teaching or teaching assistance, and/or other special tasks (for example, management, research at tertiary level, etc.);
  - ◆ **type of contract and legal status**: permanent civil servants, employment on a contractual basis, etc.;
  - ◆ **appointment**: person/authority responsible for appointment;
  - ◆ **employer**: person/authority (central government, regional, local authority, etc.) responsible for payment of the salary;
  - ◆ **authority responsible for evaluation**: only persons/bodies responsible for evaluating these staff at the level of the institution or of higher authorities are specified (e.g. inspector, head of institution, *Provincial State Office*);
  - ◆ **possibility of promotion within the 'teachers' category**: this relates solely to the promotion of those who are indeed teachers and have not moved into another occupational category, as the result of evaluation, training and/or specific qualifications acquired during their career. Career advancement linked solely to automatic progression on a seniority scale is not considered (except for tertiary education). The possibility of promotion is indicated in the explanatory note by a cross-reference (►) to the one or more new terms designating teachers who have been promoted.
- Agreements relating to the recognition and equivalence of diplomas between the European Union and EFTA/EEA countries are not referred to in the explanatory note.

## Sample explanatory note

### Professeur des écoles

**Country:** France

**Level:** Pre-primary/primary

**Explanatory note:** Teacher in an *école maternelle* or *école élémentaire* attended by pupils aged from 2 to 6 and 6 to 11, respectively. A first degree (*licence* or its equivalent) is required to register for the competitive examination for this position, which candidates can prepare for in an *institut universitaire de formation des maîtres* (IUFM, or university teacher training institute). Those who perform successfully in the examination, which is organised at regional level by the *académies* (geographically decentralised departments of the Ministry of Education), are appointed as trainee teachers and move on to the second year of the IUFM where they receive one year of remunerated multidisciplinary training as generalists. On satisfactory completion of their course, trainees considered qualified to teach are awarded the *certificat d'aptitude au professorat des écoles* (CAPE) and secure tenured appointment. They are assigned to a school by the *recteur d'académie* (head of the *académie* concerned), where they are state employees with civil servant status. The *inspecteur de l'éducation nationale* (IEN) is responsible for evaluating them. Teachers who hold the CAPSAIS (*certificat d'aptitude aux actions pédagogiques spécialisées d'adaptation et d'intégration scolaire*) may also teach in schools for children with special educational needs and in the *sections d'enseignement général et professionnel adaptés* (SEGPA, or sections for 'adapted' general and vocational education) of *collèges*. Former designation: ► *Instituteur/trice*.

The explanatory note describing **terms used to designate promotion posts** within the 'teachers' category contains the following information:

- ◆ reference to the term designating a teacher prior to promotion with a cross-reference (►) to the term;
- ◆ specific training and/or evaluation necessary for promotion;
- ◆ body/decision-making level that grants promotion;
- ◆ new conditions of service: changes linked to the promotion are indicated, such as a change in salary, status or working time, or the assumption of new responsibilities in addition to teaching (such as those of an adviser within the school, management tasks, etc.).

## **Part I — Glossary**







### Adiunkt

**Country:** Poland

**Grammatical variants:** Adiunkci, adiunkt\*

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions normally enrolling students from the age of 19. The academic degree of *doktor habilitowany* or *doktor*, or its equivalent, is required for appointment. Besides teaching, these staff are responsible for carrying out academic research, upgrading their own professional skills and assisting with organisational tasks in the tertiary institution concerned. Teachers are appointed by the head (*rektor*) of the institution in accordance with open recruitment procedures established by it, and are employed by it on a permanent basis. Those with the degree of *doktor* are obliged to obtain the degree of *doktor habilitowany* within 9 years following their appointment as *adiunkt*. Teachers are evaluated every 4 years, or at the request of their head of department (*dziekan*). The criteria and procedures for appraisal are defined in the statutes of the tertiary education institution concerned. General term: *Nauczyciel akademicki*.

### Adjunkt

**Country:** Denmark

**Grammatical variants:** Adjunkten, adjunker, adjunkterne

**Level:** Upper secondary/tertiary

**Explanatory note:**

- Title of a ► *Gymnasielærer* in the first years of permanent employment following graduation.

- Teacher at non-university tertiary education institutions normally enrolling students from the age of 19. Satisfactory performance in the *candidatus* examination is required for appointment which is normally for 2 years at a time (but for no more than three 2-year periods), and involves teaching responsibilities only. Subject to satisfactory completion of a *lektorbedømmelse* (assessment), teachers may be appointed to the post of ► *Lektor*.
- Teacher at universities normally enrolling students from the age of 19. The degree of Ph.D. or its equivalent is required for permanent appointment. In addition to teaching (including examination duties), these staff have research responsibilities. In their initial period of employment, they are given teaching assignments and associated supervisory responsibilities, so that a *lektor* or ► *Professor* can make a final written assessment of their teaching qualifications. Teachers in this category are appointed for a 3-year period and may themselves be promoted to the posts of *lektor* or *professor*.

At tertiary level, *adjunkter* are appointed by their institution in accordance with an open recruitment procedure and employed by it on a group contract basis. They are subject to no individual formal assessment procedures.

### Adjunkt

**Country:** Sweden

**Grammatical variants:** Adjunkter

**Level:** Tertiary

**Explanatory note:** Teacher at a university or university college normally enrolling students from the age of 19, whose responsibilities are divided between teaching, research and administration to an extent that depends on the individual institution concerned. Candidates for this post should have an undergraduate degree (*grundläggande*), as well as demonstrable teaching skills. They are recruited by the institution concerned in accordance with an open recruitment procedure, and appointed by the vice-chancellor (*rektor*), who may delegate this responsibility to another staff member. In public-sector universities and university colleges, they are employed by the State on a permanent basis or, in some cases of initial employment, for a limited period. For information on evaluation, see ► *Professor*.

## Aðjúnkt

**Country:** Iceland

**Grammatical variants:** Aðjúnktar

**Level:** Tertiary

**Explanatory note:** Permanently employed part-time teacher at *háskóli* normally enrolling students from the age of 20. A *meistaragráða* degree or its equivalent is usually the minimum requirement for appointment. In most cases, these staff have teaching responsibilities only. They may apply for promotion to the post of ► *Lektor*, in which case the conditions governing application vary with the institution concerned. *Aðjúnktar* are appointed by the dean of the faculty (*deildarforseti*), and are state employees with civil servant status. Posts do not normally have to be advertised, although this is required under certain circumstances. In the private sector, these teachers are employed by the institution. Each institution has to have a system for evaluating its work, and students evaluate teachers as does the department/division to which they belong. Common term: *Háskólakennari*.

## Adjunkt (+)

**Country:** Norway

**Grammatical variants:** Adjunkten, adjunkt\*

**Level:** Primary/lower/upper secondary/post-secondary

**Explanatory note:** Teacher at *grunnskole* (enrolling pupils aged between 6 and 16) and at *videregående skole* (pupils aged between 16 and 19/20), who is trained as a subject specialist (generally in two or three subjects) at university or university colleges (*høgskole*). The upper secondary school certificate (*vitnemål fra videregående skole*) is necessary to embark on training. These teachers also work in special education institutions. Training consists of 4 years of general training leading to a general university or *høgskole* degree (for example *candidatus/ta mag./agric./pharm./odont.* etc.). In addition, students have to undertake a one-year programme in educational theory and practice. Training for *adjunkt* at the second stage of *grunnskole* can also be organised as a four-year *høgskole* course containing both a theoretical and practical part. Teachers at *grunnskole* are appointed and employed by the municipalities in accordance with an open recruitment procedure. At upper secondary schools, teachers are employed and appointed by the counties. For information on status and evaluation, see ► *Førskolelærer*.

## Advanced skills teacher

**Country:** United Kingdom (E/W)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Promotion post for all teachers working as a ► *Classroom teacher* (generalist or specialist) at a (pre-primary) *nursery school*, primary or secondary school (for ages 3-5, 4/5-11 and 11-16/18, respectively). This is a new grade of teacher introduced to provide career advancement for excellent *classroom teachers* who prefer to remain classroom practitioners rather than progress to management posts. Their main responsibility is class teaching, but they also have additional responsibilities which involve sharing good practice with other teachers and supporting wider professional development. Posts in the *advanced skills teacher* (AST) category are created by individual school governing bodies, and candidates must have reached point 9 on the

*classroom teachers'* pay scale and passed a national AST assessment procedure conducted by external assessors. Reassessment is needed after 5 years in an AST post or for a teacher applying for one after a period out of the grade. For initial training, qualifications, appointment, employer, status and evaluation, see *classroom teacher*. Abbreviation: AST.

### Agrégé/e de l'enseignement secondaire inférieur (+)

**Country:** Belgium (French Community)

**Level:** Lower/upper secondary

**Explanatory note:** Teacher for the first three years of transitional secondary education (pupils aged from 12 to 15), the first two stages (*degrés*) of the qualification stream of secondary education (pupils aged from 12 to 16), or the third stage of vocational education, depending on the area of specialisation. Teachers in this category are trained as specialists in a particular subject area in the *institut pédagogique* (pedagogical institute) of a *Haute École*. The *certificat d'enseignement secondaire supérieur* (CESS) is required to embark on training which lasts 3 years ('short' tertiary education). In its entirety, the course consists of general and vocational training combined with periods involving placements and leads to the diploma of *agrégé/e de l'enseignement secondaire inférieur* (AESI). The title of *agrégé de l'enseignement secondaire* is required to become *maître spécial* of foreign languages or physical education in primary education. For information on appointment, employer, status and evaluation, see ► *Instituteur/trice maternel/le*. Synonym: *Régent/e* (+).

### Agrégé/e de l'enseignement secondaire supérieur (+)

**Country:** Belgium (French Community)

**Level:** Lower/upper secondary/post-secondary

**Explanatory note:** Teacher at upper secondary schools for pupils aged from 15 to 18, who has been trained as a specialist. Training is provided mainly in university faculties, as well as in a few *Hautes Écoles* offering 'long' tertiary education courses (in business studies, economic and social

sciences, artistic and technical fields, etc.). Teachers in this category may also work in the first years of secondary education, in the qualification streams, and in non-university tertiary education. They have first to obtain the degree of *licence* (involving 4 or 5 years of university studies) which testifies to their academic training in a specific field, and then the diploma of *agrégé de l'enseignement secondaire supérieur* (AESS), which qualifies them to teach. There is no specified period in which this diploma has to be obtained. For information on appointment, employer, status and evaluation, see ► *Instituteur/trice maternel/le*.

### Aineenopettaja (+)

**Country:** Finland

**Grammatical variants:** Aineenopettajat, aineenopettaj\*

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher in *perusopetus, lukio* (for ages 7-16 and 16-19 respectively) and in adult education and training, who is a university-trained specialist. The *yliopilastutkintotodistus* diploma is required for admission to the practical and theoretical training which consists of a 5- to 6-year academic course leading to the diploma of *maisterintutkinto*. These teachers are appointed by the local authority on the basis of an open recruitment procedure. For information on recruitment, appointment, employer, status and evaluation, see ► *Luokanopettaja* (+). Swedish term: *Ämneslärare*.

### Akademielehrer/in

**Country:** Austria

**Grammatical variants:**

Akademielehrer/innen\*

**Level:** Tertiary

**Explanatory note:** Teacher at non-university tertiary education institutions (*Pädagogische Akademie, Berufspädagogische Akademie, Religionspädagogische Akademie*) normally enrolling students from the age of 18. To work in the theory and/or practice of teaching, these staff have to hold a second teaching diploma *Lehramtsprüfung*, have a minimum of 4 years' teaching experience in

compulsory education in the respective field, and have published work on subjects with which their teaching is concerned. To teach education, psychology, social science or another subject within the training of lower secondary school teachers, they have to hold a doctorate, have a minimum of 4 years' teaching experience in compulsory education, and they have to have published work on subjects with which their teaching is concerned. These teachers are appointed and employed by the Austrian Federal Ministry of Education, Science and Culture which is responsible for teacher recruitment at the *Akademien* (there is no competitive examination). If they are not already civil servants, *Akademielehrer/innen* first get a (fixed-term or permanent) contract and, after a period of 4 to 10 years, may become civil servants. Responsibility for evaluation is shared by the teachers themselves, the head of department (*Abteilungsleiter/in*), the head of academy (*Akademiedirektor/in*), and the responsible *Fachabteilung* of the national education authority (Austrian Federal Ministry of Education, Science and Culture).

### Allmennlærer

**Country:** Norway

**Grammatical variants:** Allmennlæreren, -lærer\*

**Level:** Primary/lower secondary

**Explanatory note:** Teacher at *grunnskole* (pupils aged between 6 and 16), including special education institutions, who is trained as a generalist mainly at university colleges (*høgskole*) which specialise in teacher training. The upper secondary school certificate (*vitnemål fra videregående skole*) is necessary to embark on training. Training lasts 4 years and contains both a theoretical and practical part. Successful training leads to the award of a certificate of general teacher education (*allmennlærervitnemål*). For information on appointment, employer, evaluation and status, see ► *Førskolelærer*.

### Amanuensis

**Country:** Norway

**Grammatical variants:** Amanuensen, amanuens\*

**Level:** Tertiary

**Explanatory note:** Old term for ► *Universitetslektor*.

### Ammatillisten opintojen opettaja

**Country:** Finland

**Grammatical variants:** Ammatillisten opintojen opettajat, ammatillisten opintojen opettaj\*

**Level:** Upper secondary

**Explanatory note:** Teacher at *ammattillinen oppilaitos* for students aged between 16 and 19 and for adult students, and in adult education and training. (S)he is trained as a vocational subject specialist at *ammattillinen opettajakorkeakoulu*. The *ylioppilastutkintotodistus* diploma is required for admission to the practical and theoretical training which consists of a 3½- to 4½-year academic course leading to the diploma of *maisterintutkinto* or *ammattikorkeakoulututkinto*. These teachers are appointed in accordance with an open recruitment procedure which requires 3 years of work experience in the field corresponding to their assignment, and pedagogical training with a possible 35 credits (approximately one academic year). For information on recruitment, appointment, employer, status and evaluation, see ► *Luokanopettaja* (+). Swedish term: *Lärare i yrkesämnen*.

### Ämneslärare

**Country:** Finland

**Level:** Primary/lower/upper secondary

**Explanatory note:** Swedish term for ► *Aineenopettaja* (+).

### Anaplirotis/tria Kathigitis/tria (Αναπληρωτής/τρια Καθηγητής/τρια)

**Country:** Greece

**Grammatical variants:** Anaplirotes/tries Kathigites/tries

**Level:** Tertiary

**Explanatory note:** Teacher at universities (*panepistimio*) and technological education institutes (*Technologico Ekpaideftiko Idryma*, or TEI) normally enrolling students from the age of 18. Candidates for this post have to hold a doctorate (*didaktoriko diploma*). Appointment to the post at universities

requires at least 4 years of teaching experience and at least two original published contributions to academic journals while, at TEIs, 5 years of teaching experience and original publications are required. Teachers in this category also have research responsibilities and, after 3 years of employment, are entitled to request promotion to the rank of ► *Kathigitis/tria*. At universities, they are appointed by the dean (*prytanis*) of the institution and, at TEIs, by the president (*Proedros*) following a proposal from the electoral board which announced the vacancy. They are employed on the basis of a permanent contract by the institution and are civil servants. These staff are subject to no special evaluation procedures.

### Andragog/inja

**Country:** Slovenia

**Grammatical variants:** Andragogi/inje, andragog\*

**Level:** Lower/upper secondary/post-secondary

**Explanatory note:** Synonym for ► *Organizator/ica izobraževanja odraslih*.

### APT

**Country:** United Kingdom (Scotland)

**Level:** Lower/upper secondary

**Explanatory note:** Abbreviation of ► *Assistant principal teacher*.

### Apulaisopettaja

**Country:** Finland

**Grammatical variants:** Apulaisopettajat, apulaisopettaj\*

**Level:** Tertiary

**Explanatory note:** Teacher at university in the faculty of medicine normally enrolling students from the age of 19, who has both teaching and research responsibilities. Candidates for the position must have either an appropriate *lisensiaatintutkinto* or *tohtorintutkinto* diploma, good teaching skills and, where necessary, need to have practical experience of the field in question. For information on recruitment, appointment, employer, status, and evaluation, see ► *Professori*. Synonym: *Kliininen opettaja*. Swedish term: *Biträdande lärare*.

### Arod(amat) mācības skolotājs/a

**Country:** Latvia

**Grammatical variants:** Arod(amat) mācības skolotāji/as

**Level:** Lower/upper secondary

**Explanatory note:** Teacher at vocational education institutions (*arodpamatizglītības, arodizglītības un vidējās profesionālās izglītības iestādes*) enrolling pupils aged between 15 and 21. There is no special system for the training of these teachers who are generally professionals in an appropriate field (involving 4-5 years training after lower secondary education), and who must acquire pedagogical training at tertiary level (5 years). Tertiary education establishments offer special programmes of vocational teacher training for teachers who have completed secondary vocational education. These programmes aim to provide general knowledge of pedagogy and psychology leading to the qualification of vocational education teacher (*arodpedagoga profesionālā kvalifikācija*). For information on appointment, employer, status and evaluation, see ► *Pirmsskolas izglītības skolotājs/a*.

### As.

**Country:** Slovenia

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Asistent/ka*.

### Asist.

**Country:** Slovenia

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Asistent/ka*.

### Asistent (Асистент)

**Country:** Bulgaria

**Grammatical variants:** Asistenti

**Level:** Tertiary

**Explanatory note:** Assistant to the ► *Professor*. This post may be occupied by a person holding the title of *magistur* or *doktor*. The age limit at application for the post is 35 for those with the title of *magistur* and 40 for those with the title of *doktor*, and applicants must have a proven academic record. These



staff, who have teaching and research responsibilities, are appointed by the *rector* (*pekmop*) on the basis of open competitive recruitment, and employed by the institution on three-year contracts renewable up to a maximum period of nine years (for those with a *magistur*) or 12 years (those with a *doktor*). They are evaluated by the academic board once every three years.

### Asistent/ă universitar/ă

**Country:** Romania

**Grammatical variants:** Asistenți universitari, asistente universitare

**Level:** Tertiary

**Explanatory note:** Assistant teacher at tertiary education institutions normally enrolling students from the age of 19. A *diploma de licența* or an equivalent degree and 2 years of teaching activity at university level as ► *Preparator universitar*, or 4 years at secondary and post-secondary level, are the minimum requirements for appointment. Staff in this category are appointed by the *rector* on the basis of a competitive procedure organised by the university, and have teaching and research responsibilities (including supervision of seminars and practical classes). They are employed by their institution on a contractual basis (for a maximum period of 10 years) and can be promoted to the post of ► *Lector universitar* after passing the required examination. Boards nominated by the university senate evaluate them in accordance with criteria established by the National Council for the Accreditation of Academic Degrees, Diplomas and Certificates.

### Asistent/ka

**Country:** Czech Republic

**Grammatical variants:** Asistenti/ky, asistent\*

**Level:** Tertiary

**Explanatory note:** Assistant/teacher at tertiary education institutions (*vysoké školy*) normally enrolling students from the age of 18/19. The qualifications required are in general similar to those of the ► *Lektor/ka*. The responsibilities of these teachers involve scientific and educational tasks supervised by the head of their department, who is usually

the ► *Profesor/ka*. They can be promoted to the post of ► *Odborný/ná asistent/ka*. Staff in this category are appointed by the dean (*děkan/ka*) of the faculty in accordance with an open recruitment procedure organised by the school, and are employed by the institution on a contractual basis. For information on evaluation, see *profesor/ka*.

### Asistent/ka

**Country:** Slovakia

**Grammatical variants:** Asistenti/ky, asistent\*

**Level:** Tertiary

**Explanatory note:** Assistant at tertiary education institutions (*univerzita* and *vysoká škola*) normally enrolling students from the age 18/19. Four to 6 years of university study leading to the *magister*, *inžinier* or *doktor* diploma are required for appointment to this position, which mainly involves responsibility for teaching, assistance to students with their documentary work and academic research. These teachers may be promoted to the post of ► *Odborný/ná asistent/ka* and are evaluated by the head of the department (*vedúci katedry*). For information on recruitment, appointment, employer and status, see *odborný asistent*. General term: *Učiteľ/ka na vysokej škole*.

### Asistent/ka

**Country:** Slovenia

**Grammatical variants:** Asistenti/tke, asistent\*

**Level:** Tertiary

**Explanatory note:** Teacher assistant working under the supervision of ► *Visokošolski/ke učitelj/ice* at a tertiary education institution normally enrolling students from the age of 19. Staff who occupy this post should hold a first degree (corresponding to the professional title of *profesor/ica* (+), *univerzitetni/na diplomirani/na* (+) or *akademski/ka* (+) in an appropriate discipline) and demonstrate exceptional ability in their studies and work in the field of science or the arts. The title is awarded to candidates for a 3-year period and may be renewed subject to successful performance in teaching and research or artistic activity. For the 3rd

election (after 6 years), these staff have to possess the *magisterij* degree (or have an established record of artistic achievement in artistic fields of study) and for the 4th election (after 9 years), they must hold a *doktorat znanosti* (or have an established record of artistic achievement in artistic fields of study). Their title is awarded by the *senat* of the institution concerned, in accordance with legislative procedures (an appointment procedure known as *habilitacija*). The title can also be revoked. These staff are responsible for teaching assistance and research/artistic activity at their institution. They are appointed by the rector of the university (*rektor/ica univerze*) or dean (*dekan/ica*) of the *samostojni visokošolski zavod* (if their institution is not incorporated into a university), in accordance with an open recruitment procedure. In public institutions, they have civil servant status and are evaluated by their institution. *Asistent/ka* with the *doktorat znanosti* may be promoted to the post of ► *Docent/ka*. Abbreviations: As., Asist. General term: *Visokošolski/ke sodelavci/vke*.

### Asistentas/tė

**Country:** Lithuania

**Grammatical variants:** Asistentai/tės

**Level:** Tertiary

**Explanatory note:** Teacher at a *kolegija*, *universitetas* or *akademija* normally enrolling students from the age of 18/19. These teachers, who mainly provide practical training, are themselves trained as specialists at a university-level institution. In order to be eligible for appointment, candidates should have the title of master (*magistras*) and, in the case of those intending to teach certain subjects, 3 years of experience in the corresponding professional sector. Teachers are recruited on the basis of a competitive selection procedure organised by each institution concerned, and are appointed by the school head (*rektorius*). They are employed on a contractual basis by the state as civil servants for a maximum period of 5 years, and may be admitted to the post of ► *Lektorius/rė*. They are evaluated by their institution in accordance with its own individual procedures.

### Asistents/e

**Country:** Latvia

**Grammatical variants:** Asistenti/es

**Level:** Tertiary

**Explanatory note:** Assistant teacher working under the supervision of the ► *Profesors* at tertiary-level education institutions normally enrolling students from the age of 18. At least a Master's degree (*maģistra grāds*) is required for appointment. Staff in this category, who have teaching responsibilities only, are elected by the faculty board or institute council for 6 years on the basis of an open competition. They can be promoted to the post of the ► *Docents/e* or ► *Lektors/e*. They are employed by the head of the faculty (*dekāns*) or institute concerned (*institūta direktors*). For information on evaluation, see ► *Profesors/e*.

### Asociētais profesors/e

**Country:** Latvia

**Grammatical variants:** Asociētie/ās profesori/es

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions (*augstskola*, *universitāte*) normally enrolling students from the age of 18. Persons who hold the degree of habilitated doctor (*habilitētā doktora grāds*) or, in the case of a first appointment, a doctor's degree, may be elected as an *asociētais profesors*. In tertiary institutions for vocational education (*profesionālās augstākās izglītības iestādēs*), posts in this category may be occupied by holders of a doctor's degree who have at least 5 years of practical experience in their field. Besides teaching, these staff have research and supervisory responsibilities. For information on appointment, employer, status, evaluation see ► *Profesors/e*. General term: *Pasniedzējs/a*.

### Assistant

**Country:** Belgium (French Community)

**Level:** Tertiary

**Explanatory note:** Former designation of ► *Maître assistant*.



### Assistant lecturer

**Country:** Ireland

**Level:** Tertiary

**Explanatory note:** Assistant teacher at a university or an *Institute of Technology* normally enrolling students from the age of 17/18, who is responsible mainly for teaching and research. This position is a main recruitment grade. Although staff qualification requirements are a matter for each individual institution, the minimum qualifications are generally an *honours* degree and relevant postgraduate experience. These staff can be promoted to the post of ► *Lecturer*. For all information on appointment, employer, status and evaluation, see ► *Professor*.

### Assistant lecturer

**Country:** Malta

**Level:** Upper secondary/post-secondary/tertiary

**Explanatory note:** Teacher at *junior college* (upper secondary schools for ages 16-18) and at the University of Malta normally enrolling students from the age of 18. Candidates for these posts, who normally have a bachelor's degree with first or second class honours, are recruited on the basis of a competitive examination organised by the University, and a selection/promotion board recommendation. Staff in this category, whose main responsibility is to teach, are appointed by the Council of the University, and employed by the latter on a permanent or contractual basis. The University has no formal procedures for their evaluation. With effect from the 2001/02 school year, these staff may work at post-secondary vocational colleges (for ages 16-21) that appoint and employ them on either a contractual or permanent basis.

### Assistant Principal

**Country:** Ireland

**Level:** Primary/lower/upper secondary

**Explanatory note:** Promotion post for all those working as a ► *Mainstream class teacher*, a ► *Temporary teacher* (+) (only appointed during his/her contract, or until the post ceases) at primary schools and a ► *Teacher* at secondary schools. Besides their normal teaching duties,

these staff have additional responsibilities of an administrative nature which are greater than those of a ► *Special duties teacher*. They are recruited by internal competition within the school and appointed by its board of management, which determines the duties. They are considered to be public sector employees but not civil servants.

### Assistant principal teacher

**Country:** United Kingdom (Scotland)

**Level:** Lower/upper secondary

**Explanatory note:** Promotion post for all those working as a ► *Teacher* at a secondary school. The promoted teachers are second in command in a large subject department in such a school, or the head of a small department or a member of guidance staff. Abbreviation: APT.

### Assistant teacher

**Country:** United Kingdom (NI)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Teacher at all levels of school education, who is trained similarly to a ► *Classroom teacher*, but training courses and academic qualifications lead to '*eligibility to teach*' rather than *Qualified Teacher Status* (as in England and Wales). Training is in 3 stages: initial training in a tertiary education institution; a period of induction as ► *Beginning teacher*; and a period of 'early professional development'. Recruitment, promotion and evaluation are in accordance with arrangements similar to those applicable to *classroom teachers* but staff are employed either by the school *board of governors* or the *Education and Library Board*, depending on the category of school. Equivalent in England and Wales: *Classroom teacher*. Note: In recent official documents, the term *qualified teacher* is replacing assistant teacher to denote teachers other than *principals* and *vice-principals*.

### Assistant

**Country:** Estonia

**Grammatical variants:** Assistendid, assisten\*

**Level:** Tertiary

**Explanatory note:** Teacher at a tertiary education institution (*ülikool* or *rakenduskõrgkool*), normally enrolling students from the age of 18. Completion of a course in tertiary education is required for appointment. Staff in this category are auxiliary teachers with special qualifications enabling them to conduct seminars, and supervise practical and other kinds of lesson. They are selected by a mixed membership decision-making body within the institution and, if they satisfy all requirements, may apply for any other of its teaching staff posts. For further information, see ► *Professor*.

### Assistant

**Country:** Finland

**Grammatical variants:** Assistant/er

**Level:** Tertiary

**Explanatory note:** Swedish term for ► *Assistentti*.

### Assistent

**Country:** Norway

**Grammatical variants:** Assistenten, assistent\*

**Level:** Pre-primary/primary/lower/upper secondary/post-secondary

**Explanatory note:** Assistant of the ► *Adjunkt* (+), ► *Allmennlærer*, ► *Faglærer* (+), ► *Førskolelærer* or ► *Lektor*. The responsibility of these staff is to provide assistance during both teaching and non-teaching activities. There are no specific educational requirements for appointment. For information on appointment, employer, evaluation and status, see *førskolelærer*.

### Assistent in opleiding

**Country:** The Netherlands

**Grammatical variants:** Assistenten in opleiding

**Level:** Tertiary

**Explanatory note:** Research assistant at universities normally enrolling students from the age of 18. In addition to undertaking the research required for the degree of *doctor* (which is their main commitment), staff in this category may also have teaching responsibilities. A tertiary education qualification is the normal minimum requirement for appointment (*getuigschrift van het – met goed gevolg afgelegd – afsluitend*

*examen wetenschappelijk onderwijs*). For information on appointment, employer, status and evaluation, see ► *Lector*.

### Assistent/e

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Assistenten

**Level:** Tertiary

**Explanatory note:**

- Auxiliary member of staff who supports the ► *Docent/e*, ► *Hoofddocent/e*, ► *Hoogleraren* and ► *Gewoon hoogleraren* at *hogescholen* offering '2-stage' tertiary education courses normally enrolling students from the age of 18. Staff in this category are responsible for teaching, research and guidance supervised by one of the above-mentioned staff members and, when appointed on a permanent basis, they can be promoted to the title of ► *Werkleider*. For information on qualifications, appointment, employer and status, see ► *Praktijklector*. Some staff within the category of *assistent* may have the title of *praktijkassistent*.
- Auxiliary member of staff who supports the 'zelfstandig' (independent) staff at universities. The duties of staff in this category include research training through preparation of the degree of *doctor*. Their appointment is in accordance with a temporary two-year contract twice renewable. For other information on appointment, employer and evaluation, see *praktijklector*. Staff can be promoted to the post of ► *Doctor-assistent/e* after obtaining their doctorate.

### Assistente

**Country:** Portugal

**Grammatical variants:** Assistentes

**Level:** Tertiary

**Explanatory note:** Teacher assistant in *ensino superior universitário* (university tertiary education) or *ensino superior politécnico* (polytechnic tertiary education) normally enrolling students from the age of 18. In the case of universities, these staff are recruited from among the ► *Assistente estagiário/a* who have completed a minimum 2 years of teaching, or from among holders of

the degree of *mestrado* or those who have passed tests of teaching and academic ability. In institutions of *ensino superior politécnico*, they are selected on the basis of an open recruitment procedure from among holders of a second stage degree (*licenciatura*). Staff in this category are responsible for practical or theoretical/practical teaching and for laboratory or field work in subjects leading to a second stage degree (*licenciatura*) or to further postgraduate studies supervised by a ► *Professor/a catedrático/ca* or ► *Professor/a coordenador/a*. Those who have obtained a *doutoramento* (doctorate) or an equivalent degree may be recruited as ► *Professor/a auxiliar*. In public-sector institutions, these staff are state employees with civil servant status. They are recruited by the academic council of their institution, at universities for a limited period of 6 years (renewable for a further 2 years) and at polytechnics for 3 years (renewable once only for the same period).

### Assistente convidado/da

**Country:** Portugal

**Grammatical variants:** Assistentes convidados/das

**Level:** Tertiary

**Explanatory note:** Teacher in *ensino superior universitário* (university tertiary education) or *ensino superior politécnico* (polytechnic tertiary education) normally enrolling students from the age of 18. Staff appointed to these posts must hold the *licenciatura*, or an equivalent degree, and have completed at least 4 years of academic or professional activity in a field related to the subject(s) they intend to teach. They work under the supervision of the ► *Professor/a catedrático/ca* or ► *Professor/a coordenador/a*. Following a decision by the academic council of their institution, they sign an annual contract renewable for 3-year periods.

### Assistente estagiário/a

**Country:** Portugal

**Grammatical variants:** Assistentes estagiários/as

**Level:** Tertiary

**Explanatory note:** Teacher assistant in *ensino superior universitário* (university tertiary education) or *ensino superior*

*politécnico* (polytechnic tertiary education) normally enrolling students from the age of 18. The *licenciatura* degree with a final classification of at least 'good', or its equivalent, is required for appointment. These staff are responsible for practical and laboratory or field work in subjects leading to a *licenciatura* degree. They can be appointed to the post of ► *Assistente* after obtaining a *mestrado* (postgraduate degree) or satisfactory performance in the *provas de aptidão pedagógica e capacidade científica* (exams testifying to their teaching and academic ability). Appointment in either case is for a 4-year period (corresponding to an annual contract renewable three times), in accordance with a decision by the academic council of their institution.

### Assistentti

**Country:** Finland

**Grammatical variants:** Assistentti, assistent\*

**Level:** Tertiary

**Explanatory note:** Assistant teacher at university normally enrolling students from the age of 19, who has both teaching and research responsibilities. Candidates for the position must have a *maisterintutkinto* diploma. For information on recruitment, appointment, employer, status and evaluation, see ► *Professori*. Swedish term: *Assistant*.

### Assistenzprofessor/in

**Country:** Austria

**Grammatical variants:**

Assistenzprofessor/en/innen\*

**Level:** Tertiary

**Explanatory note:** Teacher at universities normally enrolling students from the age of 18, who is responsible for certain individual course lectures and has not submitted a post-doctoral thesis (*Habilitation*). Teachers in this category are trained at universities and have completed a doctorate (the *Doktor* degree). They have teaching and research responsibilities. They are appointed by the *Rektor/in* of the university concerned on the basis of an open recruitment procedure (with the decision taken by the university (*Personalkommission*)). They are employed

permanently by the university and are civil servants. The head of institute (*Institutsvorstand/ständin*) is responsible for evaluating them.

### Associate professor

**Country:** Ireland

**Level:** Tertiary

**Explanatory note:** Teacher in universities normally enrolling students from the age of 17/18. In order to be eligible for this post, candidates must have an *honours* degree, an appropriate postgraduate qualification in their subject, substantial research experience and a sound publishing record. For information on responsibilities, appointment, employer and status, see ► *Professor*.

### Associate professor

**Country:** Malta

**Level:** Tertiary

**Explanatory note:** Teacher at the University of Malta normally enrolling students from the age of 18, who is responsible for teaching and research. Candidates for this post, who must have the title of *Doctor* and have made sound contributions to knowledge and university affairs in general in order to be eligible, are recruited on the basis of a selection/promotion board recommendation. Posts may be advertised for appointment within the grade. Teachers are appointed by the Council of the University, and employed by the latter on a permanent or a contractual basis (normally for 4 years). The University has no formal procedures for their evaluation.

### AST

**Country:** United Kingdom (E/W)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Abbreviation of ► *Advanced skills teacher*.

### Asystent

**Country:** Poland

**Grammatical variants:** Asystenci, asystent\*

**Level:** Tertiary

**Explanatory note:** Assistant at tertiary education institutions normally enrolling students from the age of 19.

- At tertiary non-vocational education institutions, this post may be occupied by a person holding the professional title of *magister* (5 years of university studies) or its equivalent, although it is also open to students who prepare for it in one of their final 2 years of study as assistant trainees, in accordance with provisions in the statutes of tertiary education institutions. Besides teaching, staff in this category are responsible for carrying out academic research, upgrading their own professional skills and assisting with the organisational tasks of their institution. Teachers are appointed by the head (*rektor*) of the institution in accordance with open recruitment procedures established by it. The appointment of an *asystent* who has not completed a year of employment as a trainee assistant, is for one year. After fulfilling this obligation, staff are employed by the institution on a permanent basis, but are obliged to obtain the degree of *doktor* within 8 years following their appointment. For information on evaluation, see ► *Adiunkt*.
- At tertiary vocational education institutions, the post of *asystent* may be occupied by a person holding the professional title of *magister* or *magister inżynier* or their equivalent. The professional experience required is defined in the statutes of the institution concerned. Responsibilities include teaching and assistance with the institution's organisational tasks. Teachers are appointed, at the request of the head of unit (*dziekan*, or *kierownik jednostki* such as *dyrektor instytutu*), by the head of the institution, and are employed by it on a contractual basis. For information on evaluation, see ► *Profesor*.

General term: *Nauczyciel akademicki*.

### ATER

**Country:** France

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Attaché/e temporaire d'enseignement et de recherche*.

## Attaché/e temporaire d'enseignement et de recherche

**Country:** France

**Level:** Tertiary

**Explanatory note:** Temporary teacher in tertiary education institutions normally for students aged 18 or over, who carries out the same amount of work as a ► *Maître de conférence*. These duties may be assumed by students who are working for a doctorate, or who already hold one but are committed to taking part in a competitive examination for recruitment to tertiary education. Candidates are selected by a committee of specialists from the institution concerned and then appointed and employed by its head in accordance with a 1- to 3-year contract renewable once for a year. They are subject to no evaluation procedure. Abbreviation: ATER.

## Auklėtojas/ja

**Country:** Lithuania

**Grammatical variants:** Auklėtojai/jos

**Level:** Pre-primary

**Explanatory note:** Teacher at a *lopšelis-darželis*, *darželis*, or *darželis-mokykla* for children aged from 1½ to 6/7. Staff in this category are trained as pre-primary teachers at a *aukštesnioji pedagogikos mokykla* or a university-level institution. The upper secondary school leaving certificate (*bendrojo lavinimo mokyklos brandos atestatas*) is required for admission to the practical and theoretical training, which consists of a 3- to 4-year academic course leading to the diploma of college-level education (*aukštesniojo mokslo diplomas*), the diploma of higher education (*aukštojo mokslo diplomas* or *diplomas*), or the bachelor's diploma (*bakalauro diplomas*). These staff are recruited in accordance with an open procedure giving them the permanent status of *auklėtojas* which

may not, however, be granted until they have worked as teachers for at least 6 months. They are appointed by the head (*direktorius*) of the educational institution concerned, employed by the local authority as civil servants, and evaluated by the teacher appraisal commission (*pedagogų atestacinė komisija*) of their school. For promotion possibilities, see ► *Výresnysis/nioji mokytojas/ja*, ► *Mokytojas/ja metodininkas/kė*, ► *Mokytojas/ja ekspertas/tė*.

## Ayudante

**Country:** Spain

**Grammatical variants:** Ayudantes

**Level:** Tertiary

**Explanatory note:** Teacher at *facultades*, *escuelas técnicas superiores* or *escuelas universitarias* normally enrolling students from the age of 18. In order to work at *escuelas universitarias*, these teachers must have a *Licenciado*, *Arquitecto* or *Ingeniero* degree (or *Diplomado*, *Arquitecto Técnico* or *Ingeniero Técnico* degree for teaching certain subjects). To work at *escuelas técnicas superiores* or *facultades*, they must hold a *Licenciado*, *Arquitecto* or *Ingeniero* degree and have completed their doctoral courses, including at least 2 years of research. Besides rounding off their academic training, they carry out educational tasks in accordance with the statutes of the university. They are recruited (either as *Ayudantes de facultad*, *Ayudantes de escuela universitaria* or *Ayudantes de escuela técnica superior*) by the institution, which also employs them. Institutions can stipulate fixed-term contracts for a maximum of 2 years through public examinations. Such contracts may be renewed once only for a maximum period of 3 years. Teachers are appointed by the competent body of the institution concerned and evaluated by the *Consejo de Universidades*.





### Barnskötare

**Country:** Sweden

**Level:** Pre-primary

**Explanatory note:** Child minder in a *förskola* or *förskoleklass* (pre-school class) for children aged 1-6. The main task of these staff is to care for the children through play and educational activities. They are trained at upper secondary school, but no specific degree is required for admission to the theoretical and practical training, which consists of a 3-year programme and leads to the *barn- och fritidsprogrammet* diploma. Staff in this category are appointed by the school head (*rektor*) in accordance with an open recruitment procedure and are employed under permanent contract by the municipality. There is no formal evaluation of staff, but the school head acts as counsellor and staff development manager.

### Barntädgårdslärare

**Country:** Finland

**Level:** Pre-primary

**Explanatory note:** Swedish term for ► *Lastentarhanopettaja*.

### Beginning teacher

**Country:** United Kingdom (NI)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** An ► *Assistant teacher* who has recently completed initial teacher training and is undergoing an induction period followed by a period of 'early professional

development'. Equivalent in England: *Newly qualified teacher*.

### Behavioural support

**Country:** United Kingdom (Scotland)

**Level:** Primary/lower/upper secondary

**Explanatory note:** Synonym for ► *Special educational needs auxiliary support*.

### Bendrojo lavinimo dalyko/kų mokytojas/ja (+)

**Country:** Lithuania

**Grammatical variants:** Bendrojo lavinimo dalyko/kų mokytojai/jos

**Level:** Lower/upper secondary

**Explanatory note:** Teacher at *pagrindinė mokykla* and *vidurinė mokykla* and *gimnazija* (for ages 9/10 to 16/17, 16/17 to 18/19 and 14/15 to 18/19 respectively). These teachers are trained as specialists at either a *aukštesnioji pedagogikos mokykla* or a university-level institution if they are intending to work in a *pagrindinė mokykla*, and at a university-level institution for work in a *vidurinė mokykla*. Those wishing to train must hold the upper secondary school leaving certificate (*bendrojo lavinimo mokyklos brandos atestatas*) and have obtained satisfactory results in a vocational eligibility test (which may be taken at both the *aukštesnioji pedagogikos mokykla* or the university-level institution). The practical and theoretical training consists of a 3- to 4-year academic course leading to the diploma of college-level education (*aukštesniojo mokslo diplomas*), the diploma of higher education (*aukštojo mokslo diplomas* or *diplomas*) or

the bachelor's diploma (*bakalauro diplomas*). For information on recruitment, appointment, employer, status, and evaluation, see ► *Auklėtojas/ja*. For promotion possibilities, see ► *Vyresnysis/nioji mokytojas/ja*, ► *Mokytojas/ja metodininkas/kė*, ► *Mokytojas/ja ekspertas/tė*.

### Berufsschullehrer/in (+)

**Country:** Austria

**Grammatical variants:** Berufsschullehrer/innen\*

**Level:** Upper secondary

**Explanatory note:** Teacher at *Berufsschulen* (dual system compulsory vocational schools for apprentices), which enrol pupils aged between 15 and 18. Teachers of general education subjects or vocational theory require a vocational (e.g. technical or commercial) matriculation qualification (*Reife- und Diplomprüfungszeugnis*) and 2 years of relevant occupational experience. Teachers of practical vocational subjects need a *Meisterprüfungszeugnis* and 6 years of relevant occupational experience. All teachers are required to attend a 6-week training course at a *Berufspädagogische Akademie* or at an in-service teacher training institute (*Berufspädagogisches Institut*) during their first 2 years of teaching and, subsequently, a year-long full-time course at a *Berufspädagogische Akademie*. The qualification obtained is called the *Diplompädagoge/in für das Lehramt an Berufsschulen*. These teachers are employed by the *Bundesland* and appointed by the regional school council (*Landesschulrat*) or the regional government (*Landesregierung*) department responsible for the recruitment procedure. The school inspector for *Berufsschulen* (*Berufsschulinspektor/in*) and the *Berufsschule* school head (*Direktor/in an Berufsschulen*) carry out evaluations of their performance.

### Bildlärare

**Country:** Sweden

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher of art and design at a *grundskola* or *gymnasieskola* for pupils aged 7-16 and 16-19 respectively, or in

municipal adult education (for those aged 20 or over). (S)he is trained as a specialist at a university or university college. The *slutbetyg från gymnasieskolan* is required for admission to training for which there are two options. Under the first option, future teachers can study *bildlärarprogrammet* (a specific programme including specialisation) which lasts 3 years and leads to the *bildlärarexamen* diploma. Under the second, they can train to become teachers in the upper levels of a *grundskola* (4 to 4½ years of full-time study) or in a *gymnasieskola* (4½ to 5 years full-time study). In the case of the second option, students must choose a combination of two subjects (arts and another subject). From 1 July 2001, a new integrated teaching degree is being introduced, replacing the *bildlärarexamen*. For information on recruitment, appointment, employer, status and evaluation, see ► *Förskollärare*.

### Biträdande lärare

**Country:** Finland

**Level:** Tertiary

**Explanatory note:** Swedish term for ► *Apulaisopettaja*.

### Buitengewoon hoogleraar

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Buitengewoon hoogleraren, buitengewoon hoogleraars

**Level:** Tertiary

**Explanatory note:** Part-time teacher at a university normally enrolling students from the age 18. The grade has the same level as that of ► *Gewoon hoogleraar*. For further information, see *gewoon hoogleraar*.

### BVE-docent

**Country:** The Netherlands

**Grammatical variants:** BVE-docenten

**Level:** Upper secondary

**Explanatory note:** Specialist teacher at vocational upper secondary education institutions (*Regionaal opleidingscentrum*) normally enrolling students from the age of 16-18/20. Teachers qualified as ► *Leraar voortgezet onderwijs*, as well as graduates from other *hbo* courses may be appointed subject, in the latter case, to possession of a

certificate of education (*bewijs van pedagogisch didactische bekwaamheid*) awarded following a 1-year work-based course containing both pedagogical and educational subjects. In order to teach vocational subjects, relevant vocational qualifications or occupational experience are normally required. Teachers whose title is *BVE-docent* may receive a first promotion with no change in the title and then, in a second stage, be promoted again to the grade

of ► *Coördinerend BVE-docent* which involves broader responsibilities. These teachers are appointed and employed by the boards of institutions in the grant-aided private sector in accordance with an open recruitment procedure, and evaluated by the employer concerned. Although their contract is based on private law, they enjoy public servant status as a basic condition of service for pensions.







### Catedrático/ca (con condición de)

**Country:** Spain

**Grammatical variants:** Catedráticos/cas (con condición de)

**Level:** Lower/upper secondary/tertiary

**Explanatory note:** Promotion title awarded to the career civil servant ► *Profesor/a de Enseñanza Secundaria (+)*, ► *Profesor/a de Artes Plásticas y Diseño*, ► *Profesor/a de Escuela Oficial de Idiomas*. Requirements for promotion are at least 8 years of seniority in the corresponding civil servant teaching corps and area of specialisation. Promotion is requested by teachers themselves, and, in order to obtain it, they must satisfactorily complete a selection procedure at regional level, consisting of a competitive procedure and test. In the former, positive factors such as teaching actually carried out, professional qualifications, in-service training and other professional activities (publications, etc.) are taken into account. The test involves presenting and debating one freely chosen topic in the teacher's area of specialisation. The competent body of the corresponding Autonomous Community decides whether this title should be granted and, if so, promotion results in an increased salary and is referred to specifically in the basic term, e.g. *Profesor de Enseñanza Secundaria con condición de Catedrático*, *Profesor de Artes Plásticas y Diseño con condición de Catedrático*, *Profesor de Escuelas Oficiales de Idiomas con condición de Catedrático*.

### Catedrático/ca de escuela universitaria

**Country:** Spain

**Grammatical variants:** Catedráticos/cas de escuela universitaria

**Level:** Tertiary

**Explanatory note:** Teacher at *escuelas universitarias* or *facultades* normally enrolling students from the age of 18. (S)he has both teaching and research responsibilities and, in order to be eligible for the position, must have the title of *Doctor*. For information on recruitment, appointment, status, employer and evaluation, see ► *Catedrático/ca de Universidad*.

### Catedrático/ca de Música y Artes Escénicas

**Country:** Spain

**Grammatical variants:** Catedráticos/cas de Música y Artes Escénicas

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary institutions which specialise in music, dance and dramatic art, and normally enrol students from the age of 18. To gain access to this position, teachers must be ► *Profesor/a de Música y Artes Escénicas* and satisfactorily complete a selection procedure. They are evaluated by the *Inspector de Educación*.

### Catedrático/ca de Universidad

**Country:** Spain

**Grammatical variants:** Catedráticos/cas de Universidad

**Level:** Tertiary

**Explanatory note:** Teacher at *facultades* or *escuelas técnicas superiores* normally

enrolling students from the age of 18. (S)he has both teaching and research responsibilities and, in order to be eligible for the position, must have the title of *Doctor* and occupy a similar post at another university, or have at least 3 years' experience as ► *Profesor/a Titular de Universidad* or ► *Catedrático/ca de escuela universitaria*. These teachers are recruited on the basis of a competitive examination organised by each university, and are appointed by the *Rector de Universidad*. In public-sector universities, they are civil servants. They are employed by the university and evaluated by the *Consejo de Universidades* and the *Comisión Nacional de Evaluación de la Actividad Investigadora*.

### Chargé d'éducation

**Country:** Luxembourg

**Level:** Lower/upper secondary

**Explanatory note:** Teacher at general and technical *lycées* enrolling pupils aged from 12 to 19. These staff are responsible for teaching a particular subject area. The posts concerned are offered to those who hold a higher education qualification without satisfying the requirements for admission to the teacher training course. They are appointed in accordance with an open recruitment procedure and are employed by the Ministry of Education on the basis of a temporary contract. There are no special arrangements for evaluating *chargés d'éducation*.

### Chargé de cours

**Country:** Belgium (French Community)

**Level:** Tertiary

**Explanatory note:** Teacher at university and non-university tertiary education institutions normally enrolling students from the age of 18. Those appointed to the post of *chargé de cours* should either hold a doctorate or be studying for one. Staff in this category are responsible solely for teaching. They may be promoted to the post of ► *Professeur* (in universities and *Hautes Écoles*) or ► *Professeur ordinaire* (in universities only). Recruitment of these teachers is the responsibility of the administrative board of the institution which employs them. They have temporary status in the years preceding

their permanent appointment (in universities to the post of *professeur ordinaire*). The Ministry of the French Community is responsible for evaluating them (only 'short' tertiary education is subject to inspection, which is not carried out in either 'long' tertiary education or the universities).

### Chargé de cours

**Country:** Luxembourg

**Level:** Post-secondary/tertiary

**Explanatory note:** Teacher at the University Centre and Higher Technological Institute (*Centre universitaire* and *Institut Supérieur de Technologie*) normally enrolling students from the age of 19, who are recruited from among the ► *Professeur d'enseignement secondaire* (+) or university staff who do not have the teacher's diploma (such as lawyers, economists, doctors, etc.). Staff in this category are responsible solely for teaching. These teachers are generally employed on the basis of a temporary contract. For more information, see *professeur d'enseignement secondaire*.

### Chargé de direction d'une classe

**Country:** Luxembourg

**Level:** Pre-primary

**Explanatory note:** An auxiliary teacher for the ► *Instituteur/trice* at pre-primary level, who replaces him or her when absent. These teachers may also give lessons in artistic, musical or physical education. In order to secure appointment, applicants have to have completed their upper secondary education, together with a three-week course organised by the primary school inspectorate (*collège des inspecteurs de l'enseignement primaire*). They are appointed in accordance with an open recruitment procedure and employed by the municipalities on the basis of a temporary contract. There are no special arrangements for evaluating these teachers.

### Chilcare worker

**Country:** Ireland

**Level:** Pre-primary

**Explanatory note:** Assistant in the early start pre-school programme for children aged between 3 and 4 in selected disadvantaged

primary schools. Each pre-school class is staffed by a ► *Mainstream class teacher* and a qualified *childcare worker*. The minimum qualification to be eligible for this post is a one year full time post leaving certificate level 2 qualification validated by the National Vocational Certificate: Community & Health Services (NCVA), or equivalent qualifications. Their main responsibilities include help with the care and support of pupils, support for learning activities, and assistance with resources and records. They are recruited on the basis of an open procedure. They are appointed by the relevant schools' board of management. They are employed by the school concerned. They are considered to be public employees but not civil servants.

### Classroom assistant

**Country:** United Kingdom (E/W/NI)

**Level:** Primary/lower/upper secondary

**Explanatory note:** Synonym for ► *Teaching assistant*.

### Classroom assistant

**Country:** United Kingdom (Scotland)

**Level:** Primary

**Explanatory note:** Assistant of a ► *Teacher* in the classroom in *primary schools*. No formal qualifications are required for appointment, although most local authorities ask new *classroom assistants* to undergo some form of informal induction training. Staff in this category offer support to teachers with all tasks, without however undertaking teaching duties as such. They are appointed and employed by the local education authority through open recruitment and, although positions are permanent, they are usually for term time only. For evaluation, see *teacher*.

### Classroom teacher

**Country:** United Kingdom (E/W)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Teacher at a (pre-primary) *nursery school*, primary or secondary school (for ages 3-4/5, 4/5-11, and 11-16/18, respectively). Pre-primary and primary *classroom teachers* are trained as generalists and normally follow a 3- or 4-year

undergraduate course combining initial teacher training (ITT) with degree studies leading to a *Bachelor of Education* (B.Ed.), *Bachelor of Arts* (BA) or *Bachelor of Science* (B.Sc.) degree (concurrent model) and *Qualified Teacher Status* (QTS). An alternative route, which conforms to a consecutive model but is less common at pre-primary and primary level, is a 1-year postgraduate course leading to a *Postgraduate certificate in Education* (PGCE). Secondary *classroom teachers* are subject specialists, most of whom have completed a 3- or 4-year degree in a specific discipline, usually leading to a BA or B.Sc., followed by a 1-year postgraduate ITT course leading to a PGCE (consecutive model) and QTS. Postgraduate trainee teachers are eligible for a training salary, and further support may be available depending on financial need. In England, a ► *Newly qualified teacher* is required to complete an induction year. *Classroom teachers* are selected through open recruitment procedures, by the school governing body and *headteacher*, and employed either by the former or the *local education authority*, depending on the category of school. Teachers are considered to be public employees but are not civil servants. Contracts are usually permanent and full-time, but may also be part-time, short- or fixed-term in accordance with school needs. The *headteacher* is responsible for appraising individual *classroom teachers* while the national inspection bodies are responsible for inspecting schools themselves. The progression of *classroom teachers* to the upper pay scale depends on their demonstrating high sustained levels of competence, achievement and commitment. Promotion possibilities relate mainly to the *leadership scale* but also to ► *Advanced skills teacher*. Equivalent in Northern Ireland: *Assistant teacher*.

### Collaboratore ed esperto linguistico

**Country:** Italy

**Grammatical variants:** Collaboratori ed esperti linguistici

**Level:** Tertiary

**Explanatory note:** Teacher assistant at universities normally enrolling students from the age of 19. This post mainly involves tasks related to foreign language learning and support for teaching activities. Applicants for the position must be linguistic experts either with a *diploma di Laurea* or a degree from a foreign university and native speakers of the language concerned. They are recruited following a competitive examination organised by each university, and appointed by the *rettore*. They are employed by the university on the basis of a permanent contract, and evaluated by special bodies attached to it.

### Conferențiar universitar

**Country:** Romania

**Grammatical variants:** Conferențieri universitari

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions, whose rank is immediately below that of ► *Profesor universitar*. A doctorate and 9 years of

recognised scientific and teaching activity at university level are required for appointment to this post which involves teaching and research responsibilities. These teachers can be promoted to the post of *profesor universitar*, in accordance with a competitive procedure. They are subject to no evaluation procedure. For appointment, employer and status, see *profesor universitar*.

### Coördinerend BVE-docent

**Country:** The Netherlands

**Grammatical variants:** Coördinerend BVE-docenten

**Level:** Upper secondary

**Explanatory note:** The highest promotion grade of ► BVE-docent, implying a higher level of responsibility as regards the coordination of departmental educational activity, the quality of teaching, the provision of practical training and the external contractual activities of the institution concerned. For information on employment, appointment, status and evaluation, see BVE-docent.



### Daskalos/la (Δάσκαλος/λα)

**Country:** Cyprus

**Grammatical variants:** Daskaloi, daskal\*

**Level:** Primary

**Explanatory note:** Teacher at *dimotica scholeia*, including special education institutions, enrolling pupils from the age of 5 years and 8 months to 12. For further information, see ► *Nipiagogos*.

### Daskalos/la (Δάσκαλος/λα)

**Country:** Greece

**Grammatical variants:** Daskaloi/les

**Level:** Primary

**Explanatory note:** Teacher at a *dimotico scholeio* enrolling children aged between 6 and 12. For information on initial training, appointment, employer, status and evaluation, see ► *Nipiagogos*.

### Daskalos/la Idikis Agogis (Δάσκαλος/λα Ειδικής Αγωγής)

**Country:** Greece

**Grammatical variants:** Daskaloi/les Idikis Agogis

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher at mainstream or separate special education primary and secondary schools for pupils with special educational needs (SEN). Staff in this category are trained similarly to the ► *Daskalos/la* or ► *Kathigitis/tria*, with additional postgraduate specialised studies or training in either special needs education or in school psychology. In case of staff shortage, teachers without postgraduate studies or

training must have at least 5 years of teaching experience in SEN school units. For all information, see *daskalos/la* or *kathigitis/tria*.

### DAZ-lehrer/in

**Country:** Liechtenstein

**Grammatical variants:** DAZ-lehrer/innen\*

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teachers at any level of school education who assists pupils whose mother tongue is not German, either in intensive courses for a limited period of one or two semesters, or additional lessons over and above the normal workload of pupils. For information on appointment, employer and status, see ► *Primarschullehrer/in*. Evaluation is the responsibility of the inspector at the level of education concerned.

### Dėstytojas/ja (aukštesniosios mokyklos)

**Country:** Lithuania

**Grammatical variants:** Dėstytojai/jos (aukštesniosios mokyklos)

**Level:** Tertiary

**Explanatory note:** Vocational teacher at an *aukštesnioji mokykla* enrolling students aged between 18-19 and 21-22. These teachers are trained as specialists at a university-level institution for 4 to 5 years, unless they provide practical training, in which case they train for 3 years at an *aukštesnioji mokykla*. The upper secondary school leaving certificate (*bendrojo lavinimo mokyklos brandos atestatas*) is required for admission to the practical and theoretical training, which leads to a diploma of college-level education (*aukštesniojo*



*mokslo diplomas*), the diploma of higher education (*diplomas* or *aukštojo mokslo diplomas*) or the bachelor's diploma (*bakalauro diplomas*). Staff in this category are recruited in accordance with an open procedure giving them the permanent status of *dėstytojas* which may not, however, be granted until they have worked as teachers for at least a year. They are appointed by the school head (*direktorius*) as state employees with civil servant status, and evaluated by the teacher certification/appraisal commission (*dėstytojų atestacijos komisija*) at the *aukštesnioji mokykla* concerned. For promotion possibilities, see ► *Vyresnysis/nioji dėstytojas/ja*, ► *Dėstytojas/ja ekspertas/tė*.

### Dėstytojas/ja ekspertas/tė

**Country:** Lithuania

**Grammatical variants:** Dėstytojai/jos ekspertai/tės

**Level:** Tertiary

**Explanatory note:** Highest promotion title awarded to all those who have held the title of ► *Vyresnysis/nioji dėstytojas/ja*. Promotion is granted by the chief/general commission for vocational college teacher certification/appraisal (*vyriausioji aukštesniųjų mokyklų dėstytojų atestacijos komisija*) at the Ministry of Education and Science. For further information, see ► *Mokytojas/ja ekspertas/tė*.

### Doc.

**Country:** Czech Republic, Slovenia

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Docent/ka*.

### Docent

**Country:** The Netherlands

**Grammatical variants:** Docenten

**Level:** Tertiary

**Explanatory note:** Teacher at a tertiary vocational education institution (*hogeschool*) normally enrolling students from the age of 17. Although there are no statutory requirements as regards initial qualifications, these teachers, who are responsible for teaching practical skills associated with their professional field, are normally expected to have relevant vocational qualifications or occupational experience. For

information on recruitment, appointment, status and evaluation, see ► *Lector*.

### Docent/e

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Docenten

**Level:** Tertiary

**Explanatory note:**

- Teacher at *hogescholen* offering 'single-stage' and '2-stage' tertiary education courses normally enrolling students from the age of 18. The degree of *doctor* is required for appointment to this post which involves responsibility for teaching and research. For further information on appointment, employer, status and evaluation, see ► *Praktijklector*. These teachers can be promoted to the post of ► *Hoofddocent/e* or ► *Hoogleraar*.
- Teacher at a university normally enrolling students from the age of 18. The degree of *doctor* is required for appointment to this post which involves responsibility for teaching and research. These teachers are appointed by the board of their university on the basis of an open recruitment procedure and, in public universities, they have public status. In private universities, their status is private although almost entirely determined by public law. Evaluation is mandatory and, from 2002, is being conducted by the universities at least every 5 years. Teachers can be promoted to the post of the *hoofddocent*.

### Docent/ka

**Country:** Czech Republic

**Grammatical variants:** Docenti/tky, docent\*

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions (*vysoké školy*) normally enrolling students from the age of 18/19. The doctorate and a period completed as an ► *Asistent/ka* or ► *Odborný/ná asistent/ka* are required for promotion to a senior lectureship by the head of the university (*rektor/ka*) in a *venium docendi* appointment procedure known as *habilitace*. Requests for the accreditation of habilitation are approved by the Accreditation Commission. Teachers can be promoted to the post of ► *Profesor/ka*. For

information on responsibilities, appointment, employer, status and evaluation see *profesor*. Abbreviation: Doc.

### Docent/ka

**Country:** Slovakia

**Grammatical variants:** Docenti, docent\*

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions (*univerzita* and *vysoká škola*) normally enrolling students from the age of 18/19. The doctorate (PhD), as well as the *vedecko-akademická hodnosť* scientific/academic degree are required for appointment to this post, which mainly involves responsibility for academic and educational tasks (research, the supervision of theses and lectures). These teachers may be promoted to the post of ► *Professor/ka*. They are employed by the faculty or the tertiary education institution concerned on a permanent or contractual basis. For information on recruitment, appointment and evaluation see *profesor*. General term: *Učiteľ/ka na vysokej škole*.

### Docent/ka

**Country:** Slovenia

**Grammatical variants:** Docenti/tke, docent\*

**Level:** Tertiary

**Explanatory note:** Teacher in tertiary education institutions normally enrolling students from the age of 19. Staff who occupy this post have to possess the *doktorat znanosti* (doctorate of science), and should have demonstrated satisfactory performance as teachers and have academic and professional references. In artistic fields, they should hold at least a first degree and have an established record of artistic achievement. Their title is awarded for a period of 5 years (renewable) by the *senat* of the institution concerned, in accordance with legislative procedures. The title can also be revoked. Staff in this category are responsible for teaching and research or artistic activity at their institution, and may be promoted to the post of ► *Izredni/na profesor/ica*. For further information on qualifications, appointment, employer, status and evaluation, see ► *Asistent/ka*. Abbreviation: Doc. General term: *Visokošolski/ke učitelji/ice*.

### Docentas/tė

**Country:** Lithuania

**Grammatical variants:** Docentai/tės

**Level:** Tertiary

Teacher at a *kolegija*, *universitetas* or *akademija* normally enrolling students from the age of 18/19. These staff, whose main responsibilities involve teaching and research, are trained as specialists at a university-level institution. In order to be eligible for appointment, candidates should have the title of doctor (*daktaras*) and, in the case of those intending to teach certain subjects, 3 years of experience in the corresponding professional sector. Staff in this category may be admitted to the post of ► *Profesorius/rė*. For information on recruitment, appointment, employer, status, and evaluation, see ► *Asistentas/tė*.

### Docents/e

**Country:** Latvia

**Grammatical variants:** Docenti/es

**Level:** Tertiary

**Explanatory note:** Teacher at a tertiary education institution (*augstskola*, *universitāte*) normally enrolling students from the age of 18. The doctoral degree (*doktora grāds*) and teaching experience are required for appointment. Staff in this category, who have both teaching and research responsibilities, can be elected for 6 years by their faculty board or institute council, or in accordance with the order laid out by the institution's constitution. For information on appointment, employer, status, evaluation, see ► *Profesors/e*. General term: *Pasniedzējs/a*.

### Doctor-assistent/e

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Doctor-assistenten

**Level:** Tertiary

**Explanatory note:**

- Auxiliary member of staff who supports the ► *Docent/e*, ► *Hoofddocent/e*, ► *Hoogleraar* and ► *Gewoon hoogleraar* at *hogescholen*. The degree of *doctor* is the minimum requirement for appointment to this post, the status of which is always temporary (a two-year contract renewable once) and which is intended to provide a sound basis for appointment as *docent*. For



further information on appointment and employer, see ► *Praktijklector*.

- Promotion title for an ► *Assistent/e* at universities. The degree of *doctor* is the minimum requirement for appointment to this post, the duties of which include research and teaching on an independent basis. Appointment is in accordance with a temporary contract of up to 3 years which may be renewed once. For further information on appointment, employer and evaluation, see *praktijklector*.

### Doktorassistent

**Country:** Finland

**Grammatical variants:** Doktorassistentter

**Level:** Tertiary

**Explanatory note:** Swedish term for ► *Tohtoriassistentti*.

### Dósent

**Country:** Iceland

**Grammatical variants:** Dósentar

**Level:** Tertiary

**Explanatory note:** Teacher at *háskóli* normally enrolling students from the age of 20. An evaluation committee assesses the qualifications of an applicant for this position, and a PhD or its equivalent is normally required for appointment. *Dósentar* have teaching, research and administrative responsibilities. They may apply for promotion to the post of ► *Professor*, in which case the conditions governing application vary with the university institution concerned. They are appointed by the head (*rektor*) of the institution on the basis of an open recruitment procedure or following promotion, and are state employees with civil servant status. In the private sector, they are employed by the institution. For information on evaluation, see ► *Aðjúnt*. Common term: *Háskólakennari*.

### Dotsent

**Country:** Estonia

**Grammatical variants:** Dotsendid, dotsen\*

**Level:** Tertiary

**Explanatory note:** Teacher at a tertiary education institution (*ülikool* or *rakenduskõrgkool*), normally enrolling students from the age of 18. Staff in this category teach one or more subjects and are involved in

research. They are selected by a mixed membership decision-making body within the institution and, if they satisfy all requirements, may apply for any other of its teaching staff posts. For all information, see ► *Professor*.

### Dotzent (Доцент)

**Country:** Bulgaria

**Grammatical variants:** Dotzenti

**Level:** Tertiary

**Explanatory note:** Associate professor at tertiary education institutions normally enrolling students from the age of 19. This post may be occupied by a person holding a doctorate or its equivalent. For information on appointment, employer, status and evaluation, see ► *Professor*.

### Dozent/in

**Country:** Belgium (German-speaking Community)

**Grammatical variants:** Dozent/en/innen\*

**Level:** Tertiary

**Explanatory note:** Teacher at the *Pädagogische Hochschule* and *Krankenpflegeschule* normally enrolling students from the age of 18. These teachers are trained in the universities of the French Community of Belgium. The university qualification of *licence* is required to obtain a post of this kind. In addition to their course responsibilities, teachers ensure that students are properly supervised and monitored. For information on appointment, employer, status and evaluation, see ► *Kindergärtner/in*.

### Dozent/in

**Country:** Liechtenstein

**Grammatical variants:** Dozent/en/innen\*

**Level:** Tertiary

**Explanatory note:** Teacher at *Universität* or *Fachhochschule* normally enrolling students from the age of 19. In the public sector, teachers have pursued an academic career and generally hold a doctorate and habilitation. They are employed on the basis of a private permanent contract and evaluated by the tertiary institution concerned. Synonym (in the public sector): *Professor*.



### Early education childcare worker

**Country:** United Kingdom (Scotland)

**Level:** Pre-primary/primary

**Explanatory note:** Synonym for ► *Nursery nurse*.

### Educador/a de infância

**Country:** Portugal

**Grammatical variants:** Educadores/ras de infância

**Level:** Pre-primary

**Explanatory note:** Teacher at pre-primary education institutions enrolling children aged between 3 and 6, who is trained for 4 years as a generalist at a tertiary teacher training institution (*Escola Superior de Educação*) or university. Candidates must have the upper secondary school leaving certificate (*diploma de estudos secundários*) to embark on training, which contains both a theoretical and practical component and leads to the award of the *licenciatura* degree. These teachers are responsible for the educational activity of very young children and for helping to coordinate the organisation of classroom activities. In public-sector schools, they are civil servants employed and appointed by the Regional Education Authorities (*Direcções Regionais de Educação*, or DRE) on the basis of a national application procedure organised by the Ministry of Education. For evaluation, see ► *Professor/a*.

### Educator/oare

**Country:** Romania

**Grammatical variants:** Educatori

**Level:** Pre-primary

**Explanatory note:** Teacher at *grădiniță*, including special education institutions, for children aged between 3 and 6/7, who is trained as a generalist in upper secondary schools for teacher training. On successful completion of their 5-year course, students receive a *diploma de bacalaureat* and a certificate (*atestat profesional*) qualifying them for employment as pre-primary school teachers. Since the 1999/2000 school year, initial training of these teachers has been provided by university colleges (*colegiu universitar*). A person intending to assume responsibilities formerly exercised by *educator/oare* is now trained as an ► *Institutor/oare* (although already qualified *educator/oare* will continue their activities and retain the former title). For all information on employer, appointment, status and evaluation, see *institutor*.

### Egyetemi adjunktus

**Country:** Hungary

**Grammatical variants:** Egyetemi adjunktusok, egyetemi adjunktus\*

**Level:** Tertiary

**Explanatory note:** Teacher in universities (*egyetem*) normally enrolling students from the age of 18. The *egyetemi oklevél* diploma and the qualification of teacher are required for appointment to this post. The responsibilities of these teachers may vary from one institution to the next and are stipulated in the institutional regulations. They may be promoted to the post of ►

*Egyetemi docens.* For information on appointment, employer, status and evaluation, see ► *Egyetemi tanár.*

### Egyetemi docens

**Country:** Hungary

**Grammatical variants:** Egyetemi docens\*, egyetemi docensek

**Level:** Tertiary

**Explanatory note:** Teacher in universities (*egyetem*) normally enrolling students from the age of 18. Those appointed to this post must have a doctorate (*doktorátus*), and be recognised as capable of managing and supporting the work of students and ► *Egyetemi tanársegéd*. They may be promoted to the post of ► *Egyetemi tanár*. For information on appointment, employer, status and evaluation, see *egyetemi tanár*.

### Egyetemi tanár

**Country:** Hungary

**Grammatical variants:** Egyetemi tanárok, egyetemi tanár\*

**Level:** Tertiary

**Explanatory note:** Teacher of the highest possible rank in universities (*egyetem*) normally enrolling students from the age of 18. Those appointed to this post must have a doctorate (*doktorátus*) and special academic accreditation (implying that they are nationally and internationally recognised and academic pioneers in their field of arts or science). They must also be able to manage and support the work of students and ► *Egyetemi tanársegéd*, and be recognised as capable of giving conventional lectures in two foreign languages. Besides their teaching and research responsibilities, staff at this level have to carry out administrative, financial and management tasks. They are recruited by the head (*rektor*) of their institution in accordance with an open selection procedure, formally appointed to their post by the President of the Republic, employed by the Ministry of Education, and have civil servant status. The *rektor* and the Hungarian Committee for Accreditation (*Magyar Akkreditációs Bizottság*) are responsible for their internal and external evaluation, respectively.

### Egyetemi tanársegéd

**Country:** Hungary

**Grammatical variants:** Egyetemi tanársegéd\*, egyetemi tanársegédek

**Level:** Tertiary

**Explanatory note:** Teacher in universities (*egyetem*) normally enrolling students from the age of 18, who is trained as a specialist in a university (*egyetem*). These teachers are responsible to the ► *Egyetemi tanár*. The *egyetemi oklevél* diploma and the qualification of teacher are required for appointment to this post. The responsibilities of these teachers may vary from one institution to the next and are stipulated in the institutional regulations. They may be promoted to the post of ► *Egyetemi adjunktus*. For information on appointment, employer, status and evaluation, see *egyetemi tanár*.

### Ekpaideftis/tria (Εκπαιδευτής/τρια)

**Country:** Greece

**Grammatical variants:** Ekpaideftes/tries

**Level:** Post-secondary

**Explanatory note:** Teacher at IEK (*Instituto Epaggelmatikis Katartisis*, or vocational training institutes) enrolling graduates from *Gymnasio/Lykeio* or the second stage of *Techniko Epaggelmatiko Ekpaideftirio*, or those who hold a recognised equivalent qualification. They are subject specialists and may hold a university or TEI degree, just an upper secondary or lower secondary school leaving certificate (*apolytirio eniaiou lykeiou* or *apolytirio gymnasiou*) or, in very rare cases, none of the foregoing qualifications provided they have recognised professional expertise. They are employed on a contractual basis, usually for 14 weeks, although this may depend on the course. They are appointed by a 3-member IEK Committee on the basis of an open recruitment procedure and their work is informally assessed by the head of the *Ekpaideftirio* (*Dieftintis*).

### Ekstern lektor

**Country:** Denmark

**Grammatical variants:** Den eksterne lektor, eksterne lektorer, de eksterne lektorer

**Level:** Tertiary

**Explanatory note:** Part-time external teacher at universities normally enrolling students from the age of 19. Satisfactory performance in the *candidatus* examination and further advanced qualifications are required for appointment. Staff in this category must independently organise and carry out teaching in accordance with decisions taken by their institution, giving lectures and devising and administering examinations and other forms of assessment. These teachers are appointed by their institutions in accordance with an open recruitment procedure and employed by them on a group contract basis, normally for three years at a time. They are subject to no individual formal assessment procedures.

### Enseignant/e-chercheur/euse

**Country:** France

**Level:** Tertiary

**Explanatory note:** Generic term to designate ► *Maître de conférences* and ► *Professeur/e des universités*.

### Enseignant/e associé/e

**Country:** France

**Level:** Tertiary

**Explanatory note:** Temporary teacher in tertiary education institutions normally for students aged 18 or over. Teachers in this category perform teaching and research on a full-time or part-time basis. In order to be recruited full time, candidates should either have demonstrable professional experience in a field related to their subject but outside teaching or research, or hold a *doctorat*, or an equivalent university qualification, and have teaching or research responsibilities abroad. In order to work part time, they have solely to demonstrate that they have a main professional occupation (other than in teaching) and professional experience related to the field in which they teach. They are employed by the head of their institution for a maximum period of 3 years if they work full time and 9 years if they work part time. They are subject to no evaluation procedure. For information on their teaching and research duties, recruitment and appointment, see ► *Maître de conférences* or ► *Professeur/e des*

*universités*. For promotion, see *maître de conférences*.

### Enseignant/e invité/e

**Country:** France

**Level:** Tertiary

**Explanatory note:** Temporary teacher in a tertiary education institution normally for students aged 18 or over. Teachers in this category perform teaching and research on a full-time or part-time basis. In order to be eligible, applicants should hold a doctorate, or an equivalent university qualification, and have teaching or research responsibilities abroad. They are appointed by the *recteur d'académie* (head of the *académie*), although this will subsequently be the role of the head of the institution concerned, and employed by the latter for 1-6 months each year. The decree governing appointment may be applicable for up to three years. They are subject to no evaluation procedure. For information on recruitment, see ► *Maître de conférences* or ► *Professeur/e des universités*.

### Epikouros Kathigitis/tria (Επίκουρος Καθηγητής/τρια)

**Country:** Greece

**Grammatical variants:** Epikouroi Kathigites/tries

**Level:** Tertiary

**Explanatory note:** Teacher at universities (*panepistimio*) and technological education institutes (*Technologika Ekpaideftika Idrymata*, or TEI). Candidates for this post have to hold a doctorate. Appointment to the post at a university requires at least 2 years of independent teaching and original publication following the completion of a doctoral thesis. Appointment at a TEI calls for at least 4 years of professional activity at an appropriate level and evidence of scientific or artistic activity (3 original publications or papers are required). Teachers in this category also have research responsibilities. They are employed by their institution for a 3-year period, following which they may become state employees and entitled to request promotion to the rank of ► *Anaplirotis/tria Kathigitis/tria*. They are appointed by the

dean (*prytanis*) at universities, and by the TEI president (*Proedros*) in TEIs, following a proposal from the electoral board of the department which announced the vacancy. There is no specific staff evaluation system at this level of education.

### Erhvervsskolelærer (+)

**Country:** Denmark

**Grammatical variants:**

Erhvervsskolelæreren, erhvervsskolelærere, erhvervsskolelærerne

**Level:** Upper secondary/post-secondary

**Explanatory note:** Teacher at vocational, business or technical upper secondary schools (*erhvervsskoler*, *handelsskoler* or *tekniske skoler*) for pupils aged between 16 and 19, who is trained as a vocational education subject specialist at the National Institute for the Educational Training of Vocational Teachers (*Danmarks Erhvervspædagogiske Læreruddannelse*, or DEL). The training involved is essentially a pedagogical course supplementing the technical skills and practical professional experience of skilled workers who want to become teachers. In order to embark on it, candidates must have a vocational training qualification and at least 5 years of practical work experience in the subject they intend to teach. The professional postgraduate teacher training course (*pædagogikum*) is a linked-work-and-training programme, in which periods of theoretical education alternate with periods of teaching practice. The theoretical part lasts the equivalent of 14 weeks full time, and the practical part the equivalent of 4 weeks full time. Much of the course involves on-the-job training supervised by a tutor (*praktikvejleder*) at the training institution itself. Within the first two years of employment, trainees must take the teaching examination leading to the qualification of *Eksamensbevis: Pædagogikum for lærere ved erhvervsskoler og AMU-centre* awarded by the DEL. These teachers are appointed by their institutions in accordance with an open recruitment procedure, and employed by them on a contractual basis with a status similar to that of civil servants. They are subject to no individual formal assessment procedures.

### Eripedagoog

**Country:** Estonia

**Grammatical variants:** Eripedagoogid, eripedagoog\*

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher at a *põhikool* or *gümnaasium*, which enrolls pupils with special needs aged between 7 and 18, who is trained for 5 years at university (*ülikool*) for work in special education. Training contains both a theoretical and practical part and, if successful, leads to the award of a diplom with the academic degree of bakalaureusekraad. For qualifications required to enter initial training, appointment, employer, status and evaluation, see ► *Koolieelse lasteasutuse õpetaja*.

### Erityislastentarhanopettaja

**Country:** Finland

**Grammatical variants:**

Erityislastentarhanopettajat, erityislastentarhanopettaj\*

**Level:** Pre-primary

**Explanatory note:** Teacher for children with special educational needs in pre-school education either at *päiväkoti* (day care centres) for those aged between 1 and 6 years old, or in *perusopetus* (for those aged 6). (S)he is a university-trained specialist. The *kasvatustieteiden kandidaatintutkinto* diploma is required for admission to the practical and theoretical training which consists of a course with a possible 35 credits (approximately one academic year) qualifying the teacher to act as an *erityislastentarhanopettaja*. For information on recruitment, appointment, employer, status, evaluation, see ► *Lastentarhanopettaja*. Swedish term: *Specialbarnträdgårdslärare*.

### Erityisluokanopettaja

**Country:** Finland

**Grammatical variants:**

Erityisluokanopettajat, erityisluokanopettaj\*

**Level:** Pre-primary/primary/lower secondary

**Explanatory note:** Teacher for children/pupils with special educational needs at *päiväkoti* (day care centres) and *perusopetus* (for ages 6 and 7-16, respectively). Staff in



this category are university-trained. The *kasvatustieteiden kandidaatintutkinto* or *maisterintutkinto* diploma is required for admission to the practical and theoretical training, which consists of a course with a possible 35-50 credits (usually more than one academic year) leading to the *erityisluokanopettajantutkinto* diploma. These teachers are recruited on the basis of an open recruitment procedure. The person/body in charge of their appointment depends on the decision of the local authority responsible for the management of the educational institution. They are employed by the local authority as civil servants or by a private maintaining body on a contractual basis. They are evaluated by the education provider. Swedish term: *Specialklasslärare*.

### Erityisopettaja

**Country:** Finland

**Grammatical variants:** Erityisopettajat, erityisopettaj\*

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Teacher at pre-primary level (*päiväkot*i and, in pre-school education, in *perusopetus*), primary and lower secondary levels (*perusopetus*), and upper secondary (*lukio*) and vocational upper secondary levels (*ammattillinen oppilaitos*, *ammattillinen erityisoppilaitos*), for ages 6, 7-16 and 16-19, respectively. The main task of these teachers is to provide part-time special needs education to pupils with minor/subject-specific learning difficulties or adjustment problems, except in the case of *ammattillinen erityisoppilaitos* where full-time special needs instruction is provided for students with severe learning difficulties. Education provided in these institutions is preparatory and rehabilitating. In becoming an *erityisopettaja*, there are 3 possible options: 1) teachers are special education specialists trained in postgraduate programmes (35–50 credits, equivalent to or slightly more than one academic year) at university. The diploma of *kasvatustieteiden kandidaatintutkinto* or *maisterintutkinto*, or its equivalent, is required for admission to training, and an entrance examination is organised for these applicants; 2) candidates

may also take the *kasvatustieteiden kandidaatintutkinto* (120 credits roughly equivalent to 3 academic years) or *maisterintutkinto* (160 credits roughly equivalent to 4 academic years) degree with special pedagogy as the main subject; 3) *ammattilliset opettajakorkeakoulut* (vocational teacher training colleges) offer special needs teacher education with a possible 35 credits (approximately one academic year), which qualifies those who have taken a higher academic or polytechnic degree to work as special needs teachers at vocational institutions. All 3 options consist of theoretical and practical training. For information on recruitment, appointment, employer, status and evaluation, see ► *Erityisluokanopettaja*. Swedish term: *Speciallärare* or *Specialyrkeslärare*.

### Erzieher/in

**Country:** Deutschland

**Grammatical variants:** Erzieher\*

**Level:** Pre-primary

**Explanatory note:** Educator at *Kindergarten* enrolling children aged between 3 and 6, who is trained at schools for social pedagogy which are part of the upper secondary system (*Fachschule für Sozialpädagogik*). These educators also work in day centres for children and pupils and in residential establishments. The full-time training course comprises 2 to 3 years of teaching in the *Fachschule* and practical vocational training work in social institutions. The entrance requirements for this course are successful completion of lower secondary education and relevant vocational training lasting at least 2 years, or 2 years of professional experience. Training leads to the qualification of state-recognised *Erzieher* and enables the staff concerned to undertake group work based on the methods of social pedagogy, in teams in which they nevertheless exercise a high degree of personal responsibility. Their task is to encourage the individual development of children and young people in accordance with their age and stimulate in them the desire to learn. The profession of *Erzieher* now includes a number of professions which were formerly separate (among

them *Krippenerzieherin, Kindergärtnerin, Hortnerin, Jugenderzieherin* and *Heimerzieherin*). Staff in this category are appointed on the strength of their personal application and the selection procedure of the institution concerned. In public-sector institutions, they are public service employees in accordance with the terms of the *Bundesangestelltentarifvertrag* (Collective Agreement for Federal Employees). They are evaluated by the head of the institution that employs them.

### Esiopetusta antava opettaja

**Country:** Finland

**Grammatical variants:** Esiopetusta antavat opettajat, esiopetusta antav\* opettaj\*

**Level:** Pre-primary

**Explanatory note:** Teacher for children aged 6 at *päiväkoti* and *perusopetus*. A person who is a qualified ► *Luokanopettaja* is also a qualified *esiopetusta antava opettaja*. In addition, a person who has taken a *kandidaatintutkinto* diploma in the field of pedagogy or who is a qualified ► *Lastentarhanopettaja* is also a qualified *esiopetusta antava opettaja*. For information on recruitment, appointment, employer, status, evaluation, see *lastentarhanopettaja* and *luokanopettaja*. Swedish term: *Lärare som meddelar förskoleundervisning*.





### Fachhochschul-Lektor/in

**Country:** Austria

**Grammatical variants:** Fachhochschul-Lektor/en/innen\*

**Level:** Tertiary

**Explanatory note:** Teacher at a *Fachhochschule* normally enrolling students from the age of 18, who is responsible for lectures in a certain field. Teachers in this category have either trained at university and obtained a *Magister* or *Diplom*..., or are excellent practitioners in their field. They have only teaching responsibilities, and are appointed to their post by the body which maintains the *Fachhochschule*, on the basis of an open recruitment procedure (with the decision taken by the appropriate *Studiengangsleiter/in* of the *Fachhochschule* programme). Teachers are employed on a contractual basis for a limited period (3 years maximum), but may subsequently be employed as a ► *Fachhochschul-Professor/in*. The programme administrator (*Studiengangsleiter/in*) is responsible for evaluating them.

### Fachhochschul-Professor/in

**Country:** Austria

**Grammatical variants:** Fachhochschul-Professor/en/innen\*

**Level:** Tertiary

**Explanatory note:** Highest grade of teacher at a *Fachhochschule* normally enrolling students from the age of 18, who is responsible for lectures in a certain field following employment as a ►

*Fachhochschul-Lektor/in*. These teachers have teaching responsibility only, and are employed on a contractual basis for a limited period (3 years open to extension). For all information on appointment, employer and evaluation, see *Fachhochschul-Lektor/in*.

### Facilitator

**Country:** Malta

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Assistant at pre-primary, primary, lower secondary and upper secondary levels. The main task of staff in this category is to support children/pupils with special educational needs, such as those with physical disabilities, so that they may be educated within mainstream schools. An upper secondary education certificate is required for admission to the (theoretical and practical training) which consists of an 18-month course leading to the *Diploma in Facilitating Inclusive Education* run by the University of Malta. These staff are recruited following a public call for applications. In public-sector schools, they are appointed by the Prime Minister on the recommendation of the public service commission and are employed by the Education Division as civil servants. They are evaluated by the head of school and the education officer for special educational needs.

### Facilitator Adult Education

**Country:** Malta

**Level:** Primary/lower/upper secondary

**Explanatory note:** Normally a ► *Teacher* (+) who gives adult evening classes in a part-time basis, in addition to teaching (s)he carries out during the day. Staff in this category, who apply annually to renew their responsibilities, are recruited in accordance with an open procedure and employed on a contractual basis by the department of further studies and adult education.

### Faglærer (+)

**Country:** Norway

**Grammatical variants:** Faglæreren, -lærer\*

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher at *grunnskole* (enrolling pupils aged between 6 and 16) and at *videregående skole* (pupils aged between 16 and 19/20) who is trained as a subject specialist at university colleges (*høgskole*). The upper secondary school certificate (*vitnemål fra videregående skole*) is necessary to embark on training. However, persons from the age of 25 have the right to be assessed for admission to tertiary education based on non-formal learning. Courses last 3 years (or the equivalent of 3 years) and contain both a theoretical and practical part. Successful training leads to the award of a diploma (*vitnemål*). These staff teach specific subjects like arts and crafts, business, music, home economics, theatre, ballet, physical education, etc. For information on appointment, employer, evaluation and status, see ► *Førskolelærer*.

### Fast track teacher

**Country:** United Kingdom (E)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Prospective teacher or a ► *Classroom teacher* in a (pre-primary) *nursery school*, primary or secondary school (for ages 3-4/5, 4/5-11 and 11-16/18, respectively) who has been recruited to the *fast track* programme. This programme aims to recruit and develop top-quality graduates and highly talented serving teachers with the highest potential for excellence in teaching. *Fast track* trainees receive a training salary and a bonus. At the end of initial teacher training, they receive an academic

qualification and QTS (see *classroom teacher*), and are also assessed against the *fast track* teacher criteria. The Department for Education and Skills (DfES), schools and *local education authorities* (LEAs) work together to identify *fast track* teacher posts. These are advertised amongst *fast track* teachers who apply and are interviewed and selected by the school governing body. The central management of the *fast track* programme provides financial support to schools and LEAs, partly to ensure that the additional costs of employing a *fast track* teacher are not passed on to the school. *Fast track* teachers are eligible for accelerated progression up the salary scale and are expected to occupy a range of posts within their first years of teaching. Recruitment to the *fast track* programme began in October 2000 and the first *fast track* teachers are taking up their posts in September 2002. Promotion possibilities relate mainly to the *leadership scale* but also to ► *Advanced skills teacher*.

### FLA

**Country:** United Kingdom (E/W/Ni)

**Level:** Lower/upper secondary/post-secondary/tertiary

**Explanatory note:** Abbreviation of ► *Foreign language assistant*.

### Főiskolai adjunktus

**Country:** Hungary

**Grammatical variants:** Főiskolai adjunktusok, főiskolai adjunktus\*

**Level:** Tertiary

**Explanatory note:** Teacher in tertiary education institutions (*főiskola*) normally enrolling students from the age of 18. The *egyetemi oklevél* diploma and the qualification of teacher are required for appointment to this post. The responsibilities of these teachers may vary from one institution to the next and are stipulated in the institutional regulations. They may be promoted to the post of ► *Főiskolai docens*. For information on appointment, employer, status and evaluation, see ► *Főiskolai tanár*.

## Főiskolai docens

**Country:** Hungary

**Grammatical variants:** Főiskolai docensek, főiskolai docens\*

**Level:** Tertiary

**Explanatory note:** Teacher in tertiary education institutions (*főiskola*) normally enrolling students from the age of 18. Those appointed to this post must hold the *egyetemi oklevél* diploma. They must also be recognised researchers or engaged in a highly noteworthy form of professional activity or practice, and be capable of managing and supporting the work of the teachers and students for whom they are responsible and giving conventional lectures in a foreign language. They may be promoted to the post of ► *Főiskolai tanár*. For information on appointment, employer, status and evaluation, see *főiskolai tanár*.

## Főiskolai tanár

**Country:** Hungary

**Grammatical variants:** Főiskolai tanárok, főiskolai tanár\*

**Level:** Tertiary

**Explanatory note:** Teacher of the highest possible rank in institutions of tertiary education (*főiskola*) normally enrolling students from the age of 18. Those appointed to this post must have a doctorate (*doktorátus*), be recognised by specialists in their field, and make a highly significant contribution to academic life. They must also be able to manage and support the work of students and ► *Főiskolai tanársegéd*, and be recognised as capable of giving conventional lectures in a foreign language. For information on responsibilities, see ► *Egyetemi tanár*. Recruitment is administered by the head of the institution (*főiskolai rektor*) or, in the case of *főiskola* not subdivided into departments, by the *főigazgató* (in accordance with an open selection procedure). These staff are formally appointed by the Prime Minister, employed by the Ministry of Education, and have civil servant status. The head of their institution and the Hungarian Committee for Accreditation (*Magyar Akkreditációs Bizottság*) are responsible for their internal and external evaluation, respectively.

## Főiskolai tanársegéd

**Country:** Hungary

**Grammatical variants:** Főiskolai tanársegédek, főiskolai tanársegéd\*

**Level:** Tertiary

**Explanatory note:** Teacher in tertiary education institutions (*főiskola*) normally enrolling students from the age of 18. These teachers are responsible to the ► *Főiskolai tanár*. The *egyetemi oklevél* diploma and the qualification of teacher are required for appointment to this post. The responsibilities of these teachers may vary from one institution to the next and are stipulated in the institutional regulations. They may be promoted to the post of ► *Főiskolai adjunktus*. For information on appointment, employer, status and evaluation, see *főiskolai tanár*.

## Folkeskolelærer

**Country:** Denmark

**Grammatical variants:** Folkeskolelæreren, folkeskolelærere, folkeskolelærerne

**Level:** Primary/lower secondary

**Explanatory note:** Teacher at a *folkeskole* for pupils aged between 6/7 and 16, who is trained as a generalist in teacher training tertiary education institutions (*lærerseminarier*). The general upper secondary school leaving certificate (awarded following satisfactory performance in the *studentereksamen*, *HF*, *HHX* or *HTX* examinations) is necessary to embark on training, which lasts 4 years and contains both a theoretical and practical part. Training comprises the following: 4 main subjects (Danish or mathematics plus 3 other subjects chosen by the student); a major independent assignment related to one of the main subjects; Christian studies/philosophies of life; and pedagogical subjects. Successful training leads to the award of the *bevis for lærereksamen*. Teachers are appointed by the municipalities in accordance with an open recruitment procedure and employed by them on a group contract basis. They are subject to no individual formal assessment procedures and, after 8 years of employment, they are granted the title of ► *Overlærer*. Teachers in this category may also assume

special responsibilities in the *folkeskole*, such as those of ► *Skolebibliotekar* (school librarian).

### Folkhögskollärare

**Country:** Sweden

**Level:** Lower/upper secondary/post-secondary

**Explanatory note:** Teacher of adults at a *folkhögskola*, who is university trained as a specialist. Higher education of at least 3 years in an appropriate field is required for admission to the practical and theoretical training, which consists of a 1-year academic course leading to the *folkhögskollärarexamen* diploma. Employer and status may differ, depending on the type of ownership concerned. For information on recruitment, appointment and evaluation, see ► *Förskollärare*.

### Foreign language assistant

**Country:** United Kingdom (E/W/NI)

**Level:** Lower/upper secondary/post-secondary/tertiary

**Explanatory note:** Synonym for ► *Language assistant*. Abbreviation: FLA.

### Forskarassistent

**Country:** Sweden

**Grammatical variants:** Forskarassistenter

**Level:** Tertiary

**Explanatory note:** Teacher at a university or university college normally enrolling students from the age of 19, whose responsibilities are divided between teaching, research and administration to an extent that depends on the individual institution concerned. Candidates for this post should normally have acquired the title of *doktor* within the 5 years preceding their application. They are recruited by the institution concerned in accordance with an open recruitment procedure, and appointed by the vice-chancellor (*rektor*), who may delegate this responsibility to another staff member. In public-sector universities and university colleges, they are employed by the State for a maximum period of 4 years. For information on evaluation, see ► *Professor*.

### Førskolelærer

**Country:** Norway

**Grammatical variants:** Førskolelæreren, -lærer\*

**Level:** Pre-primary/primary

**Explanatory note:** Teacher at *barnehager* (children up to 5 years of age) and the first year of *grunnskole* (6-year-old children), who is trained as a generalist at a university college (*høgskole*) specialising in pre-primary teacher training. The upper secondary school certificate (*vitnemål fra videregående skole*) is necessary to embark on training. However, persons from the age of 25 have the right to be assessed for admission to tertiary education based on non-formal learning. Training for *førskolelærer* lasts 3 years and contains both a theoretical and practical part. Successful training leads to the award of a diploma (*førskolelærervitnemål*). Teachers are appointed and employed by the municipalities in accordance with an open recruitment procedure. They are employed on a contractual basis and are not civil servants. There is no evaluation of teachers – only school evaluation in general.

### Förskollärare

**Country:** Sweden

**Level:** Pre-primary

**Explanatory note:** Teacher in a *förskola* or *förskoleklass* (pre-school class) for children aged 1-6, who is trained as a generalist at a university or university college. The *slutbetyg från gymnasieskolan* diploma is required for admission to the theoretical and practical training, which consists of a 3-year academic course leading to the *barn- och ungdomspedagogisk examen* diploma. These staff members are appointed by the school head (*rektor*) in accordance with an open recruitment procedure and are employed under permanent contract by the municipality. From 1 July 2001, a new integrated teaching degree is being introduced, replacing the *barn- och ungdomspedagogisk examen*. All future teachers will have a common basic competence, combined with a chosen specialisation in particular subject areas and/or age-groups. The different teaching

qualifications will vary in length between 120 and 220 credit points (between approximately 3 and 5½ academic years). There is no formal evaluation of teachers, but the school head acts as counsellor and staff development manager.

### Førsteamanuensis

**Country:** Norway

**Grammatical variants:** Førsteamanuensen, -amanuens\*

**Level:** Tertiary

**Explanatory note:** Associate professor at universities and university colleges (*høgskole*) normally enrolling students from the age of 19. This post, which involves both teaching and research responsibilities, may be occupied by a person holding a doctorate or an equivalent qualification. They can be promoted to the post of ► *Profesor*. For information on appointment, employer, status and evaluation, see ► *Høgskolelektor*.

### Framhaldsskólakennari (+)

**Country:** Iceland

**Grammatical variants:** Framhaldsskólakennarar

**Level:** Upper secondary

**Explanatory note:** Teacher at *framhaldsskóli* enrolling pupils aged between 16 and 20, who is trained as a subject specialist at *Háskóli Íslands* (University of Iceland). In some

subjects, such as arts and crafts, training is also provided at *Kennaraháskóli Íslands* (Iceland University of Education), *Háskólinn á Akureyri* (University of Akureyri) and *Listaháskóli Íslands* (Iceland Academy of the Arts). Applicants for training at *Háskóli Íslands* must have a BA or BSc degree (3 or 4 years of study). Here, training lasts one year, or one semester if applicants have a degree higher than the foregoing. Courses are both academic and practical and lead to the qualification required to teach at upper secondary level, which also enables its holders to teach at primary and lower secondary schools. Courses at *Kennaraháskóli Íslands* or *Háskólinn á Akureyri* leading to the same qualification are part time and last 2 years. These teachers, who are state employees and civil servants, are appointed by the school head (*skólameistari*) on the recommendation of the school board. All vacant posts at upper secondary schools must be advertised. Only those who have a letter of accreditation from the Minister of Education, Science and Culture are authorised to use the term *framhaldsskólakennari* as a professional title. Every upper secondary school has to implement methods to evaluate its work. Common term: *Kennari*.







### Gastprofessor

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Gastprofessors, gastprofessoren

**Level:** Tertiary

**Explanatory note:** Teacher at *hogescholen* offering 'single-stage' and/or '2-stage' tertiary education courses and at universities, normally enrolling students from the age of 18. These teachers are usually contractually engaged for short periods to perform highly specialised tasks, including lectures on specific subjects at universities. They are not appointed to a fixed post at the institution concerned, and do not have to fulfil any formal qualification requirements.

### Geaggregeerde voor het secundair onderwijs (+)

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Geaggregeerden voor het secundair onderwijs

**Level:** Lower/upper secondary

**Explanatory note:** Teacher at secondary schools for pupils aged between 12 and 18/20. Training for teachers in lower secondary education (*groep 1*) is organized in *hogescholen* offering 'single-stage' tertiary education (3 years). Training for teachers in upper secondary education (*groep 2*) is organized by the universities and in *hogescholen* offering '2-stage' courses. These teachers are trained as specialists. The upper secondary school leaving certificate (*diploma secundair onderwijs*) is necessary to embark on training which usually lasts 4 years. Postgraduate teacher training may be undertaken either

parallel to the university course, together with the *licence* (in one or 2 years, as the student wishes) or following it (in one year, or 2 years part time). Successful training results in the award of the degree of *geaggregeerde voor het secundair onderwijs* (*groep 1* and *2* for lower and upper secondary level, respectively). Some members of staff follow training within Social Advancement Education (*onderwijs voor sociale promotie*) which prepares them for an exam leading to the certificate of teaching ability (*getuigschrift pedagogische bekwaamheid*). Teachers specialising for work in upper secondary education obtain the degree of *licentiaat* or *meester*. For information on appointment, employer, and status, see ► *Kleuteronderwijzer/es*. New arrangements for evaluation to be conducted by the head of school (*directeur*) are still in hand.

### Gewoon hoogleraar

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Gewoon hoogleraren, gewoon hoogleraars

**Level:** Tertiary

**Explanatory note:** Highest grade of teacher at *hogescholen* offering 'single-stage', and/or '2-stage' tertiary education courses and at university, enrolling students normally from the age of 18. Staff in this category have to have at least 6 years of teaching experience as ► *Docent/e*, ► *Hoofddocent/e* or ► *Hoogleraar* at a *hogeschool* or university. For information on appointment, employer, evaluation and status, see ► *Praktijklector*.



**Glaven asistent (Главен асистент)****Country:** Bulgaria**Grammatical variants:** Glavni asistenti**Level:** Tertiary

**Explanatory note:** Chief assistant recruited from among the ► *Starchi asistent*. Staff in this category are appointed on the basis of their teaching experience and academic and research record, and have teaching and research responsibilities. For information on appointment, employer, status and evaluation, see ► *Asistent*.

**Graduate teacher****Country:** United Kingdom (E/W)**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Generalist or specialist teacher in a (pre-primary) *nursery school*, primary school or secondary school (for ages 3-4/5, 4/5-11 and 11-16/18, respectively), who is following an employment-based route to *Qualified Teacher Status (QTS)* via the *Graduate Teacher Programme (GTP)*. *Graduate teachers* must be over 24 years of age and have successfully completed a first degree (normally a *Bachelor's degree*). Trainees must first find employment in a school and are paid as an unqualified teacher. The school (or school partnership) is responsible for assessing training needs and devising and supervising the training plan, which is approved by the *Teacher Training Agency (TTA)* in England or the *National Assembly for Wales* and may include off-site training. Since September 2000, schools in the GTP have received grants paid by the TTA to cover their trainee salary costs. Entry to the GTP is competitive, with a limited number of places each term allocated to the best schools and graduate trainees in priority recruitment areas and subjects for which teachers are in short supply. The TTA also pays an additional grant to cover the training and assessment costs of trainees who follow a 1-year postgraduate programme which may be cut to a minimum of 3 months for those with significant teaching experience. For employer, status, evaluation and promotion, see ► *Classroom teacher*.

**Graduate teaching assistant****Country:** United Kingdom (E/W/NI)**Level:** Tertiary

**Explanatory note:** Teaching assistant who is a postgraduate (mainly) research student. There are no statutory qualifications but *graduate teaching assistants (GTAs)* usually have a good first degree (normally a *Bachelor's degree* with first or upper second class honours), and are studying for a *Master's degree* or *doctorate*. They are usually recruited from within the department in which they are studying, and their duties may include leading tutorials, taking lectures, providing demonstrations, and assessing course work and examination papers. Teaching is limited to six hours a week. Some institutions provide training for GTAs and other research students in support of their teaching activities, while others offer mentors. Staff in this category are employed by their university or tertiary education institution, which itself determines evaluation and promotion procedures. Abbreviation: GTA.

**Grundskollärare (+)****Country:** Sweden**Level:** Primary/lower secondary

**Explanatory note:** Teacher at a *grundskola*, for pupils aged 7-16, or in municipal adult education (for those aged 20 or over). (S)he is either trained as a generalist (to teach at primary level) or as a subject-specialist (to teach at lower secondary level) at a university or university college. The *slutbetyg från gymnasieskolan* diploma is required for admission to the theoretical and practical training, which consists of a 3½-year academic course (for teachers in grades 1-7) or a similar 4½-year course (for teachers in grades 4-9) leading to the *grundskollärarexamen* diploma. From 1 July 2001, a new integrated teaching degree is being introduced, replacing the *grundskollärarexamen*. For information on recruitment, appointment, employer, status and evaluation, see ► *Förskollärare*.

**Grunnskólakennari****Country:** Iceland**Grammatical variants:** Grunnskólakennarar

**Level:** Primary/lower secondary

**Explanatory note:** Teacher at *grunnskóli* enrolling pupils aged between 6 and 16, who is trained as a generalist teacher at *Kennaraháskóli Íslands* (Iceland University of Education) or *Háskólinn á Akureyri* (University of Akureyri). Satisfactory performance in the *Stúdentspróf* examination or its equivalent is required to embark on training which lasts 3 years, except in the case of a distance learning course which lasts 4 years. *Grunnskólakennari* can also be trained at *Háskóli Íslands* (University of Iceland). In this case, a BA or BSc. degree (3 or 4 years of study) is required to embark on training which lasts one year, or one semester if applicants have a degree higher than the foregoing. Courses are both academic and practical and lead to the award of the teaching qualification. Only those who have a letter of accreditation from the Minister of Education Science and Culture are authorised to use the term *grunnskólakennari* as a professional title. Staff in this category have civil servant status and are employed and appointed by the municipalities on the basis of an open recruitment procedure. Every school has to implement methods to evaluate its work. Common term: *Kennari*.

## GTA

**Country:** United Kingdom (E/W/NI)

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Graduate teaching assistant*.

## Gümnaasiumi aineõpetaja (+)

**Country:** Estonia

**Grammatical variants:** Gümnaasiumite aineõpetajad, gümnaasiumi\* aineõpetaja\*

**Level:** Lower/upper secondary

**Explanatory note:** Teacher at a *gümnaasium*, for pupils aged between 16 and 18, who is trained for 5 years as a 'semi-specialist' at a university level institution (*ülikool*). Training contains both a theoretical and practical part and, if successful, leads to the award of a *diplom* with the academic degree of *bakalaureusekraad*. If courses do not specialise in teacher training, students have to complete a one-year teacher training course in

an *ülikool* after obtaining their first university degree, following which they are awarded a special certificate (*tunnistus*). For qualifications required to enter initial training, appointment, employer, status and evaluation, see ► *Koolieelse lasteasutuse õpetaja*.

## Gymnasiallehrer/in (+)

**Country:** Liechtenstein

**Grammatical variants:** Gymnasiallehrer/-innen\*

**Level:** Lower/upper secondary

**Explanatory note:** Teacher at a *Gymnasium* for pupils aged between 11 and 19, who is trained as a specialist in one or more subjects at universities or specialised tertiary education institutions in Switzerland or Austria. The upper secondary school leaving certificate (*Maturazeugnis*) is necessary to embark on training, which lasts 4-5 years and contains both a theoretical and practical part. Successful completion of training results in the award of the *Gymnasium* teacher diploma. For information on appointment, employer and status, see ► *Primarschullehrer/in*. Evaluation of teachers is the joint responsibility of the head of the department of higher education (*Unterrichtskommission*) and a team of subject specialists chaired by that person.

## Gymnasielærer (+)

**Country:** Denmark

**Grammatical variants:** Gymnasielæreren, gymnasielærere, gymnasielærerne

**Level:** Upper secondary/post-secondary

**Explanatory note:** Teacher at a *gymnasium* or at *HF-*, *HHX-* and *HTX-* institutions enrolling pupils aged between 16/17 and 19, who is university trained for 5½ years as a general education subject specialist. In order to embark on teacher training, candidates must hold the *candidatus* degree in one or more subjects (the vast majority of *gymnasium* teachers have specialized in two), following which they apply for admission to the professional postgraduate teacher training course (*pædagogikum*). The first 5-month part of this course consists of teaching practice (remunerated at 80 % of the starting

salary for fully qualified *gymnasielærere*), while the second part lasting some two weeks involves theoretical/pedagogical training. Successful training results in the award of the diploma in education (*bevis for pædagogikum*). These teachers are appointed by the counties in accordance with an open recruitment procedure, and employed by them on a permanent or fixed-term group contract basis. Their status may be similar to that of civil servants and they are subject to no formal assessment procedures. In their first year of permanent employment, they have the title of ► *Adjunkt* and, after 13 years, they are automatically granted the promotion title of ► *Lektor*.

### Gymnasielärare (+)

**Country:** Sweden

**Level:** Upper secondary

**Explanatory note:** Teacher at a *gymnasieskola* for pupils aged between 16 and 19, or in municipal adult education (for those aged 20 or over). (S)he is trained as a subject-specialist (in 2 or 3 subjects) at a university or university college. The *slutbetyg från gymnasieskolan* is required for admission to the theoretical and practical training, which consists of a 4½ year academic course (comprising 2 years for the main subject, 1½ years for the other subjects and 1 year of teacher training) and leads to the *gymnasielärarexamen* diploma. From 1 July 2001, a new integrated teaching degree is being introduced, replacing the *gymnasielärarexamen*. For information on recruitment, appointment, employer, status and evaluation, see ► *Förskollärare*.

### Gyógypedagógus

**Country:** Hungary

**Grammatical variants:** Gyógypedagógusok, gyógypedagógus\*

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Teacher in separate schools for special education, and mainstream schools offering special education as an integral part of their provision at all levels of schooling. Teachers in this category specialise in working with children who have special educational needs. They may teach all school subjects in pre-primary schools (*óvoda*) and the first 6 years of the *általános iskola*. In mainstream secondary schools offering special education, they work as assistants to ► *Tanár*, ► *Okleveles tanár*, ► *Szakoktató*, ► *Szakmai tanár*. These staff are trained in tertiary education institutions (*főiskola*) or universities (*egyetem*). The certificate awarded on satisfactory performance in the upper secondary school leaving examination (*érettségi vizsga*) and successful performance in a tertiary education entrance examination (*felvételi vizsga*) are required to embark on training which lasts at least 7 or 8 semesters (depending on whether trainees specialise in one or two school subjects). Training consists of a theoretical part and a practical part, including placements, and leads to the award of the *főiskolai oklevél* or *egyetemi oklevél* diploma and qualification as a *gyógypedagógus*. For information on appointment, employer, status and evaluation, see ► *Óvodapedagógus*.



### Handmenntakennari

**Country:** Iceland

**Grammatical variants:** Handmenntakennarar

**Level:** Primary/lower secondary

**Explanatory note:** Teacher at *grunnskóli* for pupils aged between 6 and 16, trained at *Kennaraháskóli Íslands* (Iceland University of Education) in the general programme for teacher trainees, who may select handicrafts (woodwork, knitting, needlework, etc.) as an optional course. In this case, satisfactory performance in the *Stúdentspróf* examination, or its equivalent, is required to embark on training which is both academic and practical and leads to a BED degree. For information on appointment, employer, status and evaluation, see ► *Grunnskólakennari*.

### Háskólakennari

**Country:** Iceland

**Grammatical variants:** Háskólakennarar

**Level:** Tertiary

**Explanatory note:** Common term for ► *Aðjúnt*, ► *Lektor*, ► *Dósent*, ► *Prófessor* and ► *Stundakennari*.

### Hauptschullehrer/in (+)

**Country:** Austria

**Grammatical variants:** Hauptschullehrer/innen\*

**Level:** Lower secondary

**Explanatory note:** Teacher at *Hauptschulen* enrolling pupils aged between 10 and 14, who is trained as a subject specialist at a *Pädagogische Akademie* (non-university tertiary education). These teachers specialise

in two subjects. The upper secondary general school leaving certificate (*Reifeprüfungszeugnis*), or its equivalent, is necessary to embark on training which lasts at least 3 years and contains both a theoretical and practical part. Successful training leads to the award of a *Lehramt für Hauptschulen* qualification. For all information on appointment, employer, status and evaluation, see ► *Volksschullehrer/in*.

### Heimilisfræðikennari

**Country:** Iceland

**Grammatical variants:** Heimilisfræðikennarar

**Level:** Primary/lower secondary

**Explanatory note:** Teacher at *grunnskóli* for pupils aged between 6 and 16, who is trained at *Kennaraháskóli Íslands* (Iceland University of Education) in the general programme for teacher trainees, and who may select home economics as an optional course. In this case, satisfactory performance in the *Stúdentspróf* examination, or its equivalent, is required to embark on training which is both academic and practical and leads to a BED degree. For information on appointment, employer, status and evaluation, see ► *Grunnskólakennari*.

### Hochschuldozent/in

**Country:** Deutschland

**Grammatical variants:** Hochschuldozenten, Hochschuldozent\*

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions (*Hochschulen*)

normally enrolling students from the age of 19. Recruitment is based on qualification requirements similar to those for a ► *Professor*. Depending on their specific terms of employment, *Hochschuldozenten* perform their duties independently in the fields of science and the arts, research and teaching, in accordance with the requirements of their institution. They are appointed by the competent authority under *Land* law (e.g. the Ministry of Education and Science) on the proposal of the appropriate bodies at the university institution concerned, and employed by the *Land*. They are generally appointed for 6 years with temporary civil servant status and, in some *Länder*, they may also be public service employees in accordance with the *Bundesangestelltentarifvertrag* (Collective Agreement for Federal Employees). In medicine, their employment contract can be extended by 4 years. If the contract of *Hochschuldozenten* is preceded by an employment contract as ► *Oberassistent/in* or ► *Oberingenieur/in*, their period of service is reduced by the period of the previous contract. They are evaluated by the institution at which they perform their duties. In exceptional cases, they may be given a permanent contract.

### Hogeschooldocent

**Country:** The Netherlands

**Grammatical variants:** Hogeschooldocenten

**Level:** Tertiary

**Explanatory note:** Specialist teacher at a tertiary vocational education institution (*hogeschool*) normally enrolling students from the age of 17. These teachers have teaching responsibilities related to theoretical aspects of their professional field and to the relationship between its theory and practice. They may be promoted to the post of ► *Hogeschoolhoofddocent*. For information on qualifications, appointment, employer, status and evaluation, see ► *Lector*.

### Hogeschoolhoofddocent

**Country:** The Netherlands

**Grammatical variants:**

Hogeschoolhoofddocenten

**Level:** Tertiary

**Explanatory note:** Specialist teacher at a tertiary vocational education institution (*hogeschool*) normally enrolling students from the age of 17. Although there are no specific training courses for those wishing to teach in tertiary education, staff in this category have to hold a tertiary education qualification (*getuigschrift van het – met goed gevolg afgelegd – afsluitend examen (hoger beroepsonderwijs or wetenschappelijk onderwijs)*), as well as a certificate testifying to their teaching ability (*bewijs van pedagogisch didactische bekwaamheid*), which is normally awarded following a 1-year work-based course. Their responsibilities for teaching and applied research are broader than those of the ► *Hogeschooldocent*, and they may also have organisational responsibilities depending on the institution concerned. For appointment, employer, status and evaluation, see ► *Lector*.

### Høgskoledosent

**Country:** Norway

**Grammatical variants:** Høgskoledosenten, -dosent\*

**Level:** Tertiary

**Explanatory note:** Highest grade of teacher at state colleges (*statlig høgskole*) normally enrolling students from the age of 19. The main qualification required for appointment to this post is a doctorate, or its equivalent, but other criteria such as completion of an academic dissertation, a significant publications record, management and participation in research projects and professional experience, are also taken into account. These staff have teaching and research responsibilities. For information on appointment, employer, status and evaluation, see ► *Høgskolelektor*.

### Høgskolelærer

**Country:** Norway

**Grammatical variants:** Høgskolelæreren, -lærer\*

**Level:** Tertiary

**Explanatory note:** Assistant at state colleges (*statlig høgskole*) normally enrolling students from the age of 19, who has limited



responsibilities involving the practical teaching of students. The qualifications required for appointment are four-year tertiary education, with at least 2 years of education in the subject which applicants intend to teach, as well as professional experience and a satisfactory grasp of educational theory and practice. They can be promoted to the post of ► *Høgskolelektor*. For information on appointment, employer, status and evaluation, see ► *Høgskolelektor*.

### Høgskolelektor

**Country:** Norway

**Grammatical variants:** Høgskolelektoren, -lektor\*

**Level:** Tertiary

**Explanatory note:** Assistant of ► *Høgskoledosent* at state colleges (*statlig høgskole*). This post may be occupied by a person with a higher degree examination (*hovedfag*) from a university or university college, and involves teaching responsibilities only. These staff are employed, appointed and evaluated by the institution, and employed on a contractual basis. They are not civil servants. They can be promoted to the post of ► *Førsteamanuensis*.

### Hoofddocent/e

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Hoofddocenten

**Level:** Tertiary

**Explanatory note:** Promotion title for a ► *Docent/e* in the *hogeschool* or at university. These staff are promoted in accordance with their seniority in the post of *docent*. In universities, there are no fixed criteria for promotion. They may be promoted on the basis of their output as teachers, as well as researchers, and subsequently further promoted to the post of ► *Hoogleraar*.

### Hoofdinstructeur (landbouw) praktijkonderwijs

**Country:** The Netherlands

**Grammatical variants:** Hoofdinstructeurs (landbouw) praktijkonderwijs

**Level:** Upper secondary

**Explanatory note:** Promotion title for ► *Instructeur*. The *hoofdinstructeur* has a higher

level of responsibility. For all additional information, see *instructeur*.

### Hoofdinstructeur praktijkonderwijs

**Country:** The Netherlands

**Grammatical variants:** Hoofdinstructeurs praktijkonderwijs

**Level:** Tertiary

**Explanatory note:** Promotion title for ► *Instructeur praktijkonderwijs* at a tertiary vocational education institution (*hogeschool*), normally enrolling students from the age of 17. The *hoofdinstructeur praktijkonderwijs* has a higher level of responsibility than the former. For all additional information, see ► *Instructeur praktijkonderwijs*.

### Hoofdlector

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Hoofdlectoren, hoofdlectors

**Level:** Tertiary

**Explanatory note:** Promotion title for a ► *Lector* promoted in accordance with seniority in his/her post.

### Hoofdpraktijk-lector

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Hoofdpraktijk-lectoren, hoofdpraktijk-lectors

**Level:** Tertiary

**Explanatory note:** Promotion title for a ► *Praktijklector* in the *hogeschool*, who is promoted in accordance with seniority in his/her post.

### Hoogleraar

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Hoogleraren, hoogleraar

**Level:** Tertiary

**Explanatory note:**

- Teacher at *hogescholen* offering 'single-stage' and/or '2-stage' tertiary education courses enrolling students normally from the age of 18. The *doctoraat* is the minimum requirement for appointment to this post which involves responsibility for teaching and research. For further information on appointment, employer, status and evaluation, see ► *Praktijklector*.

Promotion title for a ► *Docent/e* or ► *Hoofddocent/e* in accordance with their seniority in the posts of *docent* or *hoofddocent* in their own *hogeschool*. They may also be further promoted to the post of ► *Gewoon hoogleraar*.

- Promotion title for a *hoofddocent* at a university, who is promoted on the basis of useful professional experience. They may subsequently be further promoted to the post of *gewoon hoogleraar*.

## Hoogleraar

**Country:** The Netherlands

**Grammatical variants:** Hoogleraren

**Level:** Tertiary

**Explanatory note:** Highest grade of teacher at universities normally enrolling students from the age of 18. Although there are no specific statutory requirements regarding previous training, in practice these teachers will be expected to have the degree of *doctor* and an academic publishing record. Besides their academic and educational responsibilities, they may also have to perform organisational tasks, depending on the institution concerned. They can be recruited from the ► *Universitair*

*hoofddocent*. For information on appointment, employer, status and evaluation, see ► *Lector*.

## Hushållslärare

**Country:** Sweden

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher of home economics at a *grundskola*, for pupils aged 7-16, or in adult education institutions (for those aged 20 or over). Staff in this category can only teach at a *gymnasieskola* (for students aged 16-19) if they hold the (now abolished) *hushållslärarexamen* qualification. At present, home economics can be selected only as an area of specialisation in combination with another subject in the programme leading to the *grundskollärarexamen* diploma (grades 4-9). These staff are trained as specialists at universities or university colleges and the *slutbetyg från gymnasieskolan* diploma is required for admission to training. From 1 July 2001, a new integrated teaching degree is being introduced, replacing the *grundskollärarexamen*. For information on recruitment, appointment, employer, status and evaluation, see ► *Förskollärare*.





### Idrottslärare

**Country:** Sweden

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher of physical education at a *grundskola* or *gymnasieskola*, enrolling pupils aged between 7-16 and 16-19 respectively, or in municipal adult education (for those aged 20 or over). (S)he is trained as a specialist at a university or university college. The *slutbetyg från gymnasieskolan* diploma is required for admission to training which lasts from one term to 1½ years, depending on the level of education chosen, and leads to the *idrottslärarexamen* diploma. From 1 July 2001, a new integrated teaching degree is being introduced, replacing the *idrottslärarexamen*. For information on recruitment, appointment, employer, status and evaluation, see ► *Förskollärare*.

### Insegnante di scuola con particolari finalità

**Country:** Italy

**Grammatical variants:** Insegnanti di scuola con particolari finalità

**Level:** Upper secondary

**Explanatory note:** Teacher at upper secondary schools, for pupils aged between 14 and 19. These teachers are university-trained specialists whose main task is to teach certain subjects to disabled pupils and cope with particular special needs. For information on training, see ► *Insegnante di sostegno*. For information on recruitment, appointment, status, employer and evaluation, see ► *Insegnante di scuola dell'infanzia*.

### Insegnante di scuola dell'infanzia

**Country:** Italy

**Grammatical variants:** Insegnanti di scuola dell'infanzia

**Level:** Pre-primary

**Explanatory note:** Teacher at *scuola dell'infanzia* for pupils aged between 3 and 6. (S)he is a university-trained generalist. A *diploma di superamento dell'esame di Stato conclusivo dei corsi di studio di istruzione secondaria superiore*, as well as satisfactory performance in an examination (*prova di ammissione*) for entrance to the training institution, are required for admission to the practical and theoretical training, which consists of a 4-year academic course leading to the degree of *laurea in Scienze della Formazione Primaria (indirizzo per insegnanti di scuola dell'infanzia)*. From the 2001/02 school year, a 3+2-year course initial training will be implemented. These teachers are recruited following a national competitive examination (*concorso*), as a result of which they acquire permanent teacher status. Until the 2000/01 school year, they were appointed by the *Provveditore agli studi* but, with the ongoing reform of public administration, future responsibility for their appointment has yet to be decided. Teachers are employed by the State and, in public-sector schools, they are civil servants. They are evaluated only after their first year of tenure (*anno di prova/formazione*) by the *Comitato di Valutazione* (School Evaluation Board) and the headteacher.

Note: Due to the ongoing reform, some universities are maintaining a 4-year course for future pre-primary and primary teachers, whereas others are adopting the 3+2-year course formula.

### Insegnante di scuola elementare

**Country:** Italy

**Grammatical variants:** Insegnanti di scuola elementare

**Level:** Primary

**Explanatory note:** Teacher at *scuola elementare* for pupils aged between 6 and 11. For information on training, recruitment, status, employer, appointment and evaluation, see ► *Insegnante di scuola dell'infanzia*.

### Insegnante di scuola media (+)

**Country:** Italy

**Grammatical variants:** Insegnanti di scuola media

**Level:** Lower secondary

**Explanatory note:** Teacher at *scuola media* for pupils aged between 11 and 14, who is a university-trained specialist in one or more disciplines. The *Laurea* diploma as well as satisfactory performance in an examination (*prova di ammissione*) are required for admission to the practical and theoretical training, which consists of a 2-year postgraduate specialisation at a *scuola di specializzazione* leading to the qualification of *abilitazione all'insegnamento*. These teachers are recruited following a national competitive examination (*concorso*), as a result of which they acquire permanent teacher status. For information on employer, status, appointment and evaluation see ► *Insegnante di scuola dell'infanzia*.

### Insegnante di scuola secondaria superiore (+)

**Country:** Italy

**Grammatical variants:** Insegnanti di scuola secondaria superiore

**Level:** Upper secondary

**Explanatory note:** Teacher at upper secondary schools, for pupils aged between 14 and 19. For information on training and recruitment, see ► *Insegnante di scuola media (+)*. For further information, see ► *Insegnante di scuola dell'infanzia*.

### Insegnante di sostegno

**Country:** Italy

**Grammatical variants:** Insegnanti di sostegno

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Teacher at pre-primary, primary, lower secondary and upper secondary institutions for age-ranges 3-19. These staff work mainly alongside the class teacher when one or more disabled pupils are present, and are responsible for certain educational and teaching activities. They are university trained specialists, and a *diploma di superamento dell'esame di Stato conclusivo dei corsi di studio di istruzione secondaria superiore* is required for admission to training. Depending on the school level at which they work, their initial training is similar to that of ► *Insegnante di scuola dell'infanzia*, ► *Insegnante di scuola elementare*, ► *Insegnante di scuola media (+)*, ► *Insegnante di scuola secondaria superiore (+)*. However, besides completing the ordinary curriculum, candidates for the title of *insegnante di sostegno* must complete at least 400 additional hours of special teaching activities relating to the school integration of pupils with special needs. For information on recruitment, appointment, status, employer and evaluation, see *insegnante di scuola dell'infanzia*.

### Insegnante tecnico-pratico

**Country:** Italy

**Grammatical variants:** Insegnanti tecnico-pratici

**Level:** Upper secondary

**Explanatory note:** Teacher at upper secondary schools for pupils aged between 14 and 19, who teaches technical and/or practical disciplines. Staff do not have neither special training nor previous experience in the disciplines concerned. Only a relevant *diploma di superamento dell'esame di Stato conclusivo dei corsi di studio di istruzione secondaria superiore* is required for this position. These teachers are recruited following a national competitive examination (*concorso*), as a result of which they acquire permanent status. They are employed by the State and, in public schools, they are civil

servants. They are only evaluated after the first year of tenure by the headteacher. For information on appointment, see ► *Insegnante di scuola dell'infanzia*.

### Instituteur/trice

**Country:** France

**Level:** Pre-primary/primary

**Explanatory note:** Name given to teachers working in an *école maternelle* or *école élémentaire* until the 1990 reform. They are now gradually being replaced by ► *Professeur/e des écoles* and, subject to certain conditions, may be admitted to this category.

### Instituteur/trice

**Country:** Luxembourg

**Level:** Pre-primary/primary

**Explanatory note:** Teacher at *Spilschul* and *écoles primaires* enrolling children from 3 to 6 years of age and from 6 to 12 years of age, respectively. These teachers are either trained as generalists at the Luxembourg *Institut supérieur d'études et de recherches pédagogiques* (ISERP, or Higher Institute for Pedagogical Study and Research) or have completed courses (recognised as equivalent) abroad. In order to embark on training, which lasts at least three years, candidates must have the Luxembourg (general or technical) secondary school leaving certificate (*diplôme de fin d'études secondaires*) or a foreign equivalent. ISERP courses (theoretical and practical) lead to the *certificat d'études pédagogiques* (with a choice between training for pre-primary or primary education). This certificate is required in order to enter the national competitive examination providing for access to teaching. Teachers are employed by the municipalities and have civil servant status. They are evaluated by the *inspecteurs de l'enseignement primaire*.

### Instituteur/trice maternel/le

**Country:** Belgium (French Community)

**Level:** Pre-primary

**Explanatory note:** Teacher in an *école maternelle* (pre-primary school) for children aged from 2½ to 6, who has been trained as a generalist in the *institut pédagogique* (pedagogical institute) of a *Haute École*. The

*certificat d'enseignement secondaire supérieur* (CESS) is required to embark on training which lasts 3 years ('short' tertiary education) and, in its entirety, consists of general education combined with periods involving practical placements. The course leads to the qualification of *instituteur/trice maternel/le*. The conditions of recruitment depend on whether the sector of education concerned is public or private and grant aided. In public-sector education administered and financed by the French Community, the Community Ministry is responsible for selection. In other public-sector schools or in grant-aided private establishments, the governing body of the school concerned (municipality, province or private body, etc.) determines the conditions of recruitment. Teachers are employed by the French Community. In education administered by the Community, they have civil servant status (preceded by a period during which they have a provisional contract). Teachers who work in other public-sector schools or in grant-aided private schools do not have civil servant status, but their terms of employment are governed by a statute similar in many respects to the one applicable to civil servants. Teachers are evaluated by *inspecteurs* whose responsibilities and tasks depend on the educational sector concerned.

### Instituteur/trice primaire

**Country:** Belgium (French Community)

**Level:** Primary

**Explanatory note:** Teacher at an *école primaire* (primary school) attended by pupils aged between 6 and 12, who has been trained as a generalist in the *institut pédagogique* (pedagogical institute) of a *Haute École*. For information on training, appointment, employer, status and evaluation, see ► *Instituteur/trice maternel/le*.

### Institutor/oare

**Country:** Romania

**Grammatical variants:** Institutori

**Level:** Pre-primary/primary

**Explanatory note:** Teacher at pre-primary (*grădiniță*) and primary schools, including special education institutions, for pupils aged

3-6/7 and 6/7-10/11, respectively. Teachers in this category are trained as generalists in a tertiary level teacher training college (*colegiu universitar*). The upper secondary school leaving certificate (*diplomă de bacalaureat*) is required to enrol for training and candidates also have to pass an entry examination regulated by the Ministry of Education. Training lasts 2-3 years and contains both a theoretical and practical part. During this period, trainees also specialise in a foreign language, music, drawing, or physical education, which they are then entitled to teach in a lower secondary school. Satisfactory completion of training leads to the award of a *diploma de absolvire*. In the public sector, teachers in this category are appointed by the county school inspectorate on the basis of a competitive examination, and employed by their school on a contractual basis (following a 2-year probationary period). Private-sector institutions are responsible for their own examinations and appointments, about which they have to inform the county school inspectorate. The school head (*director*) and the school inspector (*inspector școlar*) are responsible for the evaluation of these teachers.

### Instructeur

**Country:** The Netherlands

**Grammatical variants:** Instructeurs

**Level:** Upper secondary

**Explanatory note:** Instructor at vocational upper secondary education institutions (*Regionaal opleidingencentrum*) normally enrolling students from the age of 16-18/20. Staff in this category provide support for student learning, usually in workshop-based activity geared to the acquisition of practical skills, providing assistance, for example, with the use of machinery and laboratory settings. Although there are no statutory requirements as regards initial qualifications, assistants are normally expected to have relevant vocational qualifications or occupational experience. Promotion prospects may relate to ► *Hoofdinstructeur (landbouw)praktijkonderwijs*. For information on employment, appointment, status and evaluation, see ► *BVE-docent*.

### Instructeur praktijkonderwijs

**Country:** The Netherlands

**Grammatical variants:** Instructeurs praktijkonderwijs

**Level:** Tertiary

**Explanatory note:** Practical training instructor at a tertiary vocational education institution (*hogeschool*), normally enrolling students from the age of 17, who supports student learning usually in workshop-based activity. Although no training courses or qualifications are specifically prescribed for these instructors, vocational qualifications or practical experience in a particular professional field are normally required for appointment. Promotion prospects may relate to ► *Hoofdinstructeur praktijkonderwijs*. For information on recruitment, appointment, status and evaluation, see ► *Lector*.

### Instructeur technische vaardigheden

**Country:** The Netherlands

**Grammatical variants:** Instructeurs technische vaardigheden

**Level:** Tertiary

**Explanatory note:** Technical skills instructor at a tertiary vocational education institution (*hogeschool*), normally enrolling students from the age of 17, who supports student learning usually in the use of workshop machinery. For all additional information, see ► *Instructeur praktijkonderwijs*.

### Instructor

**Country:** United Kingdom (E/W/Ni)

**Level:** Upper secondary/post-secondary

**Explanatory note:** Instructor who supports student learning, usually in workshop-based situations in further education institutions offering vocational and/or general education for students (including adults) over compulsory school age. While there are no statutory requirements for initial qualifications, most further education institutions require a professional qualification, such as a *National Vocational Qualification* (NVQ) or a *City & Guilds award*. Instructors are recruited through open procedures, normally by senior managers of the institution. Their main responsibilities vary but may include instructing individual

students or small groups in the use of workshop machinery, or supervising an open learning information technology workshop. They are not expected to teach whole classes or assess student performance. Promotion opportunities for *instructors* depend on their institution but, with the necessary qualifications and experience, many progress to the main grade ► *Lecturer* scale. For employer, types of contract and evaluation, see *lecturer* (further education).

Note: Instructor is also a term used in schools for staff who possess appropriate skills who may be appointed as an unqualified teacher when no qualified teacher with the same skills is available.

### Instructor (+)

**Country:** Malta

**Level:** Lower/upper secondary

**Explanatory note:** Teacher formerly employed in *trade schools* (for ages 14-16) to teach technology, craft and other related subjects before the closure of the schools in 2001. Following this change, most of these staff now teach technology in secondary schools. Following this change, most of these staff now teach technology in secondary schools, and are retrained for this purpose. However, the post of *instructor* is now gradually being phased out. Their initial training is due to implementation. For information on recruitment, employer, status and evaluation, see ► *Teacher* (+).

### Instruktor

**Country:** Poland

**Grammatical variants:** Instruktorzy, instruktor\*

**Level:** Tertiary

**Explanatory note:** Teacher of subjects such as physical education or ICT (information and communication technology), who work at universities and other tertiary education institutions normally enrolling students from the age of 19. For further information, see ► *Lektor*. General term: *Nauczyciel akademicki*.

### Instruktor/in

**Country:** Austria

**Grammatical variants:** Instruktor/en/innen\*

**Level:** Tertiary

**Explanatory note:** Title of ► *Universitätslektor/in* responsible for teaching practical-oriented subjects.

### Instruktorius/rė

**Country:** Lithuania

**Grammatical variants:** Instruktoriai/rės

**Level:** Pre-primary

**Explanatory note:** Former title of ► *Kūno kultūros pedagogas* prior to the March 2001 ministerial order approving a new list of educational staff posts.

### Învățător/oare

**Country:** Romania

**Grammatical variants:** Învățători

**Level:** Primary

**Explanatory note:** Teacher at primary schools, including special education institutions, for pupils aged between 6/7 and 11, who is trained as a generalist in upper secondary schools for teacher training. On successful completion of their 5-year course, students receive a *diploma de bacalaureat* and a certificate (*atestat profesional*) qualifying them for employment as primary school teachers. Since the 1999/2000 school year, initial training of these teachers has been provided by university colleges (*colegiu universitar*). A person intending to assume responsibilities formerly exercised by an *învățător* is now trained as an ► *Institutor/oare* (although already qualified *învățătoare* will continue their activities and retain the former title). For further information, see *institutor*.

### Íþróttakennari

**Country:** Iceland

**Grammatical variants:** Íþróttakennarar

**Level:** Primary/lower secondary/upper secondary

**Explanatory note:** Teacher at *grunnskóli* for pupils aged between 6 and 16, or at *framhaldsskóli*, for students aged between 16 and 20. These teachers are trained as subject specialists (in physical education) at *Kennaraháskóli Íslands* (Iceland University of Education). Satisfactory performance in the *stúdentspróf* examination or its equivalent is



required to embark on training which lasts 3 years, except in the case of a distance learning course which lasts 4 years. Courses are both academic and practical and lead to a BEd degree. Teachers in this category have civil servant status and are employed and appointed by the municipality (at primary and lower secondary level) or by the State (at upper secondary level) on the basis of an open recruitment procedure. Every compulsory and upper secondary school has to implement methods to evaluate its work.

### Itinerant teacher

**Country:** United Kingdom (Scotland)

**Level:** Primary

**Explanatory note:** Teacher at *primary schools* enrolling pupils aged between 5 and 12, who is trained as a subject specialist (music, physical education, art, drama) in teacher education faculties at universities. These teachers usually hold a secondary *Teaching Qualification* (TQ) and have completed a *Postgraduate Certificate of Education* (PGCE) at a faculty of education within a university and, sometimes, a special course enabling them to teach in *primary schools*. For all information on recruitment, appointment, employer, status and evaluation, see ► *Teacher*.

### Izr. prof.

**Country:** Slovenia

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Izredni/na profesor/ica*.

### Izr. profesor/ica

**Country:** Slovenia

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Izredni/na profesor/ica*.

### Izredni/na profesor/ica

**Country:** Slovenia

**Grammatical variants:** Izredni/ne profesorji/rice, izredn\* profesor\*

**Level:** Tertiary

**Explanatory note:** Teacher in tertiary education institutions normally enrolling students from the age of 19. Staff who occupy this post have to possess the *doktorat znanosti* (doctorate of science), and should have demonstrated satisfactory performance as teachers and have academic and professional references. In artistic fields, they should hold at least a first degree and have an established record of artistic achievement. Their title is awarded for a period of 5 years (renewable) by the *senat* of the institution concerned, in accordance with legislative procedures. The title can also be revoked. Staff in this category are responsible for teaching and research or artistic activity at their institution, and may be promoted to the post of ► *Redni/na profesor/ica*. For further information on qualifications, appointment, employer, status and evaluation, see ► *Asistent/ka*. Abbreviations: Izr. prof., Izr. profesor/ica. General term: *Visokošolski/ka učitelji/ica*.



### Kathigitis/tria (Καθηγητής/τρια) (+)

**Country:** Cyprus

**Grammatical variants:** Kathigites, kathigit\*

**Level:** Lower/upper secondary/post-secondary/tertiary

**Explanatory note:** Teacher at schools for secondary education and tertiary level institutions, who is trained as a subject specialist either abroad (the numbers of years depends on the country) or at the University of Cyprus (4 years of studies). These staff can also obtain positions in primary education to teach subjects such as music and physical education. In order to embark on training, candidates should possess the upper secondary school leaving certification (*apolytirio*) and have passed a competitive entrance examination. Successful training leads to the award of a *ptychio* degree. Those wishing to teach in tertiary level education have to possess a postgraduate degree (*metaptychiako*). For information on appointment, employer, status and evaluation, see ► *Nipiagogos*.

leads to the *ptychio* degree in the specialist subject concerned. These teachers have to take 3-month introductory training courses before or after appointment.

- At technical/vocational education schools (TEEs) enrolling pupils aged between 15 and 18, these teachers are trained as vocational education subject specialists either at a technological education institute (*Technologiko Ekpaideftiko Idryma*, or TEI) or university. Training (in the field concerned) lasts 3½ to 5 years and, if successful, leads to the award of the *ptychio*. Teachers have to follow a one-year teacher training course in the Technical Pedagogy School (*Pedagogiki Techniki Scholi*, or PATES) either before or after appointment.

These teachers can also teach at Second Chance Schools (*Scholei a Defteris Efkerias - Σχολεία Δεύτερης Ευκαιρίας*) enrolling students aged 18-30 who have not completed basic 9-year compulsory education.

For information on qualifications required to embark on training, appointment, employer, status and evaluation, see ► *Nipiagogos*.

- Highest grade of teacher at universities (*panepistimio*) and technological education institutes (*Technologiko Ekpaideftiko Idryma*, or TEI) normally enrolling students from the age of 18. Candidates for this post have to hold a doctorate. Appointment to the post at a TEI requires 7 years of professional activity at an appropriate level, significant scientific or artistic activity (at least 4 original

### Kathigitis/tria (Καθηγητής/τρια) (+)

**Country:** Greece

**Grammatical variants:** Kathigites/tries

**Level:** Lower/upper secondary/tertiary

**Explanatory note:**

- Teacher at a *gymnasio* or at general upper secondary education institutions enrolling pupils aged between 12 and 18, who is trained as a subject specialist at university (*panepistimio*). Training lasts 4 years and



publications) and a recognised contribution to progress in science or art, or the development of technology. Appointment to the post at a university requires at least 6 years of independent teaching, original publications and at least 3 years of teaching in postgraduate university programmes. Teachers at this level also have research responsibilities. At universities, where they are state employees, they are appointed by the institution in accordance with a decision by the dean (*prytanis*), following a proposal by the electoral board of the department which announced the vacancy. At TEIs, where they are civil servants, they are appointed by the President of the TEI (*Proedros*), following a similar proposal. There is no specific staff evaluation system at this level of education.

### Kathigitis/tria Efarmogon (Καθηγητής/τρια Εφαρμογών)

**Country:** Greece

**Grammatical variants:** Kathigites/tries Efarmogon

**Level:** Tertiary

**Explanatory note:** Teacher at technological education institutes (*Technologiko Ekpaideftiko Idryma*, or TEI). Candidates for this post have to hold a *ptychio* degree or a recognised equivalent. Appointment to the post requires 5 years of professional activity at an appropriate level, and documented ability to apply appropriately scientific or artistic knowledge and technological methods, or to conduct part of a research project. These teachers are appointed on the basis of an open recruitment procedure and employed by their institution for a 3-year period, following which they may become civil servants subject to evaluation by the head of department (*proistamenos*) and the approval of the councils of the department, faculty and TEI. There is no specific staff evaluation system at this level of education.

### Kennari

**Country:** Iceland

**Grammatical variants:** Kennarar

**Level:** Primary/lower/upper secondary

**Explanatory note:** Common term for the ► *Grunnskólakennari* and ► *Framhaldsskólakennari* (+).

### Kindergarten assistant

**Country:** Malta

**Level:** Pre-primary

**Explanatory note:** Assistant at pre-primary schools for children aged 3 to 4, whose main task is to educate by creating a stimulating environment through play. The *Kindergarten assistant* follows a 2-year vocational course at the *pre-school education centre* (an institution at upper secondary level). A lower secondary education certificate is required for admission to the (theoretical and practical) training which leads to a *Certificate in Pre-school Education*. These staff are recruited following a call for applications from citizens aged 18 or over who have successfully completed the 2-year vocational course. They are appointed by the Prime Minister on the recommendation of the public service commission and employed by the Education Division. In public-sector schools, they are civil servants and evaluated by the head of school and the education officer for pre-primary and junior primary levels. In grant-aided private schools, they are employed by the school governing body.

### Kindergärtner/in

**Country:** Austria

**Grammatical variants:** Kindergärtner/innen\*

**Level:** Pre-primary

**Explanatory note:** Teacher at a *Kindergarten* enrolling children aged between 3 and 6, who is trained as a generalist at *Bildungsanstalten für Kindergartenpädagogik* (5-year upper secondary school) or at a *Kolleg* (2-year post-secondary course). Training contains both a theoretical and practical part. Successful training leads to the award of the *Diplom*. These teachers are employed and appointed on the basis of an open recruitment procedure by the founders (municipalities, religious bodies, private persons) of the institutions in which they work. Their contract and legal status, as well as their salary, depend on the employer. They can be employed with civil servant status (but their employment in the

private sector is always on a contractual basis). In public-sector, these teachers are evaluated by the kindergarten inspector (*Kindergarteninspektor/en/innen*) of each *Land*.

### Kindergärtner/in

**Country:** Belgium (German-speaking Community)

**Grammatical variants:** Kindergärtner/innen\*

**Level:** Pre-primary

**Explanatory note:** Teacher in *Kindergartenschulen* for children aged between 3 and 6, who has been trained as a generalist in a *Pädagogische Hochschule*. Training lasts three years ('short' course tertiary education). The *Abschlusszeugnis der Oberstufe des Sekundarunterrichts*, or its equivalent, is required to embark on training which, in its entirety, consists of general education combined with periods involving placements. The course leads to the qualification of *Kindergärtner/in*. The conditions of recruitment depend on whether the sector of education concerned is public or private and grant-aided. In public-sector education administered and financed by the German-speaking Community, the Community ministry is responsible for selection. In public-sector education administered by the municipalities or grant-aided private education, the administrative body of each school (municipality, private body, etc.) determines the conditions of recruitment. Teachers are employed by the German-speaking Community. In education administered by the Community, they have civil servant status (preceded by a period during which they have a provisional contract). Teachers who work in public-sector municipal schools or grant-aided private schools do not have civil servant status, but their terms of employment are governed by a statute similar in many respects to the one applicable to civil servants. Teachers are evaluated by *Inspektor/in* whose responsibilities and tasks depend on the educational sector concerned. Synonym: *Vorschullehrer/in*.

### Kindergärtner/in

**Country:** Liechtenstein

**Grammatical variants:** Kindergärtner/innen\*

**Level:** Pre-primary

**Explanatory note:** Teacher at *Kindergarten* for children aged between 4 and 6, who is trained as a generalist at tertiary education institutions in Switzerland or Austria. Admission requirements vary depending on the course, institution or country concerned. In general, an upper secondary school leaving certificate (*Maturazeugnis*) is necessary to embark on training. Teachers are appointed by the local authorities in accordance with an open recruitment procedure, and employed on the basis of a private permanent contract. The *Kindergarteninspektor/in* controls and evaluates the further career of such teachers as specified in the contract.

### Klassenassistent

**Country:** The Netherlands

**Grammatical variants:** Klassenassistenten

**Level:** Pre-primary/primary/lower secondary

**Explanatory note:** Assistant to the regular classroom teacher in special education. There are no statutory requirements as regards training or qualifications, although experiments with training at the level of vocational secondary education are under way. A *klassenassistent* provides help with routine teaching activities and supervision, as well as the guidance of pupils in special education. For further information, see ► *Onderwijsassistent*.

### Klassiõpetaja

**Country:** Estonia

**Grammatical variants:** Klassiõpetajad, klassiõpetaja\*

**Level:** Primary

**Explanatory note:** Teacher at a *põhikool* or *gümnaasium* for pupils aged between 7 and 12, who is trained for 4 years as a generalist at a university-level institution (*rakenduskõrgkool* or *ülikool*). Training contains both a theoretical and practical part and, if successful, leads to the award of a diplom-diplomiõpe or diplom with the academic degree of *bakalaureusekraad*. For information on qualifications required to enter initial training, appointment, employer, status and evaluation, see ► *Koolieelse lasteasutuse õpetaja*.

**Klasslärare****Country:** Finland**Level:** Pre-primary/primary/lower secondary**Explanatory note:** Swedish term for ► *Luokanopettaja* (+).**Kleuteronderwijzer/es****Country:** Belgium (Flemish Community)**Grammatical variants:** Kleuteronderwijzers**Level:** Pre-primary

**Explanatory note:** Teacher at *kleuterscholen* for children aged between 2½ and 6, who is trained as a generalist in *hogescholen*. The upper secondary school leaving certificate *diploma secundair onderwijs* is necessary to embark on training which lasts 3 years and contains both a theoretical and practical part. Successful training leads to the qualification of *kleuterleid(st)er*. Procedures relating to recruitment, appointment, employer, evaluation and status are regulated by two decrees, one for pre-primary education administered by the Community and one for grant-aided (public or private) provision. In the case of the former, teachers are appointed by the Community. Permanent appointments are administered by the governing board of the group of schools (*raad van bestuur van de scholengroep*) which announces vacancies in the Belgian Official Journal. In grant-aided (public or private) education, teachers are appointed by the administrative body of their school (whether a city, province, or private entity). All teachers are employed by the Flemish Government Ministry of Education, and those in Community-administered schools have civil servants status; in free subsidised schools, employment is governed by both civil and labour legislation. In the Flemish Community schools, *kleuteronderwijzers* are evaluated by the school head (*directeur*) whereas, in grant-aided (public or private) schools, no evaluation procedures as yet exist.

**Konduktor****Country:** Hungary**Grammatical variants:** Konduktorok, konduktor\***Level:** Primary/lower secondary**Explanatory note:** Teacher in special separate or mainstream *általános iskola* which

enrol pupils aged from 6 to 14 with special educational needs, for whom they cater as an integral part of their provision. Teachers in this category specialise in the education of physically handicapped children and are trained for 4 years in a tertiary education institution (*főiskola*). The certificate awarded on satisfactory performance in the upper secondary school leaving examination (*érettségi vizsga*) and successful performance in a tertiary education entrance examination (*felvételi vizsga*) are required to embark on training. This consists of a theoretical part and a practical part, including placements, and leads to the award of the *főiskolai oklevél* diploma and qualification as a *konduktor*. For information on appointment, employer, status and evaluation, see ► *Okleveles tanár*.

**Könyvtáros-tanár****Country:** Hungary**Grammatical variants:** Könyvtáros-tanárok, könyvtáros-tanár\***Level:** Lower/upper secondary

**Explanatory note:** Teacher/librarian in lower and upper secondary schools (enrolling pupils aged between 10 and 18), who is trained both as a subject specialist and librarian in a tertiary education institution (*főiskola*). The certificate awarded on satisfactory performance in the upper secondary school leaving examination (*érettségi vizsga*) and successful performance in a tertiary education entrance examination (*felvételi vizsga*) are required to embark on training which lasts at least 4 years. Training consists of a theoretical part and a practical part, including placements, and leads to the award of the *főiskolai oklevél* diploma and a twofold qualification as a librarian and teacher (*tanári szakképesítés*). For information on appointment, employer, status and evaluation, see ► *Okleveles tanár* (+).

**Koolieelse lasteasutuse kasvataja****Country:** Estonia**Grammatical variants:** Koolieelsete lasteasutuste kasvatajad, koolieelse\* lasteasutus\*kasvataja\***Level:** Pre-primary**Explanatory note:** Former title of ► *Koolieelse lasteasutuse õpetaja*.

**Koolieelse lasteasutuse õpetaja****Country:** Estonia**Grammatical variants:** Koolieelsete lasteasutuste õpetajad, koolieelse\* lasteasutuse\* õpetaja\***Level:** Pre-primary

**Explanatory note:** Teacher at a *koolieelne lasteasutus*, for children aged between 1 and 7, who is trained as a generalist in non-university level courses at a *kutseõppeasutus* (3 years) or at university level in an *ülikool* (4 years). The upper secondary education leaving certificate (*gümnaasiumi lõputunnistus*, *lõputunnistus kutse- ja keskkhariduse omandamise kohta*, *lõputunnistus kutsekeskhariduse omandamise kohta* or *lõputunnistus keskerihariduse omandamise kohta*) and the certificate of national examinations (*riigieksamitunnistus*) are required to embark on training, which contains both a theoretical and practical part and leads to a *diplom-kutsekõrgharidusõpe*, *diplom-diplomiõpe* or *diplom* with the academic degree of *bakalaureusekraad*. These teachers are recruited by the school head (*koolieelse lasteasutuse juhataja*) in accordance with a competitive procedure approved by the board of trustees (*hoolekogu*). They are employed by the institution on a contractual basis, and the conditions and procedure for their evaluation are established by a Ministry of Education regulation. Internal evaluation is conducted by the school head or his/her teaching and education deputy and by the school teachers' council. External evaluation is conducted by Ministry of Education officials and a county governor. Former title: *Koolieelse lasteasutuse kasvataja*.

**Kūno kultūros pedagogas/gė****Country:** Lithuania**Grammatical variants:** Kūno kultūros pedagogai/gės**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Teacher of physical education at all levels of school education, who is trained as a specialist at a university-level institution. The upper secondary school leaving certificate (*bendrojo lavinimo mokyklos brandos atestatas*) is required for

admission to the training which consists of a 4-year university-level course leading to the bachelor's diploma (*bakalauro diplomas*). For further information, see ► *Bendrojo lavinimo dalyku/ko mokytojas (+)*.

**Künstlerischer/sche Assistent/in****Country:** Deutschland**Grammatical variants:** Künstlerische Assistenten, Künstlerisch\* Assistent\***Level:** Tertiary

**Explanatory note:** Teacher at tertiary institutions (*Hochschulen*), in particular those for education in the creative arts, which normally enrol students from the age of 19. A doctorate (*Promotion*) or a second state examination (*zweite Staatsprüfung*), with good results in either case, is required for appointment to this post although, in certain *Länder*, it is sufficient for candidates to have completed studies in art and to demonstrate particular achievements in artistic practice. Teachers in this category perform artistic and academic services in research and teaching, as a result of which they may acquire additional academic qualifications, and they have to be given sufficient time for independent creative art and research. They are selected by their university unit (faculty, department, etc.) which assigns them to a ► *Professor* who is responsible for and supports them in performing their services. These teachers are employed by the *Land*, usually as temporary civil servants, but sometimes also as public service employees in accordance with the *Bundesangestelltentarifvertrag* (Collective Agreement for Federal Employees). Their appointment in either capacity is generally limited initially to 3 years, although it may be extended by a further 3 years. They are evaluated by their university unit and the professor responsible for their work.

**Künstlerischer/sche Mitarbeiter/in****Country:** Deutschland**Grammatical variants:** Künstlerische Mitarbeiter, Künstlerisch\* Mitarbeiter\***Level:** Tertiary

**Explanatory note:** Teacher at tertiary institutions (*Hochschulen*), in particular those

for education in the creative arts, which enrol students usually from the age of 19. Candidates must normally have graduated from an institution of higher education. They are obliged to perform services of an academic nature, including the teaching of subject theory and practical skills to students, and demonstrating the application of academic methods. They may also be given responsibility for independent teaching and research. If staff in this category are assigned to a ► *Professor*, (s)he has the authority to instruct them in their work. They are selected by the university unit (faculty, department, etc.) and employed by the *Land*. They are usually employed as civil servants or as public service employees in accordance with the *Bundesangestelltentarifvertrag* (Collective Agreement for Federal Employees) and evaluated by the university unit.

### Kutseõpetaja

**Country:** Estonia

**Grammatical variants:** Kutseõpetajad, kutseõpetaja\*

**Level:** Upper secondary/post-secondary

**Explanatory note:** Teacher at a *kutseõppeasutus*, enrolling pupils aged between 16 and 20, who has specialised in vocational and technical subjects. Staff

in this category must have a tertiary education diploma (non-university or university level *diplom-kutsekõrgharidusõpe*, *diplom-diplomiõpe* or *diplom* with the academic degree of *bakalaureusekraad*) and a minimum 2 years of professional experience in a relevant field, and have additionally completed 160 hours of teacher training. For appointment, employer, status and evaluation, see ► *Koolieelse lasteasutuse õpetaja*.

### Kutseõppeasutuse üldhariduslike ainete õpetaja (+)

**Country:** Estonia

**Grammatical variants:** Kutseõppeasutuste üldhariduslike ainete õpetajad, kutseõppeasutus\* üldhariduslike ainete õpetaja\*

**Level:** Upper secondary/post-secondary

**Explanatory note:** Teacher at a *kutseõppeasutus*, enrolling pupils aged between 16 and 20, who is trained at university (*ülikool*) for work in general education as a subject 'semi-specialist'. For information on initial training, see ► *Gümnaasiumi aineõpetaja (+)*. For information on qualifications required to enter initial training, appointment, employer, status and evaluation, see ► *Koolieelse lasteasutuse õpetaja*.





### Language assistant

**Country:** United Kingdom (Scotland)

**Level:** Lower/upper secondary

**Explanatory note:** Assistant in secondary schools enrolling pupils aged between 12 and 18. Normally *language assistants* are students from countries such as France, Germany, Spain or Italy who have recently completed a period of tertiary level study in their own country. They are appointed and employed for a temporary period by the local education authority. For evaluation, see ► *Teacher*.

### Language assistant

**Country:** United Kingdom (E/W/Ni)

**Level:** Lower/upper secondary/post-secondary/tertiary

**Explanatory note:** Assistant in a secondary school (pupils aged from 11-16/18), a further education institution offering vocational and/or general education normally for students (including adults) aged over 16, or a tertiary education institution (general and vocational education for students normally aged over 18). These staff help in teaching foreign languages and may be recruited through the *Central Bureau for International Education and Training*. Usually aged between 20 and 30, they are prospective teachers of English or students of other subjects who are highly proficient in English. They are employed, normally for a single academic year, by the institution concerned or, in the case of some categories of school, the *local education authority* or *Education and*

*Library Board* (in Northern Ireland).  
Synonym: *Foreign language assistant* (FLA).

### Lärare i gemensamma ämnen

**Country:** Finland

**Level:** Upper secondary

**Explanatory note:** Swedish term for ►  
*Yhteisten opintojen opettaja*.

### Lärare i yrkesämnena

**Country:** Finland

**Level:** Upper secondary

**Explanatory note:** Swedish term for ►  
*Ammatillisten opintojen opettaja*.

### Lärare som meddelar förskoleundervisning

**Country:** Finland

**Level:** Pre-primary

**Explanatory note:** Swedish term for ►  
*Esiopetusta antava opettaja*.

### Lastentarhanopettaja

**Country:** Finland

**Grammatical variants:**

Lastentarhanopettajat, lastentarhanopettaj\*

**Level:** Pre-primary

**Explanatory note:** Teacher at *päiväkoti* (day care centres) for children aged between 1 and 6, who is a university-trained generalist. The *ylioppilastutkintotodistus* diploma is required for admission to the practical and theoretical training, which consists of a 3-year academic course leading to the *kasvatustieteiden kandidaattitutkinto* diploma. These teachers are recruited on the basis of an open recruitment procedure. The person/body in



charge of their appointment depends on the decision of the local authority responsible for the management of the educational institution. They are employed by the local authority as civil servants or by a private maintaining body on a contractual basis. They are evaluated by the *päiväkoti* in accordance with its internal arrangements. Swedish term: *Barnträdgårdslärare*.

## Learning support assistant

**Country:** United Kingdom (E/W/Nl)

**Level:** Pre-primary/primary/lower/upper secondary/post-secondary

**Explanatory note:** Assistant in a pre-primary setting (children aged from 2½/3-4/5), primary school (ages 4/5-11) and secondary school (ages 11 to 16 or 18), or a further education institution (vocational and/or general education for students over 16, including adults). Staff in this category provide the extra help often needed for pupils/students with special educational needs (including those with physical disabilities) to be educated in mainstream institutions. There are no national requirements for training or qualifications, although some *local education authorities* (LEAs) – or *Education and Library Boards (Boards)* in Northern Ireland – and schools/institutions may stipulate their own requirements. These staff may undertake training leading to qualifications awarded by the *City & Guilds* awarding body, and are selected through open recruitment procedures by the *school governing body/board of governors*. Their main responsibilities depend largely on individual pupils' needs but, in general, they help to increase pupil/student participation in class activity, and may also assist with individual physical needs, such as physiotherapy, or carry out special programmes. They are employed by the LEA/Board or the *governing body/board of governors*, depending on the institution, and are considered to be public employees but are not civil servants. Evaluation procedures and promotion opportunities depend on the individual school or authority concerned. Synonym: *Special needs assistant* but other terms, including *teaching assistant*, may also be used depending on the institution

concerned. In tertiary institutions a similar post exists which is more generally referred to as a ► *Non-medical helper*. Abbreviation: LSA.

## Lecteur/trice de langues étrangères

**Country:** France

**Level:** Tertiary

**Explanatory note:** Temporary teacher of foreign languages in tertiary education institutions normally enrolling students from the age of 18. Practical instruction is given, either in the mother tongue of the individual teachers concerned or in a language which they speak with equal facility. In order to be eligible for this post, applicants have to hold a *maîtrise*, or an equivalent foreign qualification. For information on recruitment, employer and status, see ► *Maître de langues étrangères*. These staff are subject to no evaluation procedure.

## Lector

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Lectoren, lectors

**Level:** Tertiary

**Explanatory note:** Teacher at *hogescholen* offering 'single-stage' tertiary education courses normally enrolling students from the age of 18. The *licentiaat* degree (4 years of tertiary education at university or *hogescholen* offering '2-stage' courses) is the minimum requirement for appointment to this post. The tasks involved include teaching in practice-oriented courses and implementation of project-based scientific research. For information on appointment, employer, status and evaluation, see ► *Praktijklector*. These teachers can be granted the promotion title of ► *Hoofdlector*.

## Lector

**Country:** The Netherlands

**Grammatical variants:** Lectoren

**Level:** Tertiary

**Explanatory note:** Top grade of teacher at a tertiary vocational education institution (*hogeschool*) normally enrolling students from the age of 17. They have reached a very high level in their chosen field of specialisation, given their professional

responsibilities for innovation in teaching and, above all, applied research. In general these teachers hold at least a tertiary education qualification (*getuigenschrift van het – met goed gevolg afgelegd – afsluitend examen (hoger beroepsonderwijs or wetenschappelijk onderwijs)*). They are employed and appointed on the basis of an open recruitment procedure by the board of the institution and, in the public sector, they have the status of public servants. In the private grant-aided sector, their contract is based on private law, although they enjoy public servant status as a basis condition of service for pensions. Standard teaching responsibilities are determined in the collective agreement for tertiary education, and institutions are free to specify additional duties. They are evaluated by the employer, i.e. the board of the institution.

### Lector (Λέκτορας)

**Country:** Greece

**Grammatical variants:** Lectores

**Level:** Tertiary

**Explanatory note:** Teacher at universities (*panepistimio*) normally enrolling students from the age of 18. Appointment to this post requires at least 2 years of teaching experience and at least two original published contributions to academic journals. Teachers in this category also have research responsibilities and are employed by their institution on a contractual basis. After 3 years but before 7 years of employment, they are entitled to request promotion to the rank of ► *Epikouros Kathigitis/tria*. They are appointed on the basis of an open recruitment procedure by the dean (*prytanis*). There is no specific staff evaluation system at this level of education.

### Lector universitar

**Country:** Romania

**Grammatical variants:** Lectori universitari

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions normally enrolling students from the age of 19, whose rank is between that of ► *Conferențiar universitar* and ► *Asistent/ă universitar/ă*. A doctorate, and 4

years of teaching activity at university level or 6 years at secondary and post-secondary level, are required for appointment. These staff have both teaching and research responsibilities. They are appointed by the *rector* on the basis of a competitive procedure organised by their university and can be promoted to the post of *conferențiar universitar* after passing the required examination. They are employed by their institution on a contractual basis and their title of *lector universitar* is certified by the National Council for the Accreditation of Academic Degrees, Diplomas and Certificates. Boards nominated by the university senate evaluate them in accordance with criteria established by the foregoing National Council.

### Lecturer

**Country:** Ireland

**Level:** Tertiary

**Explanatory note:** Teacher at a university or an *Institute of Technology* normally enrolling students from the age of 17/18, who is responsible mainly for teaching and research. Some *lecturers* are recruited externally, while others are promoted from the post of ► *Assistant lecturer*. An appropriate *honours* degree or its equivalent, is normally considered to be the minimum qualification for recruitment to this grade. Where a *lecturer* is recruited by promotion from the post of *assistant lecturer*, at least 5 years of experience in the latter position are required. Where a *lecturer* is recruited externally, a minimum of 3 years of teaching experience is required. For all information on appointment, employer, status and evaluation, see ► *Professor*.

### Lecturer

**Country:** Malta

**Level:** Tertiary

**Explanatory note:** Teacher at the University of Malta normally enrolling students from the age of 18, who is university trained as a specialist and responsible for teaching, research and administration. Candidates for this post, who must have the title of *Doctor* in order to be eligible, are recruited on the basis of a selection/promotion board recom-

mendation. Posts may be advertised for appointment within the grade. Teachers are appointed by the Council of the University, and employed by the latter on a permanent or contractual basis. The University has no formal procedures for their evaluation.

## Lecturer

**Country:** United Kingdom (E/W/NI)

**Level:** Upper secondary/post-secondary/tertiary

**Explanatory note:**

- Specialist teacher in a further education institution which provides vocational and/or general education normally for students (including adults) aged over 16. *Lecturers* are encouraged to undertake initial training but this has not been a statutory requirement. From September 2001, all new full-time further education teachers in England have to obtain a *higher education certificate* in teaching, while part-time teachers have to obtain a *Further and Adult Education Teacher's Certificate* (FAETC) awarded by the *City & Guilds* of London Institute. The duration of these courses depends on the mode of study. In Northern Ireland, *further education lecturers* without an initial teacher training qualification must normally hold an approved university or vocational qualification in their subject and, in the case of the latter, must also have a good grade in the *General Certificate of Secondary Education* (GCSE) in English and mathematics, and have 3 years of industrial or business experience. *Lecturers* are selected through open recruitment procedures, as a rule by senior managers of the institution. Although they are considered to be public employees, the employer is normally the governing body of the institution, while the precise contractual arrangements depend on the latter's requirements. Evaluation is also the responsibility of the institution and, in most cases, carried out by the *head of department* or other senior manager. Promotion is possible to higher grades on the main grade lecturing scale, or to lower levels of the management

grade but, here again, practices and job titles (e.g. *programme leader*, *course leader*, etc.) may vary from one institution to the next, usually to reflect the responsibilities entailed.

- Specialist teacher in tertiary education institutions (including universities) which normally enrol students aged over 18. Institutions are encouraged to provide initial training for their staff and are free to decide on their own arrangements, although training programmes may be externally accredited. These teachers are selected through open recruitment procedures, as a rule by senior managers of the institution. A good first degree (usually a *Bachelor's degree*) in the subject to be taught is normally required, but a *Master's degree* or *doctorate* and publications may also be required qualifications. The main responsibilities of *lecturers* depend on their institution and, besides teaching, may include research and the provision of learning support and guidance. Their contracts may be full- or part-time, with the precise contractual arrangements also dependent on institutional requirements. The employer is normally the governing body of the institution, which makes its own arrangements for appraisal. Promotion is possible to the higher grades on the lecturing scale ► *Senior lecturer* or ► *Principal lecturer*. For historical reasons, the grading systems and titles used in universities founded before 1992 are not the same as those of 'new' universities established since then, and job titles and responsibilities may also vary from one institution to the next irrespective of the foregoing distinction.

## Lecturer

**Country:** United Kingdom (Scotland)

**Level:** Post-secondary/tertiary

**Explanatory note:** Teacher at *further education colleges* enrolling people aged over 16, for whom school is no longer compulsory, and at higher education institutions enrolling students normally from the age of 18. Although staff in this category are not

required to have a teaching qualification, some *lecturers* at further education institutions may hold a *Bachelor of Education* (B.Ed.) or *Postgraduate Certificate of Education* (PGCE) while, at higher education institutions, they usually hold a postgraduate qualification in their specialist subject. All *lecturers* are expected to carry out some administrative tasks in addition to their teaching responsibilities and, in higher education institutions, to undertake academic research. They are selected through an open recruitment procedure and employed by the educational institution to which they belong (under permanent or temporary contract). They are evaluated by the *Scottish Higher Education Funding Council* with the assistance of the *Quality Assurance Agency* and can be promoted to the post of ► *Senior lecturer*.

Note: There is a difference between the job description of *lecturers* in the older, pre-1992 universities and that of the newer post-1992 universities and higher education colleges.

### Lehrbeauftragter/te

**Country:** Austria

**Grammatical variants:** Lehrbeauftragte\*

**Level:** Tertiary

**Explanatory note:** Teacher at universities normally enrolling students from the age of 18, who is responsible for certain individual course lectures under the supervision of a ► *Universitätsprofessor/in*. Teachers in this category have been university trained and obtained a *Magister* or *Diplom*-... degree. They have teaching responsibilities only and are selected by their university on the basis of an open recruitment procedure (with the decision taken by the appropriate university *Personalkommission*). Teachers are employed by the *Rektor/in* of the university for a limited period, but may subsequently secure permanent tenure as a ► *Universitätslektor/in*. The head of institute (*Institutsvorstand/ständin*) is responsible for their evaluation.

### Lehrbeauftragter/te

**Country:** Deutschland

**Grammatical variants:** Lehrbeauftragte\*

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions (*Hochschulen*) normally enrolling students from the age of 19. Candidates must have completed studies at university level (*Hochschulstudium*), or demonstrate excellent achievements in their field, in addition to teaching ability. Staff in this category carry out their teaching independently, and are generally appointed and employed by the university or the *Land* on a contractual basis for a fixed period (initially around 1 semester). Their appointment is granted on the recommendation of the faculty concerned, in the form of a contract specifying their teaching commitment for a given number of hours in the teaching period of the semester and, in appropriate cases, responsibility for the administration of examinations. These teachers are evaluated by their university unit.

### Lehrer/in an allgemeinbildenden höheren Schulen (+)

**Country:** Austria

**Grammatical variants:** Lehrer/innen\* an allgemeinbildenden höheren Schulen

**Level:** Lower/upper secondary

**Explanatory note:** Teacher at a *Allgemeinbildende höhere Schule* (AHS) enrolling pupils aged between 10 and 18, who is university trained as a general education subject specialist. Staff in this category also teach general education subjects in technical and vocational schools (*berufsbildende mittlere und höhere Schulen* - BMHS). The general upper secondary school leaving certificate (*Reifeprüfungszeugnis*), or its equivalent, is necessary to embark on training. Training (in two different subjects) lasts at least 4½ years and, if successful, leads to the award of the *Magister* degree. In order to obtain a teaching qualification, candidates have to follow an additional year of practical training at school (*Unterrichtspraktikum*). During this year, they also have to attend special programmes and seminars organized by a *Pädagogisches Institut*. The *Lehramt* qualification is awarded and the teachers may apply for a position. In public-sector institutions, the regional school council



(*Landesschulrat*) appoints these teachers and is responsible for the recruitment procedure (there is no competitive examination). Teachers are employed by the federal authorities (*Bund*), start on fixed-term or permanent contracts and, after some years, may become civil servants. They are evaluated by the inspector of the regional school council (*Landesschulinspektor/in*).

### Lehrer/in an Polytechnischen Schulen (+)

**Country:** Austria

**Grammatical variants:** Lehrer/innen\* an Polytechnischen Schulen

**Level:** Upper secondary

**Explanatory note:** Teacher at *Polytechnische Schulen* enrolling pupils aged 14/15, who is trained as a subject specialist (in two subjects and two vocational areas) at a *Pädagogische Akademie* (non-university tertiary education) or in a *Pädagogisches Institut*. The *Lehramt für Hauptschulen* qualification is a requirement to embark on training in a *Pädagogisches Institut*. The supplementary training for a teacher at *Hauptschulen* to become a teacher at a *Polytechnische Schule* lasts one year and leads to the award of a *Lehramt für Polytechnische Schulen*. For all information on appointment, employer, status and evaluation, see ► *Volksschullehrer/in*.

### Lehrer/in für berufsbildende Gegenstände an berufsbildenden mittleren und höheren Schulen

**Country:** Austria

**Grammatical variants:** Lehrer/innen\* für berufsbildende Gegenstände an berufsbildenden mittleren und höheren Schulen

**Level:** Upper secondary

**Explanatory note:**

- Teacher of vocational subjects at *berufsbildende höhere Schulen* (BHS) which are technical and vocational schools enrolling pupils aged between 14/15 and 19 have to have a degree (at least 4 years) from a university or a university of arts. In some fields relevant professional experience and the attendance of continuing training courses at a *Pädagogisches Institut* is also required. Teachers of practical skills in vocational

subjects have to have completed an apprenticeship, obtained the master craftsmen qualification and have six years of occupational experience.

- Teacher of vocational theory at *berufsbildende mittlere Schulen* (BMS) which are technical and vocational schools enrolling pupils from 14 to 18 years have to hold a *Reife- und Diplomprüfungszeugnis* in a relevant subject and have worked for 2 years in a relevant occupation. Teacher training for the last two staff categories initially takes place at a *Berufspädagogische Akademie* or at a *Berufspädagogisches Institut* alongside regular employment (4 semesters), and subsequently entails a 2-semester full-time course at an academy of vocational education. The content and duration of training vary depending on the specialisation.

Teachers are appointed by the *Landesschulrat* (regional school council) which is also responsible for the recruitment procedure, and are federal employees with either a private law or public law contract. The inspector of the regional school council (*Landesschulinspektor/in*) and the *Direktor/in* carry out evaluations of teacher performance. They visit classes to observe teachers at work.

### Lehrer/in für Fachpraxis im beruflichen Schulwesen

**Country:** Deutschland

**Grammatical variants:** Lehrer\* für Fachpraxis im beruflichen Schulwesen

**Level:** Upper secondary

**Explanatory note:** Teacher of practical subjects at vocational upper secondary schools enrolling pupils aged between 16 and 19. The training course for these teachers lasts 18 months. It is divided fairly evenly between school-based practical work and theoretical training which are closely interlinked. Candidates for training in this activity must have successfully completed *Realschule* (lower secondary level) or have an equivalent recognised certificate, in addition to successfully completing vocational training and appropriate technical

school training for at least 3 semesters, or vocational training and a relevant master craftsman's certificate (*Meisterprüfung*) or, yet again, any training course and examination recognised as equivalent by the *Länder*. In addition, candidates must demonstrate that they have successfully completed at least 2 years of relevant vocational activity following completion of their vocational training. At the end of the training course, there is a state examination (*Staatsprüfung*) which includes a written examination, a test lesson and an oral examination. *Lehrer für Fachpraxis* teach on an independent basis and impart skills for practical basic and technical training. They help in the preparation and conduct of experiments and exercises as part of – or as a supplement to – theoretical teaching. They are assessed by the school head (*Schulleiter/in*) and on the basis of a classroom visit by *Land* school inspectors. For appointment, employer and status, see ► *Lehrer/in für Lehrämter der Grundschule bzw. der Primarstufe*.

#### Lehrer/in für Lehrämter der Grundschule bzw. der Primarstufe

**Country:** Deutschland

**Grammatical variants:** Lehrer\* für Lehrämter der Grundschule bzw. der Primarstufe

**Level:** Primary

**Explanatory note:** Teacher at a *Grundschule* enrolling pupils aged between 6 and 10, who is trained as a generalist at a university or an equivalent tertiary education institution. The usual entrance requirement for the studies entailed is the general higher education entrance qualification (*Allgemeine Hochschulreife*). Training comprises 7 semesters leading to the first state examination (*erste Staatsprüfung*) which is then generally followed by 2 years of practical teacher training or preparatory service (*Vorbereitungsdienst*) leading to the second state examination (*zweite Staatsprüfung*). The university course incorporates study of an elective or specialised subject as well as the theory and practice of primary school teaching. Subject options and areas of specialisation vary from *Land* to *Land*. After successful completion of the

*Vorbereitungsdienst*, newly qualified teachers can apply for permanent employment at public-sector schools. Applications have to be addressed to the ministry dealing with school affairs (or to the intermediate-level school advisory body) of the *Land* concerned, or in some cases directly to a particular school. The ministry has to give final approval to the outcome of the recruitment procedure. All teachers in public-sector schools are employed by the *Land*. The ministry decides, with reference to *Land* legislation, whether they should be employed as *Land* civil servants or as public service employees in accordance with the *Bundesangestelltentarifvertrag* (Collective Agreement for Federal Employees). In exceptional cases, teachers can also be appointed as salaried employees on the basis of fixed-term employment contracts. They are assessed by the school head (*Schulleiter/in*), and in classroom visits by *Land* school inspectors.

#### Lehrer/in für Lehrämter für alle oder einzelne Schularten der Sekundarstufe I

**Country:** Deutschland

**Grammatical variants:** Lehrer\* für Lehrämter für alle oder einzelne Schularten der Sekundarstufe I

**Level:** Lower secondary

**Explanatory note:** Teacher at lower secondary education institutions enrolling pupils aged between 10 and 16, who is trained as a subject specialist at a university or an equivalent tertiary education institution. The usual entrance requirement for the studies entailed is the general higher education entrance qualification (*Allgemeine Hochschulreife*). Training generally includes 7 to 9 semesters leading to the first state examination (*erste Staatsprüfung*) which is normally followed by 2 years of practical teacher training or preparatory service (*Vorbereitungsdienst*) leading to the second state examination (*zweite Staatsprüfung*). The course usually includes at least 2 subjects. In addition, students must participate in at least one period of several weeks' school teaching practice, which should include supervised practice both of general teaching skills and subject-based teaching. The training course



may be supplemented by practice periods outside school. For appointment, employer, evaluation and status, see ► *Lehrer/in für Lehrämter der Grundschule bzw. der Primarstufe*.

**Lehrer/in für Lehrämter für die Sekundarstufe II (allgemeinbildende Fächer) oder für das Gymnasium (+)**

**Country:** Deutschland

**Grammatical variants:** Lehrer\* für Lehrämter für die Sekundarstufe II (allgemeinbildende Fächer) oder für das Gymnasium

**Level:** Lower/upper secondary

**Explanatory note:** Teacher at a *Gymnasium* or upper secondary education institution (pupils aged between 12 and 19), who is university trained as a subject specialist. The usual entrance requirement for the studies entailed is the general higher education entrance qualification (*Allgemeine Hochschulreife*). Training comprises a course of study lasting 9 semesters (occasionally 12 semesters in artistic subjects) leading to the first state examination (*erste Staatsprüfung*) which is usually followed by 2 years of practical teacher training or preparatory service (*Vorbereitungsdienst*) leading to the second state examination (*zweite Staatsprüfung*). The university course must include at least two subjects, including studies in subject-related teaching skills. The course includes at least one period of several weeks' school training practice which should include supervised practice both of general teaching skills and subject-based teaching. The training course may be supplemented by periods of practice outside school. For appointment, employer, evaluation and status, see ► *Lehrer/in für Lehrämter der Grundschule bzw. der Primarstufe*.

**Lehrer/in für Lehrämter für die Sekundarstufe II (berufliche Fächer) oder für die beruflichen Schulen (+)**

**Country:** Deutschland

**Grammatical variants:** Lehrer\* für Lehrämter für die Sekundarstufe II (berufliche Fächer) oder für die beruflichen Schulen

**Level:** Upper secondary

**Explanatory note:** Teacher at vocational upper secondary education institutions enrolling pupils aged between 16 and 19, alist. The usual entrance requirement for the studies entailed is the general higher education entrance qualification (*Allgemeine Hochschulreife*). The university course in subject-related theory and general subjects generally lasts 9 semesters and leads to the first state examination (*erste Staatsprüfung*). In addition, students must also complete a period of work experience of at least 12 months which must be relevant to the selected vocational area of specialisation and completed at the same time as the course. This is usually followed by 2 years of practical teacher training or preparatory service (*Vorbereitungsdienst*) leading to the second state examination (*zweite Staatsprüfung*). Approximately half of the university course of study should include the in-depth study of a vocational subject area. The course includes specific subject-related studies in teaching and school practice. For appointment, employer, evaluation and status, see ► *Lehrer/in für Lehrämter der Grundschule bzw. der Primarstufe*.

**Lehrer/in für sonderpädagogische Lehrämter (+)**

**Country:** Deutschland

**Grammatical variants:** Lehrer\* für sonderpädagogische Lehrämter

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher of children/pupils with special educational needs at primary, or lower secondary or upper secondary special education institutions (*Sonderschulen*), or in integrated classes in mainstream schools. The entrance requirement for the university studies entailed is the general higher education entrance qualification (*Allgemeine Hochschulreife*). These staff may even teach in vocational schools. The qualifications required to teach at different types or levels of special education can be obtained in two ways: either through an additional course of study concluded with a state examination (*Staatsprüfung*) subsequent to another complete teacher education course, or through a first degree course of study. The latter is a university course lasting at least 9 semesters,

which leads to the first state examination (*erste Staatsprüfung*). This is followed by 2 years of practical teacher training or preparatory service (*Vorbereitungsdienst*) leading to the second state examination (*zweite Staatsprüfung*). The first degree course includes the study of educational science and subject-related studies in one or more areas, as well as in education for special needs. Studies in the theory of teaching, as well as teaching practice, form an integral part of the course. Two special education options should be chosen. For appointment, employer, evaluation and status, see ► *Lehrer/in für Lehrämter der Grundschule bzw. der Primarstufe*.

### Lehrer/in für übergreifende Lehrämter der Primarstufe und aller oder einzelner Schularten der Sekundarstufe I (+)

**Country:** Deutschland

**Grammatical variants:** Lehrer\* für übergreifende Lehrämter der Primarstufe und aller oder einzelner Schularten der Sekundarstufe I

**Level:** Primary/lower secondary

**Explanatory note:** Teacher at primary and lower secondary education institutions (pupils from the 1st to the 10th year), who is trained similarly to the ► *Lehrer/in für Lehrämter der Grundschule bzw. der Primarstufe*. Depending on the *Land*, teaching qualifications can be obtained simultaneously for primary level and certain types of school at lower secondary level, or for the whole of lower secondary level. Study of selected subjects at an academic level depends partly on the type of school concerned. For appointment, employer, evaluation and status, see *Lehrer/in für Lehrämter der Grundschule bzw. der Primarstufe*.

### Lehrkraft für besondere Aufgaben

**Country:** Deutschland

**Grammatical variants:** Lehrkräfte für besondere Aufgaben

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions (*Hochschulen*) normally enrolling students from the age of 19. The work of these staff, for which professorial

qualifications are not required, primarily involves teaching practical skills and expertise. Their recruitment conditions vary depending on the tasks to be carried out, and range from successful completion of the master craftsman's certificate (*Meisterprüfung*) to the successful completion of university studies (*Hochschulstudium*) or doctoral-level studies (*Promotion*). In addition, candidates may be required to provide firm evidence of technical achievements in the field in which they intend to teach. Teachers in this category are employed by the *Land*, either as civil servants or as public service employees in accordance with the *Bundesangestelltentarifvertrag* (Collective Agreement for Federal Employees), and are recruited under fixed-term or permanent contracts. They are appointed and evaluated by their university unit (faculty, department, etc.).

### Lehtori (+)

**Country:** Finland

**Grammatical variants:** Lehtorit, lehtor\*

**Level:** Primary/lower/upper secondary/tertiary

**Explanatory note:** Teacher in *perusopetus* (children aged 7-16), *lukio* (ages 16-19 and adult students), *ammattillinen oppilaitos* (ages 16-19 and adult students), university, *ammattikorkeakoulu* (from the age of 19) and in adult education and training. (S)he is trained as a specialist, at a university or *ammattikorkeakoulu*. The diploma of *yliopilastutkintotodistus* or *kandidaatintutkinto* is required for admission to the practical and theoretical training which consists of a 5- to 6-year academic course leading to the diploma of *maisterintutkinto* or *lisensiaatintutkinto*. (S)he has teaching responsibilities and at university also research responsibilities. Candidates for a position in universities must generally have an appropriate *lisensiaatintutkinto* diploma or an appropriate *tohtorintutkinto* diploma. Pedagogical training with a possible 35 credits (approximately one academic year) is required for appointment to the post. If, in case of *ammattikorkeakoulu*, teachers are not trained at the time of appointment, they have to be trained within 3 years following it. These teachers are employed by the local

authority or a private maintaining body, the university or the *ammattikorkeakoulu*. They are appointed by the education provider in accordance with an open recruitment procedure which in the case of polytechnics requires 3 years of work experience in the field corresponding to their assignment. At tertiary level, they are evaluated by the university or the *ammattikorkeakoulu*. At other levels, they are evaluated by the provider of education. Swedish term: *Lektor*.

### Leiðbeinandi

**Country:** Iceland

**Grammatical variants:** Leiðbeinendur

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:**

- At pre-primary level, assistant of the ► *Leikskólakennari*. Staff in this category are not required to have specific qualifications or experience, and their main task is to assist *leikskólakennarar* in their work with children.
- Teacher without full qualifications in *grunnskóli* for pupils aged between 6 and 16, or in *framhaldsskóli* for pupils aged between 16 and 20. The heads of these two kinds of institution (*skólastjóri* and *skólameistari*, respectively) have to obtain permission from the Minister of Education, Science and Culture to employ individual teachers in this category for one year at a time.

These teachers have civil servant status and are employed and appointed by the municipality (in schools for pre-primary and compulsory education) or by the State (at upper secondary level institutions) on the basis of an open recruitment procedure. Schools at all levels have to implement methods to evaluate their own work.

### Leikskólakennari

**Country:** Iceland

**Grammatical variants:** Leikskólakennarar

**Level:** Pre-primary

**Explanatory note:** Teacher at *leikskóli* for pupils up to 6 years of age, trained as a generalist teacher at *Kennaraháskóli Íslands* (Iceland University of Education) or *Háskólinn*

á *Akureyri* (University of Akureyri). Satisfactory performance in the *Stúdentspróf* examination or its equivalent is required to embark on training which lasts 3 years, except in the case of a distance learning course which lasts 4 years. Courses are both theoretical and practical and lead to a BEd degree. These teachers have civil servant status and are employed and appointed to a specific *leikskóli* by the municipality on the basis of an open recruitment procedure. Every pre-primary institution has to implement methods to evaluate its work, including teaching.

### Leitor/a

**Country:** Portugal

**Grammatical variants:** Leitores/as

**Level:** Tertiary

**Explanatory note:** Teacher in *ensino superior universitário* (university tertiary education) normally enrolling students from the age of 18, who is responsible for teaching modern languages (or in certain cases the other subjects in the *licenciatura*). Instruction is given either in the mother tongue of the teachers concerned or in a language equally familiar. This post can be occupied by those holding a *licenciatura* degree or its equivalent. These teachers are appointed on invitation by the university concerned, or from among nationals or foreigners in accordance with the terms of international agreements. The initial contract is valid for one year renewable subject to a decision by the university academic council.

### Lektor

**Country:** Denmark

**Grammatical variants:** Lektoren, lektorer, lektorerne

**Level:** Upper secondary/post-secondary/tertiary

**Explanatory note:**

- Title automatically granted to a ► *Gymnasielærer* after 13 years of employment as an ► *Adjunkt*.
- Teacher at non-university tertiary education institutions normally enrolling students from the age of 19. In addition to satisfactory performance in the *candidatus* examination, applicants must be able to

provide written evidence of subject-specific and teaching qualifications which may have been acquired through previous appointment as an *adjunkt*, or in other relevant employment. Permanent employment as a *lektor* requires satisfactory completion of a *lektorbedømmelse*, in which the qualifications of the applicant are assessed by a Ministry of Education committee.

- Teacher at universities normally enrolling students from the age of 19. The degree of Ph.D. or its equivalent is required for appointment, together with a sound academic publishing record. In addition to teaching (including examination duties), these staff have research and administrative responsibilities. They may be promoted to the post of ► *Professor*.

At tertiary level, *lektorer* are appointed by their institutions in accordance with an open recruitment procedure and employed by them for an indefinite period on a group contract basis. They are subject to no individual formal assessment procedures.

## Lektor

**Country:** Estonia

**Grammatical variants:** Lektorid, lektor\*

**Level:** Tertiary

**Explanatory note:** Teacher at a tertiary education institution (*ülikool* or *rakenduskõrgkool*), normally enrolling students from the age of 18. An academic degree (*bakalaureusekraad*, *magistrikraad*, *doktorikraad* or a recognised equivalent), or higher education and experience in a specialised professional field, are required for appointment. Staff in this category are mainly responsible for giving lectures. They are selected by a mixed membership decision-making body within the institution and, if they satisfy all requirements, may apply for any other of its teaching staff posts. For further information, see ► *Professor*.

## Lektor

**Country:** Finland

**Grammatical variants:** Lektorer

**Level:** Primary/lower/upper secondary/tertiary

**Explanatory note:** Swedish term for ► *Lehtori* (+).

## Lektor

**Country:** Iceland

**Grammatical variants:** Lektorer

**Level:** Tertiary

**Explanatory note:** Teacher at *háskóli* normally enrolling students from the age of 20. An evaluation committee assesses the qualifications of an applicant for this position. A PhD degree or its equivalent is usually required for appointment. *Lektorar* have teaching, research and administrative responsibilities. They may apply for promotion to the post of ► *Dósent*, in which case the conditions governing application vary with the university institution concerned. *Lektorar* are appointed by the head (*rektor*) of the institution on the basis of an open recruitment procedure or following promotion. For information on employer and status, see *dósent*. For information on evaluation, see ► *Aðjunkt*. Common term: *Háskólakennari*.

## Lektor

**Country:** Poland

**Grammatical variants:** Lektorzy, lektor\*

**Level:** Tertiary

**Explanatory note:** Teacher of foreign languages at universities and other tertiary education institutions normally enrolling students from the age of 19. The title of *magister* (5 years of university studies) or its equivalent, or another qualification corresponding to requirements defined in the statutes of the institution concerned, is necessary for appointment. Teachers are appointed, at the request of the dean (*dziekan*) or the head of unit (*kierownik jednostki* such as *dyrektor instytutu*), by the head (*rektor*) of the institution, in accordance with open recruitment procedures established by it. Besides teaching, they are responsible for upgrading their own professional skills and assisting with the institution's organisational tasks. They are employed by the institution on a permanent basis. For information on evaluation, see ► *Adiunkt*. General term: *Nauczyciel akademicki*.



**Lektor****Country:** Sweden**Grammatical variants:** Lektorer**Level:** Tertiary

**Explanatory note:** Teacher at a university or university college normally enrolling students from the age of 19, whose responsibilities are divided between teaching, research and administration to an extent that depends on the individual institution concerned. Candidates for this post should have the title of *doktor* (or its equivalent), or demonstrable ability in artistic fields, as well as teaching skills. They are recruited in accordance with a competitive examination organised by each institution, or through the promotion of qualified ► *Adjunkter* who apply for the post. These teachers are appointed by the vice-chancellor (*rektor*), who may delegate this responsibility to another staff member. In public-sector universities and university colleges, they are employed by the State on a permanent basis or, in some cases of initial employment, for a limited period. For information on evaluation, see ► *Professor*.

**Lektor (+)****Country:** Norway**Grammatical variants:** Lektoren, lektor\***Level:** Lower/upper secondary/post-secondary

**Explanatory note:** Teacher at the second stage of *grunnskole* for pupils aged between 13 and 16 and at *videregående skole* (upper secondary education institutions enrolling pupils aged between 16 and 19/20), who is trained as a *candidatus/candidata* mag./agric./pharm./odont., etc. before undertaking a 2-year postgraduate course (*hovedfag*) including a final thesis. For information on appointment, employer, status and evaluation, see ► *Førskolelærer*.

**Lektor/ica****Country:** Slovenia**Grammatical variants:** Lektorji/rice, lektor\***Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions normally enrolling students from the age of 19, who has

specialised in teaching foreign languages. Staff who occupy this post must hold a first degree in languages (generally the professional title of *profesor/ica* in one or two languages), have at least 5 years of appropriate experience and have demonstrated satisfactory performance as teachers. Their title is awarded for a period of 5 years (renewable) by the *senat* of their institution, in accordance with legislative procedures. The title may also be revoked. Staff in this category are primarily responsible for teaching. For appointment, employer, status and evaluation, see ► *Asistent/ka*. General term: *Visokošolski/ka učitelj/i/ica*.

**Lektor/ka****Country:** Czech Republic**Grammatical variants:** Lektori/rky, lektó\***Level:** Tertiary

**Explanatory note:** Lecturer at tertiary education institutions (*vysoké školy*) normally enrolling students from the age of 18/19. The titles of *inženýr* in the field of technology, agriculture, economics and architecture, or *magistr* in other fields (except medicine or veterinary medicine in which students are awarded the title of *doktor*) are required for appointment to this post. The work of these lecturers is supervised by the head of their department, who is usually the ► *Profesor/ka*. For information on responsibilities, appointment, employer and status, see ► *Asistent/ka*.

**Lektor/ka****Country:** Slovakia**Grammatical variants:** Lektori/ky, lektor\***Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions (*univerzita* and *vysoká škola*) normally enrolling students from the age of 18/19. The main responsibilities of teachers in this category are the provision of practical training, as well as support for teaching and learning through the preparation of documentation and the supervision of laboratory facilities, etc. They may be promoted to the post of ► *Asistent/ka*. For information on recruitment, appointment, employer, status and evaluation, see ►

*Odborný/á asistent/ka.* General term:  
*Učitel'/ka na vysokej škole.*

### Lektorius/rė

**Country:** Lithuania

**Grammatical variants:** Lektoriai/rės

**Level:** Tertiary

**Explanatory note:** Teacher at a *kolegija, universitetas* or *akademija* normally enrolling students from the age of 18/19. These teachers, who mainly give lectures and carry out methodological work, are trained as specialists at a university-level institution. In order to be eligible for appointment, candidates should have the title of master (*magistras*) and, in the case of those intending to teach certain subjects, 3 years of experience in the corresponding professional sector. Staff in this category may be admitted to the post of ► *Docentas/tė*. For information on recruitment, appointment, employer, status, and evaluation, see ► *Asistentas/tė*.

### Lektors/e

**Country:** Latvia

**Grammatical variants:** Lektori/es

**Level:** Tertiary

**Explanatory note:** Teacher at a tertiary education institution (*augstskola, universitāte*) normally enrolling students from the age of 18. The degree of habilitated doctor, doctor or a master's degree (*habilitētā doktora, doktora* or *maģistra grāds*) are required for appointment. Teachers who have only teaching responsibilities, may be elected by faculty board or institute council for 6 years. For information on appointment (except for coordination involving the Ministry of Education and Science), employer, evaluation, see ► *Profesors/e*. General term: *Pasniedzējs/a*.

### Leraar basisonderwijs

**Country:** The Netherlands

**Grammatical variants:** Leraren basisonderwijs

**Level:** Pre-primary/primary

**Explanatory note:** Teacher at *basisschool* enrolling children aged between 4 and 12, who is trained as a generalist at a tertiary

vocational education institution (*hogeschool*). Training requires 168 credit points (equivalent to 4 years of study) and is offered either full time, part time or as a dual learning route. The course contains both a theoretical and practical part. The upper secondary school leaving certificate (*havo, vwo* or *mbo*) is necessary to embark on training which, if successful, results in the award of a *getuigschrift van het – met goed gevolg afgelegd – afsluitend examen hoger beroepsonderwijs*. These teachers are also qualified to work in special schools and generally complete a part-time postgraduate course of 42 credit points leading to the (non-compulsory) special education qualification (*getuigschrift*). They are employed and appointed by the governing body (*bevoegd gezag*) of the school on the basis of an open recruitment procedure and, in the public sector, they have public servant status and a contract based on civil law. In the grant-aided private sector, their contract is based on private law, although they enjoy public servant status as a basic condition of service for pensions. They are evaluated by the employer (the governing body of the school) which, in practice, normally means the school head.

### Leraar in opleiding

**Country:** The Netherlands

**Grammatical variants:** Leraren in opleiding

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Trainee teacher in primary (*basisonderwijs*), general secondary (*voortgezet onderwijs*) or vocational upper secondary schools (*middelbaar beroepsonderwijs*). Students in the final year of their teacher training may be employed in a school under a training/employment contract for a limited period (5 months full time or 10 months part time). Trainee teachers have the same responsibilities as regular teachers, and receive a certain amount of guidance from their employer and training institution, both of which also evaluate them. They are salaried employees with civil servants status. For further information, see ► *Leraar basisonderwijs*, ► *Leraar voortgezet*



*onderwijs* and ► BVE-docent. Abbreviation: Lio.

### Leraar speciaal (voortgezet) onderwijs

**Country:** The Netherlands

**Grammatical variants:** Leraren speciaal (voortgezet) onderwijs

**Level:** Pre-primary/primary/lower secondary

**Explanatory note:** Teacher at a special school (*school voor speciaal onderwijs*) for pupils in the primary and secondary school age-group, who are unable to attend a mainstream or special primary or secondary school. For further information, see ► *Leraar basisonderwijs* and ► *Leraar voortgezet onderwijs*.

### Leraar speciaal basisonderwijs

**Country:** The Netherlands

**Grammatical variants:** Leraren speciaal basisonderwijs

**Level:** Pre-primary/primary

**Explanatory note:** Teacher at a special primary school (*speciale school voor basisonderwijs*) enrolling children from the age of 4 who, at least temporarily, require special educational treatment. Teaching is geared to enabling them to return to a mainstream primary school (*basisschool*). For further information, see ► *Leraar basisonderwijs*.

### Leraar speciaal voortgezet onderwijs

**Country:** The Netherlands

**Grammatical variants:** Leraren speciaal voortgezet onderwijs

**Level:** Lower secondary

**Explanatory note:** Teacher at a special secondary school (*speciale school voor voortgezet onderwijs*) enrolling children from the age of 12 who, at least temporarily, require special educational treatment. Teaching is geared to enabling them to return to a mainstream secondary school. For further information, see ► *Leraar voortgezet onderwijs* (+).

### Leraar voortgezet onderwijs (+)

**Country:** The Netherlands

**Grammatical variants:** Leraren voortgezet onderwijs

**Level:** Lower/upper secondary

**Explanatory note:** Teacher at secondary schools enrolling pupils aged between 12 and 16/18, who is trained as a subject specialist in teacher training courses at a tertiary vocational education institution (*hogeschool*) or university. Teachers in secondary schools are of two kinds: those with a grade one qualification (*eerstegraads*) and a grade two qualification (*tweedegraads*), respectively. The upper secondary school leaving certificate (*havo*, *vwo* or *mbo*) is necessary to embark on training in a *hogeschool*, at which applicants for grade one courses must have a grade two qualification in the subject to be studied. Postgraduate university teacher training courses leading to a grade one qualification are open to all those with a first degree in an area providing adequate preparation for the subject they wish to teach. Training at a *hogeschool* for a grade two qualification requires 168 credit points (equivalent to 4 years of study), offered either full time, part time or as a dual learning route, and contains both a theoretical and practical part. Training at a *hogeschool* for a grade one qualification requires 63 credit points (equivalent to 1½ years of study), whereas postgraduate university teacher training requires 42 credit points (equivalent to 1 year of study) and is offered either full time, part time or as a dual learning route. Graduates receive a *getuigschrift van het – met goed gevolg afgelegd – afsluitend examen (hoger beroepsonderwijs* at the *hogeschool* or *wetenschappelijk onderwijs* from the university). Grade two teachers are qualified to teach the first 3 years of *havo* and *vwo*, all years of *vmbo* (*mavo/vbo*) and in secondary vocational education (*mbo*). Grade one teachers are qualified to teach at all levels of secondary education, as well as in special schools. They are employed/appointed by the board of the institution on the basis of an open recruitment procedure and evaluated by their employer. Standard teaching responsibilities are determined at decentralised sectoral level and institutions are free to specify additional duties. For further information on appointment, employer and status, see ► *Leraar basisonderwijs*.

**Leraar voortgezet speciaal onderwijs****Country:** The Netherlands**Grammatical variants:** Leraren voortgezet speciaal onderwijs**Level:** Lower secondary**Explanatory note:** Teacher at a special secondary school (*school voor voortgezet speciaal onderwijs*) for pupils in the secondary school age-group, who are unable to attend a mainstream or special secondary school. For further information, see ► *Leraar basisonderwijs* and ► *Leraar voortgezet onderwijs* (+).**Lettore/trice****Country:** Italy**Grammatical variants:** Lettori/trici**Level:** Tertiary**Explanatory note:** Former title of ► *Collaboratore ed esperto linguistico* now only rarely used.**Librarian****Country:** United Kingdom (E/W/NI)**Level:** Lower/upper secondary/post-secondary/tertiary**Explanatory note:** Librarian in secondary schools (pupils aged from 11-16/18), further education institutions offering vocational and/or general education normally for students (including adults) aged over 16, and tertiary education institutions (normally for students aged over 18). Staff in this category may often have the formal title of *assistant librarian* when appointed to their first professional post. Initial training for *librarians* involves either a 3- or 4-year tertiary education course in library and information management, usually leading to a *Bachelor's degree*, followed by a postgraduate diploma, *Master of Arts (MA)* or *Master of Science (MSc)* in library and information management. Courses are usually accredited by the Library Association of which some *librarians* secure associate membership to become *chartered librarians*. Recruitment is normally carried out by senior managers of the institution in accordance with open procedures, and secondary schools sometimes employ staff who are not formally qualified. Besides normal library duties, responsibilitiesof qualified librarians generally include teaching students certain information and study skills. They are normally employed by the governing body of the institution and regarded as public employees, but they are not civil servants. In some categories of secondary school, the employer is the *local education authority* or (in Northern Ireland) the *Education and Library Board*. Evaluation procedures and promotion opportunities depend on the institution concerned.**Lio****Country:** The Netherlands**Level:** Pre-primary/primary/lower/upper secondary**Explanatory note:** Abbreviation of ► *Leraar in opleiding*.**LSA****Country:** United Kingdom (E/W/NI)**Level:** Pre-primary/primary/lower/upper secondary**Explanatory note:** Abbreviation of ► *Learning support assistant*.**Luokanopettaja (+)****Country:** Finland**Grammatical variants:** Luokanopettajat, luokanopettaj\***Level:** Pre-primary/primary/lower secondary**Explanatory note:** Teacher at *päiväkoti* and at the first stage of *perusopetus* for pupils aged 6-7 and 7-13 respectively. Staff in this category are university trained as generalists to teach at primary level, and they may also provide pre-school education. On completion of an extensive course in a subsidiary subject (at least 35 credits, including teacher education), they are further eligible to work as subject teachers at the second stage of *perusopetus* (pupils aged 13-16). Applicants for class teacher education are required to have completed the matriculation examination. In general, their practical and theoretical training lasts 5 years and leads to the *maisterintutkinto* diploma. These teachers are recruited on the basis of an open recruitment procedure. The person/body in charge of their appointment depends on the decision of the local authority responsible for

the management of the educational institution. They are employed by the local authority as civil servants or by a private maintaining body

on a contractual basis. They are evaluated by the education provider. Swedish term: *Klasslärare*.



### Maestro/ra (+)

**Country:** Spain

**Grammatical variants:** Maestros/ras

**Level:** Pre-primary/primary

**Explanatory note:** Teacher at *escuelas de Educación Infantil* (enrolling children aged between 3 months and 6 years old) and primary schools (ages 6-12), including special education institutions. (S)he is trained as a generalist or specialist at an *escuela universitaria* or *facultad*. The *Bachiller* diploma is required for admission to this practical and theoretical training, which lasts 3 academic years and leads to the degree of *Maestro/ra* obtainable in the fields of pre-primary education, primary education, foreign languages, music, sports, special education, or hearing and speech. In public-sector schools, these teachers are recruited on the basis of a competitive examination at regional level. They are appointed and employed by the competent body of the Autonomous Community concerned and are normally civil servants. In the case of grant-aided private schools, they are recruited on the basis of the selection criteria established by the School Council, the school head and the owner of the establishment concerned who employs them on a contractual basis. They are evaluated by the *Inspector de Educación*.

### Maestro/ra de Taller de Artes Plásticas y Diseño

**Country:** Spain

**Grammatical variants:** Maestros/ras de Taller de Artes Plásticas y Diseño

**Level:** Upper secondary/tertiary

**Explanatory note:** Teacher at upper secondary institutions (for ages 16-18) and vocational tertiary institutions (normally from the age of 18 onwards), who is trained as a specialist at tertiary level. The *Bachiller* diploma is required for admission to this practical and theoretical training, which lasts 3 academic years and leads to the degree of *Diplomado*, *Arquitecto Técnico*, *Ingeniero Técnico* or their equivalent. For information on recruitment, appointment, employer, status and evaluation, see ► *Maestro/ra (+)*.

### Mainstream class teacher

**Country:** Ireland

**Level:** Pre-primary/primary

**Explanatory note:** Teacher at primary schools (for children/pupils aged between 4 and 12) and in pre-school classes (for ages 3/4), including special education institutions, who is trained as a generalist in a *College of Education*. The *leaving certificate* is required for admission to the (practical and theoretical) training, which lasts 3 to 4 ½-years and leads to the degree of *Bachelor of Education*. These teachers are selected for appointment by open competition, following which they are appointed by the school board of management. Although their contract is normally permanent, they may be also be employed on a short- or fixed term contract (in accordance with school needs) by the Department of Education and Science (DES) on behalf of the board. They are considered to be public employees but not civil servants.

Teachers on first appointment must undergo probation, which is normally one year but may be extended. They are evaluated by the DES Inspectorate and can be promoted ► *Special duties teacher*. For information on temporary post, see ► *Temporary teacher*. For promotion possibilities, see ► *Special duties teacher* or ► *Assistant Principal*.

### Maître assistant

**Country:** Belgium (French Community)

**Level:** Tertiary

**Explanatory note:** Assistant responsible to a ► *Professeur* in some university courses. The degree of *licence* (successful completion of 4 or 5 years of university studies) is the minimum requirement for appointment to this post. Besides giving theoretical and practical classes, staff in this category are responsible for applied research in their department, and have to undertake doctoral studies and supervise and guide other students. They are appointed and employed by a university and have temporary status (lasting six years broken down into three periods of 2 years each). After six years, appointment to the post of *premier assistant* is possible (following a competitive selection procedure open to holders of a doctorate). They are evaluated by the *professeur*. Former designation: *Assistant*.

### Maître d'enseignement technique (+)

**Country:** Luxembourg

**Level:** Lower secondary

**Explanatory note:** Teacher at technical *lycées* solely at the level of lower secondary education (for pupils aged from 12 to 15). These teachers are trained as specialists in post-secondary education (3 years of study in Luxembourg). The *certificat d'aptitude technique et professionnelle* (CAPT) is required to embark on training which leads to the *brevet de maîtrise professionnelle*. These staff teach vocational theory and carry out practical work. For information on conditions of admission to the profession, appointment, employer, status and evaluation, see ► *Professeur d'enseignement secondaire* (+).

### Maître de conférences

**Country:** France

**Level:** Tertiary

**Explanatory note:** Teacher and researcher in tertiary education institutions normally for students aged 18 or over. The main responsibilities of staff in this category are divided between (theoretical and practical) teaching and research. In order to be on the national list of qualified applicants for this position drawn up by the *Conseil national des universités* (National Universities Council), they have to hold a *doctorat* or its equivalent, be a full-time ► *Enseignant/e associé/e*, belong to a research team or, under certain circumstances, have demonstrable professional experience. These teachers are then recruited on the basis of an open competitive examination at institutions, for the purpose of filling one or more vacancies. The career record of applicants is examined by the committee of specialists and administrative board of the institution concerned. Candidates who perform successfully in the competitive examination are appointed by the Minister of Higher Education and awarded permanent tenure after occupying their post for 1 year (prior to 2001, the period was 2 years). They are state employees with civil servant status and, when considered for possible promotion, are evaluated by the *Conseil national des universités*. Generic term: *Enseignant/e-chercheur/euse*.

### Maître de cours spéciaux

**Country:** Luxembourg

**Level:** Lower/upper secondary

**Explanatory note:** Teacher at technical *lycées*, enrolling pupils aged between 12 and 19, who has been trained as a specialist in a technical branch of studies abroad (generally in a 2-year non-university course). For information on conditions of admission to the profession, appointment, employer, status and evaluation, see ► *Professeur d'enseignement secondaire* (+).

### Maître de langues étrangères

**Country:** France

**Level:** Tertiary

**Explanatory note:** Temporary teacher of foreign languages in tertiary education

institutions normally for students aged 18 or over. Practical (and in exceptional circumstances theoretical) instruction is given, either in the mother tongue of the individual teachers concerned or in a language which they speak with equal facility. In order to be eligible for this post, applicants have to have successfully completed one year of postgraduate study, or its equivalent. They are selected, appointed and employed by the head of the institution concerned on a contractual basis for a period of 1-3 years. They are subject to no evaluation procedure.

### Maître spécial

**Country:** Belgium (French Community)

**Level:** Primary

**Explanatory note:** Teacher at an école primaire for pupils aged between 6 and 12, who has been trained as a subject specialist solely to teach either foreign languages or sport. These teachers have to have the title of ► *Agrégé/e de l'enseignement secondaire inférieur (+)*. For information on appointment, employer, status and evaluation, see ► *Instituteur/trice maternel/le*.

### Mentor/ica

**Country:** Slovenia

**Grammatical variants:** Mentorji/rice, mentor\*

**Level:** Pre-primary/primary/lower/upper secondary/post-secondary/tertiary

**Explanatory note:** Promotion title (first grade) awarded to all working as the ► *Organizator/ica izobraževanja odraslih*, ► *Predavatelj/ica višje šole*, ► *Predmetni/na učitelj/ica (+)*, ► *Šolski/ka knjižničar/ka*, ► *Učitelj/ica (+)*, ► *Učitelj/ica razrednega pouka*, ► *Vzgojitelj/ica predšolskih otrok*. Requirements for promotion are at least 4 years of employment in education, sound performance as a teacher, professional qualifications, in-service training and further professional activities (such as counselling and the publication of textbooks, articles, reviews, manuals or research papers, etc). Promotion is proposed by the head (*ravnatelj/ica*) of the institution concerned or by the teachers themselves, and the Ministry of Education, Science and Sport decides

whether it should be granted. The promotion title may also be revoked by the Ministry. The title, which may additionally be conferred on other staff involved in school education, is evaluated in terms of coefficients, in such a way that salary is increased in accordance with a given coefficient from the day that promotion takes effect. Those who possess the title for 5 years and meet other stipulated requirements may be appointed to the post of head (*ravnatelj/ica*) of the institution concerned. These staff may subsequently be promoted to the title of ► *Svetovalec/lka*. The promotion title is appended to the basic term, e.g. *učitelj/ica mentor/ica*.

### Modersmålslärare

**Country:** Sweden

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher of the mother tongue (where this is a minority or regional language) at a *grundskola* or *gymnasieskola*, for pupils aged 7-16 and 16-19, respectively. (S)he is trained as a specialist at a university or university college. The *slutbetyg från gymnasieskolan* diploma, combined with adequate skills in the language concerned and in Swedish, is required for admission to the theoretical and practical training, which lasts at least 3½ years and leads to the examen som *modersmålslärare* diploma. From 1 July 2001, a new integrated teaching degree is being introduced, and will include teaching of the mother tongue as one possible area of specialisation. For information on recruitment, appointment, employer, status and evaluation, see ► *Förskollärare*.

### Mokytojas/ja ekspertas/tė

**Country:** Lithuania

**Grammatical variants:** Mokytojai/jos ekspertai/tės

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Highest promotion title awarded to all those who have held the title of ► *Vyresnysis/nioji mokytojas/ja* or ► *Mokytojas/ja metodininkas/kė*. The staff concerned must be able to demonstrate sound teaching ability as teachers (with over 6 years in the profession), and have obtained in-



service training (including tests), and undertaken further professional activities (such as participation in projects, writing articles, assisting less experienced teachers, evaluating and developing subject or study programmes, and dissemination of the methodology and teaching material related to the subject area in which they have been working). For the procedure relating to promotion, see *mokytojas/ja metodininkas/kė*, and for the concomitant salary, see *vyresnysis/nioji mokytojas/ja*. To form a category-specific promotion title, the second element of the generic term (*ekspertas/tė*) of the promotion title is appended to the basic term, e.g. *auklėtojas/ja ekspertas/tė*.

### Mokytojas/ja metodininkas/kė

**Country:** Lithuania

**Grammatical variants:** Mokytojasi/jos metodininkai/kės

**Level:** Pre-primary/primary/lower/upper secondary/

**Explanatory note:** Promotion title (second grade) awarded to all those who have held the title of ► *Vyresnysis/nioji mokytojas/ja*. The staff concerned must be able to demonstrate sound teaching ability as teachers (with at least 6 years in the profession), have obtained in-service training (including tests), and undertaken further professional activities (such as participation in projects, writing articles, assisting less experienced teachers, evaluating and developing subject or study programmes, and dissemination of the methodology and teaching material related to the subject area in which they have been working). In most cases, promotion is granted by the teacher appraisal commission (*pedagogų atestacinė komisija*) of the school concerned, on the approval/recommendation of one or more external central, regional or local administrative and teacher in-service training bodies. In the case of a *profesijos mokytojas*, promotion is granted by the chief/general commission for vocational teacher certification/appraisal (*vyriausioji profesijos mokytojų atestacijos komisija*) at the Ministry of Education and Science. For the procedure relating to the concomitant salary, see ► *Vyresnysis/nioji mokytojas/ja*. The staff

concerned may subsequently be promoted to the title of ► *Mokytojas/ja ekspertas/tė*. To form a category-specific promotion title, the second element of the generic term (*metodininkas/kė*) of the promotion title is appended to the basic term, e.g. *auklėtojas/ja metodininkas/kė*.

### Moniteur/trice

**Country:** France

**Level:** Tertiary

**Explanatory note:** Temporary teacher in tertiary education institutions normally for students from the age of 18, who carries out one third of the amount of practical work of the ► *Maître de conférences*. The duties involved are assumed by those working for a doctorate who are familiarising themselves with the tasks of an ► *Enseignant/e-chercheur/euse*, under the guidance of a tutor. They are recruited by the head of their institution from among those who have received research grants, following a recommendation from a committee authorised by the administrative board of the institution concerned. These staff are appointed and employed by the head of the institution for no longer than 3 years on a contractual basis. They are subject to no evaluation procedure.

### Monitor/a

**Country:** Portugal

**Grammatical variants:** Monitores/ras

**Level:** Tertiary

**Explanatory note:** Teacher assistant at all types of tertiary education institution normally enrolling students from the age of 18. This post can be occupied by those holding a *licenciatura* degree or by students in the last two years of their studies leading to the *licenciatura*. They are responsible for working with (but not replacing) teaching staff during practical and theoretical/practical classes and in laboratory or field work. They are employed on a non-tenured basis following a proposal by the academic council of the institution concerned.

### Musiklärare

**Country:** Sweden

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher of music at a *grundskola* or *gymnasieskola*, for pupils aged 7-16 and 16-19 respectively, or in municipal adult education (for those aged 20 or over). (S)he is trained as a specialist at a university or university college. The *slutbetyg från gymnasieskolan* diploma is required for admission to training for which there are two options. Under the first option, future teachers can study *musiklärarprogrammet* (a specific programme including specialisation) which lasts 4 years and leads to the *musiklärarexamen* diploma. Under the second, they can train to become teachers in the upper levels of a *grundskola* (4 to 4½ years of full-time study) or in a *gymnasieskola* (4½ to 5 years of full-time study). In the case of the second option, students must choose a combination of two subjects (music and another subject). From 1 July 2001, a new integrated teaching degree is being introduced, replacing the *musiklärarexamen*. For information on recruitment, appointment, employer, status and evaluation, see ► *Förskollärare*.

### Muzikos pedagogas/gė

**Country:** Lithuania

**Grammatical variants:** Muzikos pedagogai/gės

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Teacher of music at all levels of education, who is trained as a specialist at an *aukštesnioji pedagogikos mokykla* or a university-level institution. For further information, see ► *Bendrojo lavinimo dalykų/ko mokytojas (+)*.

### Muzikos vadovas/vė

**Country:** Lithuania

**Grammatical variants:** Muzikos vadovai/vės

**Level:** Pre-primary

**Explanatory note:** Former title of ► *Muzikos pedagogas* prior to the March 2001 ministerial order approving a new list of educational staff posts.

### Myndmenntakennari

**Country:** Iceland

**Grammatical variants:** Myndmenntakennarar

**Level:** Primary/lower secondary

**Explanatory note:** Teacher at *grunnskóli* for pupils aged between 6 and 16, who is trained as a specialist in artistic subjects at *Listaháskóli Íslands* (Iceland Academy of the Arts). Satisfactory performance in the *stúdentspróf* examination, or its equivalent, and in an entrance examination are required to embark on training, the first part of which lasts 3 years and leads to a BA degree. These teachers then have to complete a further year of professional training at the University of Iceland or Iceland University of Education to become fully qualified. *Myndmenntakennari* can also be trained at *Kennaraháskóli Íslands* (Iceland University of Education) in the general programme for teacher trainees, who may select arts as an optional course. In this case, satisfactory performance in the *stúdentspróf* examination, or its equivalent, is required to embark on training which is both academic and practical and leads to a BEd degree. For information on appointment, employer, status and evaluation, see ► *Grunnskólakennari*.





### Nauczyciel akademicki

**Country:** Poland

**Grammatical variants:** Nauczyciele akademicy, nauczyciel\* akademicki\*

**Level:** Tertiary

**Explanatory note:** General term for academic staff responsible for teaching, research and management at tertiary education institutions. See ► *Adiunkt*, ► *Asystent*, ► *Instruktor*, ► *Lektor*, ► *Profesor*, ► *Profesor nadzwyczajny*, ► *Profesor zwyczajny*, ► *Starszy wykładowca*, ► *Wykładowca*.

### Nauczyciel/ka bibliotekarz/rka

**Country:** Poland

**Grammatical variants:** Nauczyciele/lki bibliotekarze/rki, nauczyciel\* bibliotekarz\*

**Level:** Primary/lower/upper secondary/post-secondary

**Explanatory note:** Teacher/librarian in all types of educational institutions enrolling pupils aged between 7 and 19/21. For employment at primary level, staff in this category are trained at upper secondary library school (*liceum bibliotekarskie*) where the certificate of completion of lower secondary school (*gimnazjum*) is necessary to embark on training, or at a post-secondary library school (*studium bibliotekarskie*). For work at secondary level, staff are trained in tertiary education university or non-university type institutions where they do a course in library and information science (*bibliotekoznawstwo i informacja naukowa*). In this case, the *świadectwo dojrzałości*

certificate is necessary to embark on training. Applicants must pass an entrance examination or fulfil other institutional or course requirements. Training lasts 3 or 5 years and contains both a theoretical and practical part. The 3-year courses lead to a *licencjat* degree (required for employment at lower secondary level); 5-year courses lead to a *magister* degree (required for work at upper secondary level). In addition to their responsibility for the library service, teacher/librarians are obliged to instruct each class in use of the library (*przysposobienie czytelniczo-informacyjne*) for 1 or 2 hours a year per class throughout the school year. The library itself is thus the venue for these lessons, as well as the provision of services by the staff concerned. For information on appointment, employer, status and type of contract and promotion, see ► *Nauczyciel/ka wychowania przedszkolnego*.

### Nauczyciel/ka dyplomowany/na

**Country:** Poland

**Grammatical variants:** Nauczyciele/lki dyplomowani/ne, nauczyciel\* dyplomowan\*

**Level:** Pre-primary/primary/lower/upper secondary/post-secondary

**Explanatory note:** Promotion post (fourth grade) which may be obtained by all types of schoolteacher who have been accepted by the selection committee during an interview on completion of a 2 year 9 month individual skills development programme as a ► *Nauczyciel/ka mianowany/na*. However, if teachers hold the degree of *doktor*, the

duration of the skills development programme can be reduced to 9 months by the school head (*dyrektor szkoły*). Promotion to this post is confirmed by the regional education authorities (*kuratorium*). For the main responsibilities of teachers in this category, see *nauczyciel mianowany*. They are appointed to their post on a permanent basis by the *dyrektor szkoły*, and their average salary is fixed at 225 % of the average salary of trainee teachers (► *Nauczyciel/ka stażysta/tka*). They may be promoted to the category of ► *Profesor oświaty*.

### **Nauczyciel/ka gimnazjum**

**Country:** Poland

**Grammatical variants:** Nauczyciele/lki gimnazjum, nauczyciel\* gimnazj\*

**Level:** Lower secondary

**Explanatory note:** Teacher at *gimnazjum* enrolling pupils aged between 13 and 16. For all information on initial training and certification, see ► *Nauczyciel/ka przedmiotów ogólnokształcących*. For information on appointment, employer, status, evaluation and promotion, see ► *Nauczyciel/ka wychowania przedszkolnego*.

### **Nauczyciel/ka kontraktowy/wa**

**Country:** Poland

**Grammatical variants:** Nauczyciele/lki kontraktowi, nauczyciel\* kontraktow\*

**Level:** Pre-primary/primary/lower/upper secondary/post-secondary

**Explanatory note:** Promotion post (second grade) for all schoolteachers working as a ► *Nauczyciel/ka stażysta/tka* (trainee teacher) who hold the required qualifications have successfully completed a 9-month contractual placement under the individual skills development programme, and obtained an official endorsement from the qualification commission on the basis of an interview. Promotion is granted by the school head (*dyrektor szkoły*). The average salary of teachers in this category is fixed at 125 % of the average salary of a trainee teacher (*nauczyciel stażysta*). They are employed on a contractual basis by the school head for a maximum three-year period enabling them to fulfil the requirements for promotion to the

post of ► *Nauczyciel/ka mianowany/na*. For information on responsibilities, see *nauczyciel stażysta*.

### **Nauczyciel/ka mianowany/na**

**Country:** Poland

**Grammatical variants:** Nauczyciele/lki mianowani/e, nauczyciel\* mianowan\*

**Level:** Pre-primary/primary/lower/upper secondary/post-secondary

**Explanatory note:** Promotion post (third grade) which may be obtained by all categories of schoolteacher with the title of ► *Nauczyciel/ka kontraktowy/wa* who have passed an examination on completion of a 2 year 9 month individual skills development programme. However, if teachers hold the degree of *doktor* or have been appointed to the post of *nauczyciel kontraktowy* with 3 years of professional experience in a tertiary education institution, or have a minimum 5 years of professional experience and a significant professional record, the duration of the skills development programme can be reduced to 9 months by the school head (*dyrektor szkoły*). Promotion is granted by the local authority responsible for the school. Teachers in this category are appointed to their post on a permanent basis by the *dyrektor szkoły*, and their average salary is fixed at 175 % of the average salary of the trainee teacher (► *Nauczyciel/ka stażysta/tka*). They may also exercise fresh additional responsibilities in schools and other educational institutions, in that they can become 'stage tutors' (*opiekun stażu*) for *nauczyciel stażysta* or *nauczyciel kontraktowy* who are preparing for promotion, as well as experts, examiners, advisors and trainers in in-service teacher training institutions. They may be promoted to the category of ► *Nauczyciel/ka dyplomowany/na*.

### **Nauczyciel/ka nauczania początkowego**

**Country:** Poland

**Grammatical variants:** Nauczyciele/lki nauczania początkowego, nauczyciel\*

**Level:** Primary

**Explanatory note:** Teacher at *szkoła podstawowa* (enrolling pupils aged between 7 and 13), who is trained as a generalist with

a specialisation in initial learning (*nauczanie początkowe*) at a university or other tertiary education institution. For information on initial training and qualifications, appointment, employer, status, evaluation and promotion, see ► *Nauczyciel/ka wychowania przedszkolnego*.

### Nauczyciel/ka praktycznej nauki zawodu

**Country:** Poland

**Grammatical variants:** Nauczyciele/lki praktycznej nauki zawodu, nauczyciel\*

**Level:** Upper secondary/post-secondary

**Explanatory note:** Teacher of practical subjects at vocational upper secondary and post-secondary institutions enrolling pupils aged between 16 and 19/21. Staff in this category are trained as specialists in one or more vocational subjects in upper secondary vocational schools (in which case the basic school leaving certificate is required to embark on training), in post-secondary vocational schools (for which the upper secondary school leaving certificate is required), or in tertiary teacher training institutions (for training requirements in tertiary education institutions see ► *Nauczyciel/ka teoretycznych przedmiotów zawodowych (+)*). Teaching qualifications and training in work safety regulations are also necessary. For information on appointment, employer, status, evaluation and promotion, see ► *Nauczyciel/ka wychowania przedszkolnego*.

### Nauczyciel/ka przedmiotów ogólnokształcących (+)

**Country:** Poland

**Grammatical variants:** Nauczyciele/lki przedmiotów ogólnokształcących, nauczyciel\*

**Level:** Primary/lower secondary/upper secondary/post-secondary

**Explanatory note:** Teacher at secondary level education institutions enrolling pupils aged between 13 and 19, who is trained as a specialist in one or more general education subjects at a university or in specialised tertiary education institutions (*wyższe szkoły pedagogiczne*). Those who specialise in foreign language teaching can be trained in a 3-year non-university college (*kolegium nauczycielskie*). The *świadectwo dojrzałości*

certificate is necessary to embark on training. Applicants must pass an entrance examination or fulfil other institutional or course requirements. Training lasts 3 or 5 years and contains both a theoretical and practical part. The 3-year courses lead to a *licencjat* degree or a diploma; courses lasting 5 years lead to a *magister* or *magister edukacji* degree. Graduates from such colleges specialised in subjects other than language teaching can teach at primary level, but to teach at lower secondary level they have to obtain a *licencjat* degree and, at upper secondary level, a *magister* degree. For information on appointment, employer, status, evaluation and promotion, see ► *Nauczyciel/ka wychowania przedszkolnego*.

### Nauczyciel/ka stażysta/tka

**Country:** Poland

**Grammatical variants:** Nauczyciele/lki stażyści/stki, nauczyciel\* stażyst\*

**Level:** Pre-primary/primary/lower/upper secondary/post-secondary

**Explanatory note:** Initial post (first grade) on the promotion scale open to all new entrants to the teaching profession. Entrants may be employed as *nauczyciel stażysta* (trainee teachers) if they hold the required qualifications (have completed tertiary education with a pedagogical component or study at a teacher training college, show respect for basic moral values and fulfil health requirements). The main responsibilities include teaching, the provision of guidance for pupils in the recognition of patriotic and democratic values, and the provision of support to individual pupils and development of their personality and skills. Trainee teachers are employed for one year on a contractual basis in order to fulfil the requirements (essentially a 9-month probation period, or *staż*, and a successful interview with the qualification commission) for promotion to the post of ► *Nauczyciel/ka kontraktowy/wa*. Each trainee has a personal tutor (*opiekun stażu*) during the probation period. Unlike the other categories of teacher on the promotion scale, trainee teachers are not subject to standard evaluation procedures,



but only those relating to the foregoing initial promotion. Their average salary is fixed at 82% of the national average salary in any given year.

### **Nauczyciel/ka teoretycznych przedmiotów zawodowych (+)**

**Country:** Poland

**Grammatical variants:** Nauczyciele/lki teoretycznych przedmiotów zawodowych, nauczyciel\*

**Level:** Upper secondary/post-secondary

**Explanatory note:** Teacher at vocational upper secondary and post-secondary institutions enrolling pupils aged between 16 and 19/21, who is trained as a specialist in one or more vocational education subjects in teacher education faculties at universities and other tertiary education institutions. The *świadcstwo dojrzałości* certificate is necessary to embark on training. Applicants must pass an entrance examination or fulfil other institutional or course requirements. Training lasts 3 or 5 years and contains both a theoretical and practical part. The 3-year courses lead to a *licencjat* degree; 5-year courses lead to the *magister*, *magister edukacji* or *magister inżynier* degree. For information on appointment, employer, status, evaluation and promotion, see ► *Nauczyciel/ka wychowania przedszkolnego*.

### **Nauczyciel/ka wspomagający/ca**

**Country:** Poland

**Grammatical variants:** Nauczyciele/lki wspomagający/ce, nauczyciel\* wspomagając\*

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Teacher in separate institutions for special education and mainstream institutions providing such education at all levels of schooling, which enrol pupils aged between 3 and 19/21 who have special educational needs. Teachers in this category are trained as subject generalists specialising in the pedagogy of special needs, at teacher education faculties in universities, or at teacher tertiary education institutions (*wyższe szkoły pedagogiczne*) or 3-year teacher training colleges (*kolegium nauczycielskie*). The *świadcstwo dojrzałości*

certificate is necessary to embark on training. Applicants must pass an entrance examination and/or fulfil other institutional requirements. Training contains both a theoretical and practical part. Courses lasting 3 years lead to a non-university level diploma or to a *licencjat* degree (required for employment at lower secondary level); courses lasting 5 years lead to a *magister* degree (necessary for employment at upper secondary level). For information on appointment, employer, status, evaluation and promotion, see ► *Nauczyciel/ka wychowania przedszkolnego*.

### **Nauczyciel/ka wychowania przedszkolnego**

**Country:** Poland

**Grammatical variants:** Nauczyciele/lki wychowania przedszkolnego, nauczyciel\*

**Level:** Pre-primary

**Explanatory note:** Teacher at *przedszkole* enrolling children aged between 3 and 7, who is trained as a generalist in teacher education faculties at universities, in tertiary teacher education institutions (*wyższe szkoły pedagogiczne*) or in 3-year teacher training colleges (*kolegium nauczycielskie*). The *świadcstwo dojrzałości* certificate is necessary to embark on training. Applicants must pass an entrance examination and/or fulfil other institutional requirements. Training (with specialisation in pre-primary pedagogy) contains both a theoretical and practical part. Courses lasting 3 years lead to a non-university level diploma or to a *licencjat* degree; courses lasting 5 years lead to a *magister* degree. These teachers are employed on a contractual basis by the school head (*dyrektor szkoły*) and in accordance with conditions of employment defined in the Teacher's Charter. The *dyrektor szkoły* appoints them on the basis of an open recruitment procedure. Teacher evaluation is carried out by the school head (on his/her own initiative, or at the request of the teachers themselves, the pedagogical supervision unit, the body responsible for the school's management, the School Council or the Parents' Council). The period between two consecutive evaluations (including evaluation for promotion) cannot be less than a year. Promotion is possible: see ► *Nauczyciel/ka*

*stażyst/ka*, ► *Nauczyciel/ka kontraktowy/wa* (contract teacher), ► *Nauczyciel/ka mianowany/na* (appointed teacher), ► *Nauczyciel/ka dyplomowany/na* (chartered teacher) and ► *Profesor oświaty* (senior teacher – an honorary title).

### Newly qualified teacher

**Country:** United Kingdom (E/W)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** A ► *Classroom teacher* who has recently completed initial teacher training and who, in England, must undertake an induction year to be fully qualified. Equivalent in Northern Ireland: *Beginning teacher*. Abbreviation: NQT.

### Nipiagogos (Νηπιαγωγός)

**Country:** Cyprus

**Grammatical variants:** Nipiagogoi, nipiagog\*

**Level:** Pre-primary

**Explanatory note:** Teacher at *nipiagogeia* enrolling children from 3 to 5 years and 8 months, who is trained as a generalist at university or in other tertiary education institutions in Cyprus or Greece. In order to embark on training, candidates should possess the upper secondary school leaving certification (*apolytirio*) and have passed a competitive entrance examination. Training lasts 4 years and contains both a theoretical and practical part. Successful training leads to the award of a diploma (*ptychio nipiagogou*). Teachers are employed and appointed by the State in accordance with a system in which priority goes to the date and year of application. They are evaluated by the school inspector (*epitheoritria*), and those in public-sector schools are civil servants.

### Nipiagogos (Νηπιαγωγός)

**Country:** Greece

**Grammatical variants:** Nipiagogoi

**Level:** Pre-primary

**Explanatory note:** Teacher at a *nipiagogeio* enrolling children aged between 4 and 6, who is trained as a generalist in the pedagogical department for primary education at a university (*panepistimio*). The upper secondary education school leaving certificate

(*apolytirio eniaiou lykeiou*) is required to embark on training which lasts 4 years and contains both a theoretical and practical part. Successful training leads to the award of the *ptychio* degree. From 1998 to 2002, the system of appointments to these posts from the official national list (*epetirida*) of available teachers, in accordance with the date they applied for inclusion on it, is gradually being phased out and replaced by selection on the basis of a competitive examination organised by the Supreme Council for the Selection of Personnel (ASEP). From 2003 onwards, teachers will be appointed exclusively from lists drawn up following national competitive examinations; an additional certificate of pedagogical and teaching proficiency will be required. Teachers in this category are employed and appointed by the Ministry of Education, and become civil servants after 2 years. They may also be employed by the Director of Education in each prefecture as supplementary teachers with a contract for one school year in order to cover temporary needs. They are evaluated by the school counsellor (*scholikos symvoulos*).

### Non-medical helper

**Country:** United Kingdom (E/W/NI)

**Level:** Tertiary

**Explanatory note:** An assistant who, at tertiary level, performs similar duties to ► *Learning support assistant* at pre-primary, primary and (lower and upper) secondary levels of education.

### NQT

**Country:** United Kingdom (E/W)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Abbreviation of ► *Newly qualified teacher*.

### Nursery assistant

**Country:** United Kingdom (E/W)

**Level:** Pre-primary/primary

**Explanatory note:** Synonym for ► *Pre-school assistant* in Northern Ireland where *nursery assistant* is the term most commonly used.

## Nursery assistant

**Country:** United Kingdom (Scotland)

**Level:** Pre-primary

**Explanatory note:** Auxiliary staff member at a *pre-school centre* and in *nursery classes* in *primary school* enrolling children aged between 3 and 5, who has the same responsibilities as a ► *Nursery nurse*, but in a more junior role. There is no national requirement for a qualification although the *Scottish Vocational Qualification level 2* is the most appropriate qualification. When working in the publicly funded *centres*, staff in this category are recruited and employed by the local education authority on either a permanent or temporary basis. For evaluation, see ► *Teacher*.

## Nursery nurse

**Country:** United Kingdom (Scotland)

**Level:** Pre-primary/primary

**Explanatory note:** Staff member at a *pre-school centre* (covering different settings such as local authority *nursery schools* and *classes*, private day nurseries, voluntary sector nurseries, child and family centres, community nurseries and Gaelic medium nurseries) for children aged between 3 and 5. *Nursery nurses* may also work in *primary*

*schools* enrolling pupils aged between 5-12, to support the work of the ► *Teacher*. Satisfactory completion of a 2-year course at a *further education college* or on-the-job vocational training is necessary prior to appointment. Most *nurses* are qualified with *Scottish Vocational Qualification level 3* in early years care and education, or a *Higher National Certificate* (HNC) in childcare and education. Their function is not limited to health care and they have a significant element of education in their training. When working in a publicly funded *centre*, staff in this category are recruited by the local education authority on either a permanent contract, in which case appointments are made through open recruitment procedures, or a temporary contract. Most pre-school units are inspected by *Her Majesty's Inspectors of Education* (HMIE) and key areas of their activity are evaluated. The work of teachers is included in these areas. Synonyms: *Nursery officer*, *Early education childcare worker*.

## Nursery officer

**Country:** United Kingdom (Scotland)

**Level:** Pre-primary/primary

**Explanatory note:** Synonym for ► *Nursery nurse*.



### Oberassistent/in

**Country:** Deutschland

**Grammatical variants:** Oberassistenten, Oberassistent\*

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions (*Hochschulen*) normally enrolling students from the age of 19. Teachers in this category must have the *Habilitation* or be able to provide firm evidence of equivalent academic achievements. In institutions for the creative arts in some *Länder*, it is sufficient for candidates to have completed a course in art and to demonstrate achievements in artistic practice. These staff teach classes independently and perform academic services as required. They are appointed for 4 years, except in medicine (6 years). They are employed by the *Land* as temporary civil servants or as temporary public service employees in accordance with the *Bundesangestelltentarifvertrag* (Collective Agreement for Federal Employees). They are appointed and evaluated by their university unit (faculty, department etc.).

### Oberingenieur/in

**Country:** Deutschland

**Grammatical variants:** Oberingenieure, Oberingenieur\*

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions (*Hochschulen*) normally enrolling students from the age of 19. A doctorate (*Promotion*) or a second state examination (*zweite Staatsprüfung*), with

good results in either case, is required for appointment to this post. In addition, staff in this category may have to have acquired at least 2 years of professional experience outside tertiary education. They teach classes independently, perform academic services as required and are appointed for 6 years. For appointment, employer, status and evaluation, see ► *Oberassistent/in*.

### Oberschullehrer/in (+)

**Country:** Liechtenstein

**Grammatical variants:** Oberschullehrer/innen\*

**Level:** Lower secondary

**Explanatory note:** Teacher at *Oberschule* for pupils aged between 11 and 15/16 who is trained as a subject specialist at universities or specialised tertiary education institutions in Switzerland or Austria. The upper secondary school leaving certificate (*Maturazeugnis*) is required to embark on training, which generally lasts 4 years and contains both a theoretical and practical part. Successful completion of training results in the award of a diploma for teachers in secondary education, entitling its holder to teach a wide range of subjects. For information on appointment, employer and status, see ► *Primarschullehrer/in*. Evaluation is the responsibility of the *Oberschulinspektor/in*.

### Odborný/ná asistent/ka

**Country:** Slovakia

**Grammatical variants:** Odborni/né asistenti/ky, asistent\*

**Level:** Tertiary

**Explanatory note:** Assistant at tertiary education institutions (*univerzita* and *vysoká škola*) normally enrolling students from the age of 18/19. The doctorate (PhD) and at least 3 years of teaching practice are required for appointment to this post, which mainly involves responsibility for teaching, the supervision of seminars, advising students and cooperating in scientific research. These teachers may be promoted to the post of ► *Docent/ka*. They are recruited on the basis of an open procedure and appointed by the dean (*dekan*). They are employed by the faculty or the tertiary education institution on a contractual basis. There is no formal system of evaluation at this level. General term: *Učitel'/ka na vysokej škole*.

**Odborný/ná asistent/ka**

**Country:** Czech Republic

**Grammatical variants:** Odborní/né asistenti/ky, odborn\* asistent\*

**Level:** Tertiary

**Explanatory note:** Senior assistant/teacher at tertiary education institutions (*vysoké školy*) normally enrolling students from the age of 18/19. The qualifications required are in general similar to those of the ► *Lektor/ka*. The doctorate is a normal requirement depending on internal institutional regulations. The work of these teachers is supervised by the head of their department who is usually the ► *Profesor/ka*. They are normally appointed from among the ► *Asistent/ka* (depending on internal institutional regulations) and can be promoted to the post of ► *Docent/ka*. For information on responsibilities, appointment, employer, status and evaluation, see *asistent*.

**Okleveles tanár (+)**

**Country:** Hungary

**Grammatical variants:** Okleveles tanárok, okleveles tanár\*

**Level:** Lower/upper secondary

**Explanatory note:** Teacher in the final 4 years of *általános iskola* (pupils aged between 10 and 14) and upper secondary schools enrolling pupils aged between 14 and 19. These teachers are trained as specialists in one

or two subjects in a university (*egyetem*). The certificate awarded on satisfactory performance in the upper secondary school leaving examination (*érettségi vizsga*) and successful performance in a tertiary education entrance examination (*felvételi vizsga*) are required to embark on training which lasts 8 or 10 semesters. Training consists of a theoretical part and a practical part, including placements, and leads to the award of the *egyetemi oklevél* diploma and qualification as a *tanári szakképesítés*. These teachers are employed by the municipality, appointed by the school head (*igazgató*) in accordance with an open recruitment procedure, and have civil servant status. The school head and nationally listed experts are responsible for their internal and external evaluation, respectively.

**Onderwijsassistent**

**Country:** The Netherlands

**Grammatical variants:** Onderwijsassistenten

**Level:** Pre-primary/primary/lower secondary

**Explanatory note:** Teaching assistant who is employed to assist teachers ► *Leraar basisonderwijs* in primary schools (for pupils aged between 4 and 12). Training is provided at vocational upper secondary institutions (*Regionaal opleidingscentrum*), in a (part-time or full-time) 3-year course leading to a *diploma middelbaar beroepsonderwijs*, an exit qualification based on occupational profiles. Teaching assistants provide help with routine teaching activities and supervise pupils in the acquisition of practical skills. In general secondary education, experiments are under way with this category of staff (also known as *assistent*). For information on employment, appointment, status and evaluation, see *leraar basisonderwijs*.

**Onderwijsassistent (BVE)**

**Country:** The Netherlands

**Grammatical variants:** Onderwijsassistenten (BVE)

**Level:** Upper secondary

**Explanatory note:** Technical assistant at vocational upper secondary education institutions (*Regionaal opleidingscentrum*) normally enrolling students from the age of 16-18/20. Staff in this category assist regular



teachers in workshop activities geared to the acquisition of practical skills, providing help, for example, with laboratory settings and the use of machinery. Although there are no statutory requirements as regards initial qualifications, assistants are normally expected to have relevant vocational qualifications or occupational experience. For information on employment, appointment, status and evaluation, see ► *BVE-docent*.

### Onderwijzer/es

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Onderwijzers

**Level:** Primary

**Explanatory note:** Teacher at *lagere school* for pupils aged between 6 and 12, who is trained as a generalist in *hogescholen*. The upper secondary school leaving certificate *diploma secundair onderwijs* is necessary to embark on training which lasts 3 years and contains both a theoretical and practical part. Successful training results in the award of the degree of *onderwijzer*. For further information on appointment, employer, status and evaluation, see ► *Kleuteronderwijzer/es*.

### Õpetaja

**Country:** Estonia

**Grammatical variants:** Õpetajad, õpetaja\*

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions (*ülikool* or *rakenduskõrgkool*), normally enrolling students from the age 18. These staff carry out practical types of teaching task and, if they satisfy the necessary requirements, may apply for any other teaching staff posts at their institution. For further information, see ► *Profesor*.

### Organizator/rica izobraževanja odraslih

**Country:** Slovenia

**Grammatical variants:** Organizatorji/rice izobraževanja odraslih, organizator\*

**Level:** Lower/upper secondary/post-secondary

**Explanatory note:** Teacher at adult education institutions enrolling students from the age of 15. These staff are normally trained in 4-year teacher training courses at various types of academic tertiary education institution, as in

the case of the ► *Učitelj/ica* (+). Their main responsibility is to organise and teach in adult education programmes. For appointment, employer, status, evaluation and qualifying phase on the job, see *učitelj*. For promotion possibilities, see ► *Mentor/ica*. Synonyms: *Vodja izobraževanja odraslih*, *Andragog/inja*.

### Osnovnšolski/ka učitelj/ica

**Country:** Slovenia

**Grammatical variants:** Osnovnošolski/ke učitelj/ice, osnovnošolsk\* učitelj\*

**Level:** Primary/lower secondary

**Explanatory note:** General term for all teachers in compulsory education (*osnovna šola*), see ► *Predmetni/na učitelj/ica* (+), ► *Učitelj/ica razrednega pouka*.

### Överassistent

**Country:** Finland

**Grammatical variants:** Överassistent/er

**Level:** Tertiary

**Explanatory note:** Swedish term for ► *Yliassistentti*.

### Overlærer

**Country:** Denmark

**Grammatical variants:** Overlæreren, overlærere, overlærerne

**Level:** Primary/lower secondary

**Explanatory note:** Designation of a ► *Folkeskolelærer* after 8 years of employment, provided his or her conditions of tenure have been satisfied in every respect.

### Överlärare

**Country:** Finland

**Level:** Tertiary

**Explanatory note:** Swedish term for ► *Yliopettaja*.

### Overseas teacher

**Country:** United Kingdom (E/W/Nl)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Teacher with a recognised teaching qualification from outside the European Union, who undertakes the duties of a generalist or specialist ► *Classroom teacher/Assistant teacher* in a (pre-primary) nursery school, primary or secondary school



(for ages 3-4/5, 4/5-11 and 11-16/18, respectively). In England and Wales, these teachers can only be employed in maintained (publicly-funded) schools in three circumstances: as trainees on an employment-based route to *Qualified Teacher Status* (see ► *Graduate teacher* and ► *Registered teacher*); as temporary teachers when their appointment is for no more than 4 years from the date of first employment as a teacher in the United Kingdom; and as an ► *Instructor*. In Northern Ireland, they may be granted eligibility to teach by the Department of Education, subject to the provision of evidence that their initial training course was comparable to initial teacher training courses in Northern Ireland. They are selected through open recruitment procedures by the *school governing body/board of governors* and are employed by it or by the *local education authority* or (in Northern Ireland) the *Education and Library Board*, depending on the category of school. Evaluation procedures are the same as for *classroom teacher/assistant teacher*.

## Óvodapedagógus

**Country:** Hungary

**Grammatical variants:** Óvodapedagógusok, óvodapedagógus\*

**Level:** Pre-primary

**Explanatory note:** Teacher in *óvoda* enrolling children aged between 3 and 6/7, who is trained as a generalist in a tertiary education institution (*főiskola*). The certificate awarded on satisfactory performance in the upper secondary school leaving examination (*érettségi vizsga*) and successful performance in a tertiary education entrance examination (*felvételi vizsga*) are required to embark on training, which lasts 3 years. Training consists of a theoretical part and a practical part, including placements, and leads to the award of the *főiskolai oklevél* diploma and qualification as a *óvodapedagógus*. These teachers are employed by the municipality, appointed by the school head (*óvodavezető*) in accordance with an open recruitment procedure, and have civil servant status. The school head and nationally listed experts are responsible for their internal and external evaluation, respectively.



## Pædagog

**Country:** Danmark

**Grammatical variants:** Pædagogen, pædagoger, pædagogerne

**Level:** Pre-primary

**Explanatory note:** Educator at kindergartens (*børnehaver*) or in pre-primary classes (*børnehaveklasser*) for children aged between 3 and 7 within both public-sector institutions or settings (administered at municipal, county or central level) and in the private sector. Educators may also work with older children and young people in recreation centres (*fritidshjem*) or school-based after-school facilities (*skolefritidsordninger*) or with children and young people with social problems or physical or mental handicaps. Educators are trained as generalists in specialised tertiary education institutions (*pædagogseminarier*). Admission to training may require any one of the following: 1) satisfactory performance in the general upper secondary school leaving examination (the *studentereksamen*, or the *HF*, *HHX* or *HTX* examinations); 2) a minimum of 2 years of occupational employment, as well as Danish taken at level A and another subject taken at level B at upper secondary level; 3) a vocational education and training programme lasting at least 2½ years; 4) a completed entrance examination for the further social and health education programmes; 5) the basic educator training programmes leading to the qualification of ► *Pædagogmedhjælper*. Training, which lasts three-and-a-half years, contains both a theoretical and practical part

and, if successful, results in the award of the diploma *bevis for pædagoguddannelsen*. Public-sector educators are employed and appointed by the municipalities, counties, or self-governing institutions in the private sector, on the basis of an open recruitment procedure. They are employed on a group contract basis with a status similar to that of civil servants, and are subject to no individual evaluation procedure.

## Pædagogmedhjælper

**Country:** Danmark

**Grammatical variants:** Pædagogmedhjælperen, pædagogmedhjælpere, pædagogmedhjælperne

**Level:** Pre-primary

**Explanatory note:** Educator assistant to a ► *Pædagog*. With the fairly recent basic education programme (*pædagogisk grunduddannelse*) leading to the required qualifications for staff in this category, those concerned are now able to qualify at specialised secondary education institutions. Candidates for employment in day-care centres have to be aged at least 17. For admission to the basic education programme, they must have obtained a place for practical training and satisfy one of the following requirements: satisfactory completion of the introductory year for young people who have left basic school (the 9th or 10th form of the *folkeskole*); at least 1 year of additional education following completion of the 9th form of the *folkeskole*; at least one year of occupational experience following completion of the 9th form, or equivalent

relevant experience. The sandwich-type study programme lasting 1½ years consists of one year of theoretical education and six months of trainee service. Satisfactory completion of the programme leads to the award of a certificate, indicating the examination results, with statements on general proficiency and the type of practical training place occupied. For information on appointment, employer, status and evaluation, see *pēdāgog*.

### Pamatizglītības skolotājs/a (+)

**Country:** Latvia

**Grammatical variants:** Pamatizglītības skolotāji/as

**Level:** Primary/lower secondary

**Explanatory note:** Teacher at a *pamatskola* enrolling pupils aged between 7 and 16, who is trained at a university-level institution as a generalist for the first stage of this school (grades 1-4) and as a subject specialist for the second stage (grades 5-9). The upper secondary school leaving certificate (*atestāts par vispārējo vidējo izglītību*) or its equivalent is necessary to embark on training which lasts 4-5 years and contains both a theoretical and practical part. Successful training leads to the award of the bachelor of pedagogy degree (*pedagoģijas bakalaura grāds*) or a subject specialist qualification (*priekšmeta skolotājs*) or basic schoolteacher's qualification (*pamatizglītības skolotāja kvalifikācija*). Teachers who have specialised in art, music and physical education may work also in pre-primary education. For information on appointment, employer, status and evaluation, see ► *Pirmsskolas izglītības skolotājs/a*.

### Pasniedzējs/a

**Country:** Latvia

**Grammatical variants:** Pasniedzēji/as

**Level:** Tertiary

**Explanatory note:** General term for teaching staff in a tertiary education institution, see ► *Asociētais profesors/e*, ► *Docents/e*, ► *Lektors/e*, ► *Profesors/e*, ► *Viesdocents/e*, ► *Vieslektors/e*, ► *Viesprofesors/e*.

### Pirmsskolas izglītības pedagogs

**Country:** Latvia

**Grammatical variants:** Pirmsskolas izglītības pedagogi

**Level:** Pre-primary

**Explanatory note:** Synonym for ► *Pirmsskolas izglītības skolotājs/a*.

### Pirmsskolas izglītības skolotājs/a

**Country:** Latvia

**Grammatical variants:** Pirmsskolas izglītības skolotāji/as

**Level:** Pre-primary

**Explanatory note:** Teacher at a pre-primary school (*pirmsskolas izglītības iestāde*) enrolling children aged between 1 and 5. Staff in this category are trained at university-level institutions as pre-primary generalist teachers. The upper secondary school leaving certificate (*atestāts par vispārējo vidējo izglītību*) or its equivalent is necessary to embark on training which lasts 4-5 years and contains both a theoretical and practical part. Successful training leads to the award of the bachelor of pedagogy degree (*pedagoģijas bakalaura grāds*) or pre-primary school teaching qualification (*pirmsskolas skolotāja kvalifikācija*). These teachers can specialise in art, music and physical education, and work also at the first stage of basic school (*pamatskola*). They are employed and appointed by the head (*izglītības iestādes direktors*) or founder of the school concerned on the basis of an open recruitment procedure, employed on a contractual basis and evaluated by the school inspectors (*izglītības inspektors*). Synonym: *Pirmsskolas izglītības pedagogs*.

### Pirmsskolas speciālās izglītības skolotājs/a

**Country:** Latvia

**Grammatical variants:** Pirmsskolas speciālās izglītības skolotāji/as

**Level:** Pre-primary

**Explanatory note:** Teacher at special pre-primary education institutions (*speciālā pirmsskolas izglītības iestāde*) or of special groups (*grupas bērniem ar attīstības traucējumiem*) in such institutions usually enrolling children aged between 1 and 5, who have special educational needs. Staff in this category should normally have completed a tertiary-level teacher training, and hold a

teaching qualification in the relevant branch of special education (*pirmsskolas skolutāja kvalifikācija konkrētā speciālās izglītības novirzienā*), such as work with pupils who have language development problems, impaired hearing or eyesight, etc. The upper secondary school leaving certificate (*atestāts par vispārējo vidējo izglītību*) or its equivalent is required to embark on training which lasts 4-5 years and contains both a theoretical and practical part. For all information on appointment, employer, status and evaluation, see ► *Pirmsskolas izglītības skolutājs/a*.

### Play leader

**Country:** United Kingdom (Scotland)

**Level:** Pre-primary

**Explanatory note:** Person widely employed in *playgroups*, childcare settings and community centres. Most *play leaders* have qualifications such as a *Higher National Certificate* (HNC) in childcare and education or *Scottish Vocational Qualification level 3* in early years care and education. Their role is to plan appropriate learning opportunities for children. Staff in this category are recruited and employed by the institution concerned, and can work on a full-, part-time or sessional basis depending on its opening hours. They are subject to no evaluation procedure.

### Põhikooli aineõpetaja (+)

**Country:** Estonia

**Grammatical variants:** Põhikoolide aineõpetajad, põhikooli\* aineõpetaja\*

**Level:** Primary/lower secondary

**Explanatory note:** Teacher at a *põhikool* or *gümnaasium* for pupils aged between 7 and 16, who is trained as a 'semi-specialist' in university-level courses at a *rakenduskõrgkool* or *üliskool*. For further information, see ► *Koolieelse lasteasutuse õpetaja*.

### Pomočnik/ica vzgojitelja/yice

**Country:** Slovenia

**Grammatical variants:** Pomočniki/ice vzgojitelja/ljice, pomočni\* vzgojitelj\*

**Level:** Pre-primary

**Explanatory note:** Common term for ► *Pomočnik/ica vzgojitelja/ljice predšolskih otrok*.

### Pomočnik/ica vzgojitelja/ljice predšolskih otrok

**Country:** Slovenia

**Grammatical variants:** Pomočniki/ice vzgojitelja/ljice predšolskih otrok, pomočni\* vzgojitelj\* predšolskih otrok

**Level:** Pre-primary

**Explanatory note:** Assistant to the ► *Vzgojitelj/ica predšolskih otrok at vrtci*, who is responsible for the care, upbringing and education of children. S(he) is usually trained at upper secondary school in a special programme (*predšolska vzgoja*). The basic school leaving certificate (*spričevalo o končani osnovni šoli*) and satisfactory performance in a musical aptitude test are required to embark on training which lasts 4 years. Those who pass the school leaving examination (*zaključni izpit/poklicna matura*) are awarded the occupational title of *pomočnik/ica vzgojitelja/ice predšolskih otrok*. Their qualifying phase on the job as trainees (*pripravniki*) in *vrtci* lasts 6 months. For more information on the qualifying phase on the job, appointment, employer, status and evaluation, see *vzgojitelj/ica predšolskih otrok*. Common term: *Pomočnik/ica vzgojitelja/ljice*.

### Pradinių klasių mokytojas/ja

**Country:** Lithuania

**Grammatical variants:** Pradinių klasių mokytojai/jos

**Level:** Primary

**Explanatory note:** Teacher at a *darželis-mokykla* or *pradinė mokykla* for pupils aged between 6/7 and 9/10. These teachers are trained as generalists at an *aukštesnioji pedagogikos mokykla* or a university-level institution. The upper secondary school leaving certificate (*bendrojo lavinimo mokyklos brandos atestatas*) is required for admission to the practical and theoretical training, which consists of a 3- to 4-year academic course leading to the diploma of college-level education (*aukštesniojo mokslo diplomas*), the diploma of higher education (*aukštojo mokslo diplomas* or *diplomas*) or the bachelor's diploma (*bakalauro diplomas*). For information on recruitment, appointment, employer, status, and evaluation, see ► *Auklėtojas/ja*. For promotion possibilities,

see ► *Vyresnysis/nioji mokytojas/ja*, ► *Mokytojas/ja metodininkas/kė*, ► *Mokytojas/ja ekspertas/tė*.

## Praktijklector

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Praktijklectoren, praktijklectors

**Level:** Tertiary

**Explanatory note:**

- Teacher at *hogescholen* offering ‘single-stage’ tertiary education courses normally enrolling students from the age of 18. The *gegradueerde* degree (3 years of tertiary education) is the minimum requirement for appointment to this post. The duties involved include teaching in practice-oriented courses, project-based scientific research and administrative responsibilities. There is a distinction between *autonome hogescholen* and public-sector or private grant-aided *hogescholen*. Teachers are appointed by the board of directors of a *hogeschool* (*hogeschoolbestuur*), in most cases on the basis of an open recruitment procedure, while its administrative body is the employer. Employment in either the public or private sector may be subject to civil or labour legislation and thus either statutory or contractual. The status of statutory teachers in *autonome hogescholen* is very similar to that of civil servants. Evaluation of each staff member is mandatory and carried out at least every 5 years by the *hogeschoolbestuur*. Teachers can be promoted to the title of ► *Hoofdpraktijklector*.
- Teacher of practice-oriented courses in universities normally enrolling students from the age of 18. The *licentiaat* degree (4 or 5 years of tertiary education at university or *hogescholen* offering ‘2-stage’ courses) is the minimum requirement for appointment to this post. The tasks involved are the same as those of teachers at the *hogescholen* (see above). Teachers are appointed on the basis of an open recruitment procedure for renewable terms of 1 to 5 years by the board of the university which employs them. Their

status is private although almost entirely determined by public law. Evaluation is mandatory and being conducted by universities at least every 5 years from 2002. *Praktijklectors* working at universities cannot be promoted.

## Pred.

**Country:** Slovenia

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Predavatelj/ica*.

## Predavatelj/ica

**Country:** Slovenia

**Grammatical variants:** Predavatelji/ce, predavatelj\*

**Level:** Tertiary

**Explanatory note:** Teacher in professionally-oriented tertiary education programmes (*visokošolski strokovni programi*) at various institutions normally enrolling students from the age of 19. Staff who occupy this post must hold a first degree, normally have at least 5 years of appropriate experience and have demonstrated satisfactory performance as teachers. Their title is awarded for a period of 5 years by the *senat* of the tertiary education institution concerned, in accordance with legislative procedures. The title can also be revoked. Staff in this category are primarily responsible for teaching, and may be promoted to the post of ► *Višji/ja predavatelj/ica* if they have the second degree of *magisterij* or *specializacija*. For further information on qualifications, appointment, employer, status and evaluation, see ► *Asistent/ka*. Abbreviation: Pred. General term: *Visokošolski/ke učitelj/i/ce*.

## Predavatelj/ica višje šole

**Country:** Slovenia

**Grammatical variants:** Predavatelji/ce višje šole, predavatelj\*

**Level:** Tertiary

**Explanatory note:** Teacher at *višja strokovna šola* (tertiary vocational education institution) normally enrolling students from the age of 19. Staff who occupy this post must hold at least a first degree, have 3 years of appropriate professional experience and demonstrate



outstanding achievements in their field. Graduates who have not undertaken an appropriate teacher training programme (leading to the professional title *profesor/ica*) have to complete the one-semester additional teacher training course (*program pedagoško-andragoškega izobraževanja*). Their title is awarded for a period of 5 years (renewable) by the vocational college lecturers assembly (*predavateljski zbor*) of the *višja strokovna šola* concerned, in accordance with a procedure stipulated by the Ministry of Education. Staff in this category are responsible for teaching, and are appointed by the head (*ravnatelj/ica*) of the institution concerned on the basis of an open recruitment procedure. In public institutions, they have civil servant status. They are evaluated by the head (*ravnatelj/ica*) of the institution and school inspector (*inšpektor/ica za šolstvo*). Promotion is possible, see ► *Mentor/ica*, ► *Svetovalec/lka* and ► *Svetnik/ica*. Synonym: *Predavatelj/ica višje strokovne šole*.

### Predavatelj/ica višje strokovne šole

**Country:** Slovenia

**Grammatical variants:** Predavatelj/ce višje strokovne šole, predavatelj\*

**Level:** Tertiary

**Explanatory note:** Synonym for ► *Predavatelj/ica višje šole*.

### Predmetni/na učitelj/ica (+)

**Country:** Slovenia

**Grammatical variants:** Predmetni/ne učitelj/ice, predmetn\* učitelj\*

**Level:** Lower secondary

**Explanatory note:** Teacher at the second stage of the *osnovna šola*, including special education institutions (grades 5/6 to 8/9), for pupils aged between 11 and 15. These teachers are trained as specialists in one or more subjects in various 4-year academic tertiary education courses (mainly teacher training programmes with both theoretical and practical components). The upper secondary school leaving examination certificate (*matura*) is required to embark on training which, if successful, leads to the award of the professional title of *profesor/ica* (+). Graduates of non-teacher-training tertiary

education programmes receive an appropriate professional title, such as *univerzitetni/na diplomirani/na* (+), and have to complete the one-semester additional teacher training course (*program pedagoško-andragoškega izobraževanja*). The additional special teaching qualification (*specialna pedagoška izobrazba*) is required for teaching children with special needs. In the case of some subjects (such as foreign languages), these teachers also teach at primary school level. For appointment, employer, status, evaluation and qualifying phase on the job, see ► *Učitelj/ica* (+). For promotion possibilities, see ► *Mentor/ica*. Abbreviation: PRU. Formal term: *Učitelj/ica predmetnega pouka*. General term: *Osnovnošolski/ka učitelj/ica*.

### Preparator universitar

**Country:** Romania

**Grammatical variants:** Preparatori universitari

**Level:** Tertiary

**Explanatory note:** Junior teaching assistant in tertiary education institutions normally enrolling students from the age of 19. Staff in this category may be students in the last year of 'long' university courses and have teaching and research responsibilities (including supervision of seminars and practical classes). They are appointed by the *director de departament*, employed by their institution on a contractual basis for a maximum period of 2 years and can be promoted to the post of ► *Asistent/ă universitar/ă* after passing the required examination. They are subject to no evaluation procedure. For further information, see *asistent universitar*.

### Prepodavatelj (Преподаватель)

**Country:** Bulgaria

**Grammatical variants:** Prepodavатели

**Level:** Tertiary

**Explanatory note:** Lecturer at tertiary education institutions normally enrolling students from the age of 19. The degree of *magistur* (5 years of university studies) or its equivalent is required for appointment to this post which involves teaching responsibilities only. For information on appointment and employer, see ► *Professor*. Evaluation is



organised within the tertiary education institution concerned and approved by the appropriate faculty council in accordance with criteria established by the institution's academic board.

### Pre-school assistant

**Country:** United Kingdom (E/W/NI)

**Level:** Pre-primary/primary

**Explanatory note:** Assistant in a pre-primary setting (*nursery school*, pre-primary group, playgroup, or the reception class of a primary school) for children aged 2½/3-4/5. There are no national requirements for training or qualifications, although some local authorities and schools set their own requirements. The range of recognised qualifications awarded includes the *Level 2 Certificate in Child Care and Education* or *Level 2 Certificate in Pre-school Practice* which normally involve 2 years of part-time study. *Pre-school assistants* are selected through open recruitment procedures by the *school governing body/board of governors*, the *local education authority* or *Education and Library Board* (Northern Ireland) or, in the case of private and voluntary schools and groups, by the management. The main responsibilities of a *pre-school assistant* include help with the care and support of pupils, support for learning activities, and assistance with resources and records. The employer, evaluation procedures and promotion opportunities depend on the type of institution concerned. However, the national inspection bodies are responsible for inspecting all publicly funded pre-primary settings, including the quality of teaching provided. Synonym: *Nursery assistant* (which is the term in common use in Northern Ireland).

### Priešmokyklinio ugdymo pedagogas/gė

**Country:** Lithuania

**Grammatical variants:** Priešmokyklinio ugdymo pedagogai/gės

**Level:** Pre-primary

**Explanatory note:** Teacher at a *priešmokyklinio ugdymo grupė* (preparatory pre-school education group which provides preparation for entry to primary school) for children aged between 5 and 6/7 who have not

attended a pre-primary education institution (a *priešmokyklinio ugdymo grupė* may be set up in a pre-primary or general education school, local library or other public institution). Staff in this category are trained as pre-primary or primary teachers at a *aukštesnioji pedagogikos mokykla* or a university-level institution. The upper secondary school leaving certificate (*bendrojo lavinimo mokyklos brandos atestatas*) is required for admission to the practical and theoretical training, which consists of a 3- to 4-year academic course leading to the diploma of college-level education (*aukštesniojo mokslo diplomas*), the diploma of higher education (*aukštojo mokslo diplomas* or *diplomas*), or the bachelor's diploma (*bakalauro diplomas*). For information on recruitment, appointment, employer, status, and evaluation, see ► *Auklėtojas*. This is a term in the new list of educational staff posts approved by the March 2001 ministerial order for teachers.

### Primarschullehrer/in

**Country:** Belgium (German-speaking Community)

**Grammatical variants:** Primarlehrer/innen\*

**Level:** Primary

**Explanatory note:** Teacher at *Primarschulen* enrolling pupils aged between 6 and 12, who is trained as a generalist. The training course leads to the *Primarschullehrer/in* diploma. For information on training, appointment, employer, status and evaluation, see ► *Kindergärtner/in*.

### Primarschullehrer/in

**Country:** Liechtenstein

**Grammatical variants:** Primarlehrer/innen\*

**Level:** Primary

**Explanatory note:** Teacher at *Primarschule* for pupils aged between 6 and 11, who is trained as a generalist at tertiary education institutions in Switzerland and Austria. An upper secondary school leaving certificate (*Maturazeugnis*) is necessary to embark on training which lasts 3 years and contains both a theoretical and practical part. Successful completion of training results in the award of a *Primarlehrer-Diplom*. Teachers are employed and appointed by the

government on the basis of an open recruitment procedure, and become civil servants following successful completion of a 2-year provisional period. Evaluation is the responsibility of the *Primarschul-inspektor/in*.

### Principal lecturer

**Country:** United Kingdom (E/W/NI)

**Level:** Tertiary

**Explanatory note:** Promotion title for staff (traditionally in the 'new' universities – established since 1992) working as ► *Senior lecturer*. They generally undertake higher level administrative, management and research activities in addition to teaching duties. Although universities and colleges decide their own recruitment and promotion procedures, posts designated as *principal lecturer* would in general be subject to open recruitment. For initial training, recruitment, evaluation and employer, see ► *Lecturer* (higher education).

### Principal lecturer

**Country:** United Kingdom (Scotland)

**Level:** Post-secondary/tertiary

**Explanatory note:** Promotion title for all those working as a ► *Senior lecturer*. *Principal lecturers* generally undertake higher level administrative and management tasks in addition to teaching duties. They can be promoted to the post of ► *Professor*.

### Principal teacher

**Country:** United Kingdom (Scotland)

**Level:** Lower/upper secondary

**Explanatory note:** Highest grade of promotion post for a ► *Teacher* after an effective period as an ► *Assistant principal teacher* in the subject departments (mathematics, history or science, etc.) of secondary schools. The duties of staff in this category involve teaching, staff management and responsibility for the provision of their subject within the school curriculum. Their other responsibilities include setting departmental aims and priorities, planning curriculum provision for their subject, managing departmental staff and

resources and reporting on pupils. Abbreviation: PT.

### Prof.

**Country:** Czech Republic

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Profesor/ka*.

### Profesijos mokytojas/ja

**Country:** Lithuania

**Level:** Lower/upper secondary/post-secondary

**Explanatory note:** Teacher at a *profesinė mokykla* for pupils/students aged between 14 and 18 or over. These teachers are trained as theoretical vocational subject specialists at a university-level institution for 4 to 5 years or at a *aukštesnioji mokykla* for 3 years. However, staff in the same broad category may also provide practical training, in which case their own training is shorter as they are trained at post-secondary level (*profesinė mokykla*). The lower secondary school leaving certificate (*pagrindinės mokyklos baigimo pažymėjimas*) is required for admission to practical training, while the upper secondary school leaving certificate (*bendrojo lavinimo mokyklos brandos atestatas*) is required for admission to the theoretical and post-secondary practical training, which leads to a skilled worker's diploma (*kvalifikuoto darbuotojo diplomas*), a diploma of college-level education (*aukštesniojo mokslo diplomas*) a diploma of higher education (*diplomas* or *aukštojo mokslo diplomas*) or a bachelor's diploma (*bakalauro diplomas*). The staff concerned are recruited in accordance with an open procedure giving them the permanent status of *profesijos mokytojas* which may not, however, be granted until they have worked as teachers for at least a year. They are appointed by the school head (*direktorius*) as state employees with civil servant status, and evaluated by the teacher appraisal commission (*pedagogų atestacinė komisija*) at the *profesinė mokykla* concerned. For promotion possibilities, see ► *Výresnysis/nioji mokytojas/ja*, ► *Mokytojas/ja metodininkas/kė*, ► *Mokytojas/ja ekspertas/tė*.

## Profesionālās ievirzes izglītības programmu skolotājs/a

**Country:** Latvia

**Grammatical variants:** Profesionālās ievirzes izglītības programmu skolotāji/as

**Level:** Lower/upper secondary

**Explanatory note:** Teacher at music, art and sports schools (*mūzikas, mākslas and sporta skola*) enrolling pupils aged between 6 and 18. For information on training, see ► *Arod(amat) mācības skolotājs/a*. For information on appointment, employer, status and evaluation, see ► *Pirmsskolas izglītības skolotājs/a*.

## Profesionālās izglītības skolotājs/a

**Country:** Latvia

**Grammatical variants:** Profesionālās izglītības skolotāji/as

**Level:** Upper secondary/post-secondary

**Explanatory note:** Teacher at secondary and post-secondary vocational education institutions (*arodizglītības, vidējās profesionālās izglītības iestādes, koledžas*) enrolling pupils aged between 15 and 21. There is no special system for the training of these teachers who, if they hold a tertiary education diploma (4-5 years) in a professional field (other than teaching), may undergo university vocational teacher training for a year, or take the 2-year university-level standard pedagogical courses leading to a higher pedagogical qualification. For information on appointment, employer, status and evaluation, see ► *Pirmsskolas izglītības skolotājs/a*.

## Profesor

**Country:** Poland

**Grammatical variants:** Profesorowie, profesor\*

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary vocational education institutions normally enrolling students from the age of 19. The academic title of *profesor* or the academic degree of *doktor habilitowany* or *doktor* is required for appointment, together with professional experience acquired outside tertiary education. The type of professional experience required is defined in the statutes of the institution concerned. Besides teaching, responsibilities of this post include assistance

with the institution's organisational tasks. These teachers are appointed, at the request of the head of unit (*dziekan, or kierownik jednostki* such as *dyrektor instytutu*), by the head (*rektor*) of the institution, and are employed by it on a contractual basis. Evaluation is obligatory every 4 years, or at the request of the head of unit or individual teachers themselves. The evaluation procedure is defined in the institution's statutes. General term: *Nauczyciel akademicki*.

## Profesor/a Emérito/a

**Country:** Spain

**Grammatical variants:** Profesores Eméritos

**Level:** Tertiary

**Explanatory note:** Special honorary life title awarded by universities to a retired ► *Catedrático/ca de Universidad*, ► *Profesor/a Titular de Universidad*, ► *Catedrático/ca de escuela universitaria*, ► *Profesor/a Titular de escuela universitaria* who has an exceptional teaching, academic and scientific/artistic record. The main requirement for the title is at least 10 years of seniority in the corresponding teaching corps and area of specialisation. The title establishes a contractual relationship between its holder and the university, involving various kinds of collaboration, such as teaching (in particular through specialisation courses or seminars). Their remuneration is compatible with their retirement pension. The title may also be granted to retired personalities with an international reputation in the academic or cultural fields.

## Profesor nadzwyczajny

**Country:** Poland

**Grammatical variants:** Profesorowie nadzwyczajni, profesor\* nadzwyczajn\*

**Level:** Tertiary

**Explanatory note:** Teacher at universities and other academic tertiary education institutions normally enrolling students from the age of 19. The academic title of ► *Profesor* or the academic degree of *doktor habilitowany* or its equivalent is required for appointment. In exceptional circumstances, a person not holding the required qualifications

can be appointed to this post by the Minister of Education in recognition of outstanding professional achievement in areas other than the academic world. Teachers are appointed, at the request of the dean (*dziekan*), by the head (*rektor*) of the tertiary institution concerned in accordance with open recruitment procedures established by it. They are employed on a permanent basis if they hold the academic title of *professor*. If not, they are employed for an initial period of 5 years. For responsibilities, see ► *Profesor zwyczajny*; for evaluation, see ► *Adiunkt*. General term: *Nauczyciel akademicki*.

### Profesor oświaty

**Country:** Poland

**Grammatical variants:** Profesorowie oświaty, profesor\* oświat\*

**Level:** Pre-primary/primary/lower/upper secondary/post-secondary

**Explanatory note:** Honorary promotion post for all types of schoolteacher, which is conferred on ► *Nauczyciel/ka dyplomowany/na* with an outstanding professional record, a minimum of 10 years of professional experience as *nauczyciel dyplomowany* and a minimum of 20 years in the teaching profession. Promotion is granted by the Minister of Education.

### Profesor uniwersitar

**Country:** Romania

**Grammatical variants:** Profesori universitari

**Level:** Tertiary

**Explanatory note:** Highest rank of teacher in tertiary education institutions normally enrolling students from the age of 19. The title of *doctor*, original published papers and 9 years of teaching activity at university level are required for appointment. These staff have teaching and research responsibilities and are appointed by the *rector*, in accordance with a competitive procedure organised by the institution, and employed by it on a contractual basis. The title of *profesor uniwersitar* is certified by the National Council for the Accreditation of Academic Degrees, Diplomas and Certificates. They are subject to no evaluation procedure.

### Profesor zwyczajny

**Country:** Poland

**Grammatical variants:** Profesorowie zwyczajni, profesor\* zwyczajn\*

**Level:** Tertiary

**Explanatory note:** Highest grade of teacher at universities and tertiary non-vocational education institutions normally enrolling students from the age of 19. The academic title of ► *Profesor* is required for appointment. In addition to teaching, staff at this level are responsible for carrying out academic research, tutoring research staff, upgrading their own professional skills and assisting with organisational tasks in their institution. They are appointed by the Minister of Education at the request of the head (*rektor*) of the tertiary institution concerned, in accordance with open recruitment procedures established by it, and are employed by it on a permanent basis. For information on evaluation, see ► *Adiunkt*. General term: *Nauczyciel akademicki*.

### Profesor/ka

**Country:** Czech Republic

**Grammatical variants:** Profesoři/rky, profeso\*

**Level:** Tertiary

**Explanatory note:** Highest grade of teacher at tertiary education institutions (*vysoké školy*) normally enrolling students from the age of 18/19. The responsibilities of the *profesor/ka* comprise scientific and educational tasks involving the administration of lectures and the application of research findings to education, etc. A doctorate and a period completed as a ► *Docent/ka* are normal requirements for promotion to a professorship by the President of the Czech Republic. Proposals for these posts are submitted by the academic senate of the university concerned. Requests for the accreditation of promotion are approved by the Accreditation Commission. Staff in this category are appointed by the dean (*děkan/ka*) of the faculty and employed by the institution following an open recruitment procedure governed by its internal regulations. Evaluation of teaching staff in tertiary education is normally conducted by the



institution itself every 1 to 5 years.  
Abbreviation: Prof.

## Profesor/ka

**Country:** Slovakia

**Grammatical variants:** Profesori/rky, profesor\*

**Level:** Tertiary

**Explanatory note:** Highest grade of teacher at tertiary education institutions (*univerzita* and *vysoká škola*) normally enrolling students from the age of 18/19. The *doctorate* (PhD), as well as the scientific/academic degree (*vedecko-akademická hodnosť*) of ► *Docent/ka*, are required for promotion to a professorship by the President of the Slovak Republic. Teachers in this category are mainly responsible for academic and educational tasks (research, the supervision of theses and lectures). The academic senate of the university concerned submits proposals for posts and staff are appointed to them by the dean (*dekan*) of the faculty or the university rector (*rektor*). They are employed by the faculty or the higher education institution as civil servants on a permanent basis. There is no formal system of evaluation at this level. General term: *Učiteľ/ka na vysokej škole*.

## Profesor/oară (+)

**Country:** Romania

**Grammatical variants:** Profesori/profesoare

**Level:** Lower/upper secondary/post-secondary

**Explanatory note:** Teacher at lower, upper and post-secondary institutions, including special education institutions, for pupils aged between 11 and 22, who is trained as a specialist in one or more subjects at universities and other tertiary education institutions. The upper secondary school leaving certificate (*diplomă de bacalaureat*) is required to enrol for training and candidates also have to pass an entrance examination regulated by the Ministry of Education. Training lasts 4-5/6 years ('long' university education) and contains both a theoretical and practical part. Successful completion of training leads to the award of a *diploma de licență*. For information on appointment,

employer, status and evaluation, see ► *Institutor/oare*.

## Profesor/oară de educație specială

**Country:** Romania

**Grammatical variants:** Profesori de educație specială

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher at special education institutions, who is trained at a university or other tertiary education institution as a generalist but specialises in teaching children/pupils with special educational needs. For information on training, see ► *Profesor/oară*. For information on appointment, employer, status and evaluation, see ► *Institutor/oare*.

## Profesor/a Asociado/da

**Country:** Spain

**Grammatical variants:** Profesores/ras Asociados/das

**Level:** Tertiary

**Explanatory note:** Teacher at *facultades*, *escuelas técnicas superiores* or *escuelas universitarias* normally enrolling students from the age of 18. In order to be eligible for this position in which teaching is the main responsibility, candidates must have a *Licenciado*, *Arquitecto* or *Ingeniero* degree. They are recruited by the university from among specialists who normally practise their profession outside the academic world, and are appointed by the competent body of the university concerned. They are employed by it on a contractual basis and evaluated by the *Consejo de Universidades*.

## Profesor/a de Apoyo

**Country:** Spain

**Grammatical variants:** Profesores/ras de Apoyo

**Level:** Pre-primary/primary/lower secondary

**Explanatory note:** Teacher and/or assistant (depending on the requirements of the educational institution concerned) of ► *Maestro/ra* (+), ► *Técnico/ca Superior en Educación Infantil*, ► *Profesor/a de Enseñanza Secundaria* (+) (for children aged from 3 months to 6 years, 6-12 and 12-16, respectively). The main responsibilities of these staff are to lead activities, teach certain

pupils in need of educational support and assist other teachers. They are usually trained as specialists (as in the case of *profesor/a de apoyo a la Educación Especial*), but are sometimes generalists (as in the case of *profesor de apoyo al programa de Educación Compensatoria*). For information on training, recruitment, appointment, status, employer and evaluation, see *maestro*.

### Profesor/a de Artes Plásticas y Diseño

**Country:** Spain

**Grammatical variants:** Profesores/ras de Artes Plásticas y Diseño

**Level:** Upper secondary/tertiary

**Explanatory note:** Teacher at upper secondary institutions (for ages 16-18) and vocational tertiary institutions (normally from the age of 18 onwards). (S)he is trained as a specialist at tertiary level. The *Bachiller* diploma is required for admission to this practical and theoretical training, which lasts 4, 5 or 6 academic years and leads to the degree of *Licenciado*, *Arquitecto*, *Ingeniero* or their equivalent. For information on recruitment, appointment, employer, status and evaluation, see ► *Maestro/ra (+)*. For the promotion of civil servant teachers, see ► *Catedrático/ca (con condición de)*.

### Profesor/a de Enseñanza Secundaria (+)

**Country:** Spain

**Grammatical variants:** Profesores/ras de Enseñanza Secundaria

**Level:** Lower/upper secondary/ tertiary

**Explanatory note:** Teacher at lower secondary institutions (pupils aged 12-16), general and vocational upper secondary institutions (ages 16-18) including those for special education, and vocational tertiary institutions (normally from the age of 18 onwards). (S)he is trained as a specialist at *facultades* or *escuelas técnicas superiores*. The *Bachiller* diploma is required for admission to this practical and theoretical training, which lasts 4, 5 or 6 academic years and leads to the degree of *Licenciado*, *Arquitecto* or *Ingeniero*. These teachers must also complete a teaching qualification course that lasts one academic year and leads to the *Título Profesional de Especialización Didáctica*.

For information on recruitment, appointment, status, employer and evaluation, see ► *Maestro/ra (+)*. For the promotion of civil servant teachers, see ► *Catedrático/ca (con condición de)*.

### Profesor/a de Escuela Oficial de Idiomas

**Country:** Spain

**Grammatical variants:** Profesores/ras de Escuela Oficial de Idiomas

**Level:** Lower/upper secondary

**Explanatory note:** Teacher of languages at an *Official School of Languages*, enrolling pupils from the age of 14. (S)he is trained as a specialist at *facultades* or *escuelas técnicas superiores*. The *Bachiller* diploma is required for admission to this practical and theoretical training, which lasts 4, 5 or 6 academic years and leads to the degree of *Licenciado*, *Arquitecto* or *Ingeniero*. These teachers are recruited on the basis of a competitive examination at regional level. They are appointed and employed by the competent body of the Autonomous Community concerned and are generally civil servants. They are evaluated by the *Inspector de Educación*. For the promotion of civil servant teachers, see ► *Catedrático/ca (con condición de)*.

### Profesor/a de Música y Artes Escénicas

**Country:** Spain

**Grammatical variants:** Profesores/ras de Música y Artes Escénicas

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher at elementary and intermediate level institutions specialised in the educational fields of music and dance. These institutions normally enrol pupils from the age of 8 and 12, respectively. In exceptional cases, staff in this category, who have trained as specialists at tertiary level, may teach certain subjects at an advanced level equivalent to that of tertiary education. The *Bachiller* diploma is required for admission to the practical and theoretical training, which lasts 4, 5 or 6 academic years and leads to the degree of *Licenciado*, *Arquitecto*, *Ingeniero*, or their equivalent. These staff must also study certain pedagogic subjects. For information on recruitment,



appointment, status, employer and evaluation, see ► *Maestro/ra* (+).

### Profesor/a Técnico/ca de Formación Profesional

**Country:** Spain

**Grammatical variants:** Profesores/ras Técnicos/cas de Formación Profesional

**Level:** Lower/upper secondary/tertiary

**Explanatory note:** Teacher at lower secondary institutions (pupils aged 12-16), general and vocational upper secondary institutions (ages 16-18) including those for special education, and vocational tertiary institutions (normally from the age of 18 onwards). (S)he is trained as a specialist at *facultades* or *escuelas universitarias*. The *Bachiller* diploma is required for admission to this practical and theoretical training, which lasts 3 academic years and leads to the degree of *Diplomado*, *Arquitecto Técnico* or *Ingeniero Técnico*. These teachers must also complete a teaching qualification course that lasts one academic year and leads to the *Título Profesional de Especialización Didáctica*. For information on recruitment, appointment, employer, status and evaluation, see ► *Maestro/ra* (+).

### Profesor/a Titular de escuela universitaria

**Country:** Spain

**Grammatical variants:** Profesores/ras Titulares de escuela universitaria

**Level:** Tertiary

**Explanatory note:** Teacher at *escuelas universitarias* or *facultades* normally enrolling students from the age of 18. In order to be eligible for this position in which teaching is the main responsibility, candidates must have a *Licenciado*, *Arquitecto* or *Ingeniero* degree (or a *Diplomado*, *Arquitecto Técnico* or *Ingeniero Técnico* degree for teaching certain subjects). For information on recruitment, appointment, status, employer and evaluation, see ► *Catedrático/ca de Universidad*.

### Profesor/a Titular de Universidad

**Country:** Spain

**Grammatical variants:** Profesores/ras Titulares de Universidad

**Level:** Tertiary

**Explanatory note:** Teacher at *facultades* or *escuelas técnicas superiores* normally enrolling students from the age of 18. (S)he has both teaching and research responsibilities and, in order to be eligible for the position, must have the title of *Doctor*. For information on recruitment, appointment, status, employer and evaluation, see ► *Catedrático/ca de Universidad*.

### Profesor/a Visitante

**Country:** Spain

**Grammatical variants:** Profesores/ras Visitantes

**Level:** Tertiary

**Explanatory note:** Teacher employed on a contractual basis. For all information, see ► *Profesor/a Asociado/da*.

### Profesorius/rė

**Country:** Lithuania

**Grammatical variants:** Profesoriai/rės

**Level:** Tertiary

**Explanatory note:** Teacher at a *universitetas* or *akademija* normally enrolling students from the age of 18/19. These staff, whose main responsibilities involve teaching, research and the training of researchers, are themselves trained as specialists at a university-level institution. In order to be eligible for appointment, candidates should have the title of doctor (*daktaras*) and have published the results of their research in one or more academic journals. For information on recruitment, appointment, employer, status, and evaluation, see ► *Asistentas/tė*.

### Profesors/e

**Country:** Latvia

**Grammatical variants:** Profesori/es

**Level:** Tertiary

**Explanatory note:** Highest grade of a teacher at a tertiary education institution normally enrolling students from the age of 18. In addition to the habilitated doctor degree (*habilitētā doktora grāds*) required for appointment, teachers at this level have to satisfy the specific requirements of their institution. They carry out and set the priorities for research, and contribute to the

education of students, as well as to the evaluation of courses, tertiary education institutions and the work of their structural units. They supervise the ► *Assistants/e*. The scope of each of these basic kinds of activity is determined by the institution concerned. Teachers are elected for 6 years on the basis of an open competition, and the rector (*rektors*) of the institution concludes an employment contract with them. The contract has to be coordinated with the Minister of Education and Science, while the academic and teaching qualifications of the teacher concerned have to be assessed by the enlarged habilitation council (*habilitācijas padome*). The Ministry of Education and Science is broadly responsible for the evaluation of tertiary education institutions, their courses and the academic staff, required for their accreditation and licensing. In carrying out this responsibility, the Ministry may call on independent expertise and arrange for the self-evaluation of individual institutions. The evaluation of teachers is an integral part of this activity. General term: *Pasniedzējs/a*.

## Professeur

**Country:** Belgium (French Community)

**Level:** Tertiary

**Explanatory note:** Teacher in a tertiary education institution normally enrolling students from the age of 18, who is trained at a university or at a *Haute École* offering 'long' tertiary education courses. Those appointed to the post of *professeur* have to have held the qualification of *docteur*, *ingénieur* or *agrégé de l'enseignement supérieur* for at least 8 years, and must possess a *doctorat* in order to teach at university. In addition to giving courses, teachers in this category have to ensure that students are supervised and that their work is regularly assessed. They may also be responsible for a department. Recruitment of these teachers is the responsibility of the administrative board of the institution which employs them. They have civil servant or equivalent status, depending on whether they work in the public or private sector of education. For information on evaluation, see ► *Chargé de cours*.

## Professeur d'enseignement secondaire (+)

**Country:** Luxembourg

**Level:** Lower/upper secondary

**Explanatory note:** Teacher at general and technical *lycées* enrolling pupils aged between 12 and 19, who has been trained as a specialist abroad (generally in a four-year university course). In order to embark on training, candidates must have the Luxembourg (general or technical) secondary school leaving certificate (*diplôme de fin d'études secondaires*) or a foreign equivalent. Following their courses abroad, students have to register for the national competitive recruitment examination in order to embark on the 3-year course of teacher training, which is regarded as a compulsory stage of training provided wholly in Luxembourg. During their entire course, trainees have to carry out teaching duties for which they are remunerated. On its satisfactory completion, they are appointed and employed by the State, with civil servant status. There are no special arrangements for evaluating these teachers.

## Professeur du centre universitaire

**Country:** Luxembourg

**Level:** Post-secondary/tertiary

**Explanatory note:** Teacher at the University Centre and Higher Technological Institute (*Centre universitaire* and *Institut Supérieur de Technologie*) normally enrolling students from the age of 19, who are recruited from among the ► *Professeur d'enseignement secondaire* (+). These staff are responsible for teaching and research. For information on appointment, employer, status and evaluation, see *professeur d'enseignement secondaire*. Under new legislation, staff who secure these posts will have to hold a doctorate and be nominated.

## Professeur ordinaire

**Country:** Belgium (French Community)

**Level:** Tertiary

**Explanatory note:** Teacher of the highest rank in universities normally enrolling students from the age of 18. Those appointed to the post of *professeur ordinaire* have to possess the degree of *docteur* and have acquired several years of experience as a

*chargé de cours*. Their tasks are the same as those of a *professeur associé*, *professeur extraordinaire*, ► *Chargé de cours*. In institutions administered by the French Community, they are recruited by the administrative board of the institution concerned (the government announces the vacancy). In other public-sector institutions and in grant-aided private establishments, the administrative body of the institution concerned creates new posts or announces vacancies as it sees fit. These teachers are employed by their institutions and have civil servant status. For information on evaluation, see *chargé de cours*.

### Professeur/e agrégé/e (+)

**Country:** France

**Level:** Upper secondary/tertiary

**Explanatory note:** Teacher in a *lycée* (and, in exceptional circumstances, a *collège*), the *classes préparatoires aux grandes écoles* (CPGE, or preparatory classes for the *grandes écoles*) or in the *sections de techniciens supérieurs* (STS, or higher technical sections), or in higher education institutions, for pupils normally aged 15-18 and students aged 18 or over. A *maîtrise* degree or its equivalent is required to register for the nationally organised competitive examination for this position, which candidates can prepare for at either a university or in an *école normale supérieure* (higher college for teacher training). Those who perform successfully in the examination are appointed as trainee teachers and move on to the second year of the IUFM where they receive one year of remunerated training as specialists in their subject. On satisfactory completion of their course, trainees considered qualified to teach secure tenured appointment. For information on appointment, assignment to a school, employer, status and evaluation, see ► *Professeur/e certifié/e* (+).

### Professeur/e certifié/e (+)

**Country:** France

**Level:** Lower/upper secondary

**Explanatory note:** Teacher at a *collège* or *lycée*, including schools for special education, which normally enrol pupils aged from 11 to

15 and 15 to 18, respectively. A first degree (*licence* or its equivalent) is required to register for the competitive examination for this position in subjects in general education whereas, for subjects in technical education, a *licence* or 5 years of professional experience are required. Candidates can prepare for the examinations, which are organised at national level, in an *institut universitaire de formation des maîtres* (IUFM, or university teacher training institute). Those who perform successfully in them are appointed as trainee teachers and move on to the second year of the IUFM where they receive one year of remunerated training as specialists in their subject. On satisfactory completion of their course, trainees considered qualified to teach secure tenured appointment and are awarded the *Certificat d'aptitude au professorat de l'enseignement secondaire* (CAPES) in the subjects of general education, or the *Certificat d'aptitude au professorat de l'enseignement technique* (CAPET) in the subjects of technical education. They are appointed to an *académie* by the Minister of Education and assigned to a school by the *recteur d'académie* (head of the *académie* concerned), where they are state employees with civil servant status. The *inspecteur d'académie-inspecteur pédagogique régional* (IA-IPR, or the *académie* inspector-regional inspector of education) for the subject concerned and the school head are responsible for evaluating them.

### Professeur/e d'éducation physique et sportive

**Country:** France

**Level:** Lower/upper secondary

**Explanatory note:** Teacher of physical education at a *collège* or *lycée*, which normally enrol pupils aged from 11 to 15 and 15 to 18, respectively. To register for the competitive examination for this position, a *licence de sciences et techniques des activités physiques et sportives* (STAPS, or science and techniques of physical and sports activities), or a diploma in physical education of at least an equivalent level, is required. On satisfactory completion of their course, trainees considered qualified to teach obtain the *Certificat d'aptitude au professorat*

*d'éducation physique et sportive* (CAPEPS). For information on recruitment, appointment, employer, status, and evaluation, see ► *Professeur/e certifié/e* (+).

### Professeur/e de lycée professionnel

**Country:** France

**Level:** Upper secondary

**Explanatory note:** Teacher at a *lycée professionnel* normally enrolling pupils aged from 15 to 19, who teaches two subjects in general education and one in vocational education. Depending on the subject they intend to teach, candidates registering for the competitive examination for this position, should possess a first degree (*licence* or its equivalent), a vocational qualification, or professional experience (of 5 to 8 years depending on circumstances). On satisfactory completion of their course, trainee teachers considered qualified to teach obtain the *Certificat d'aptitude au professorat de lycée professionnel* (CAPLP). For information on recruitment, appointment, employer, status, and evaluation, see ► *Professeur/e certifié/e* (+).

### Professeur/e des écoles

**Country:** France

**Level:** Pre-primary/primary

**Explanatory note:** Teacher in an *école maternelle* or *école élémentaire* attended by pupils aged from 2 to 6 and 6 to 11, respectively. A first degree (*licence* or its equivalent) is required to register for the competitive examination for this position, which candidates can prepare for in an *institut universitaire de formation des maîtres* (IUFM, or university teacher training institute). Those who perform successfully in the examination, which is organised at regional level by the *académies* (geographically decentralised departments of the Ministry of Education), are appointed as trainee teachers and move on to the second year of the IUFM where they receive one year of remunerated multidisciplinary training as generalists. On satisfactory completion of their course, trainees considered qualified to teach are awarded the *Certificat d'aptitude au professorat des écoles* (CAPE) and secure

tenured appointment. They are assigned to a school by the *recteur d'académie* (head of the *académie* concerned), where they are state employees with civil servant status. The *inspecteur de l'éducation nationale* (IEN) is responsible for evaluating them. Teachers who hold the CAPSAIS (*Certificat d'aptitude aux actions pédagogiques spécialisées d'adaptation et d'intégration scolaire*) may also teach in schools for children with special educational needs and in the *sections d'enseignement général et professionnel adaptés* (SEGPA, or sections for 'adapted' general and vocational education) of *collèges*. Former designation: *Instituteur/trice*.

### Professeur/e des universités

**Country:** France

**Level:** Tertiary

**Explanatory note:** Teacher and researcher in tertiary education institutions normally for students aged 18 or over. The responsibilities of staff in this category are divided between theoretical teaching and research. In order to be on the national list of qualified applicants for this position drawn up by the *Conseil national des universités* (National Universities Council), they have to hold a *doctorat*, a *habilitation à diriger des recherches*, be a full-time ► *Enseignant/e associé/e*, belong to a research team or, under certain circumstances, have demonstrable professional experience. They are recruited on the basis of a competitive examination in accordance with the same procedure as for ► *Maître de conférences*. National *concours d'agrégation* (competitive examinations) exist for subjects in the fields of law, politics, economics and management. Candidates who perform successfully in the examinations are appointed by the President of the Republic and granted tenure immediately. For information on employer, status and evaluation, see *maître de conférences*. Generic term: *Enseignant/e-chercheur/euse*.

### Professor

**Country:** Denmark

**Grammatical variants:** Professoren, professor, professorerne

**Level:** Tertiary



**Explanatory note:** Highest grade of teacher at universities normally enrolling students from the age of 19, who undertakes research, teaching and academic publishing. In addition to the qualifications of a ► *Lektor*, applicants for posts in this category should be able to provide evidence of an extensive international publishing record involving original enquiry with a significant contribution to advances in their field. In addition to their ability to sustain these achievements, applicants are also expected to demonstrate proficiency in the management of research and other areas of responsibility. Finally, they must be qualified to take on teaching assignments, and special effort and innovation in the field of teaching are weighted together with other considerations when assessing candidates for appointment. These teachers are normally appointed by their institutions in accordance with an open recruitment procedure, and employed by them on a contractual basis with a status similar to that of civil servants. They are subject to no individual formal assessment procedures.

### Professor

**Country:** Estonia

**Grammatical variants:** Professorid, professor\*

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions (*ülikool* or *rakenduskõrgkool*), normally enrolling students from the age of 18. The doctorate (*doktorikraad*) or a recognised equivalent is required for appointment. However, in artistic fields, teachers may be recognised for creative or similar achievements without necessarily holding a doctorate. All teachers in this category are leaders in their field and are responsible, at their institution, for organising academic study and tuition, as well as the management of research, in the subject area(s) concerned. Posts for so-called ‘tenured’ professors are filled for up to 5 years, whereas those who are ‘non-tenured’ are employed for a fixed period of up to 3 years. Teachers are selected in accordance with a competitive procedure determined by the board of the institution concerned and appointed to the post by its head (*rektor*). They are employed by the

institution, which can conduct internal staff evaluation in addition to the external evaluation conducted by the Higher Education Evaluation Council.

### Professor

**Country:** Ireland

**Level:** Tertiary

**Explanatory note:** Highest grade of teacher in universities normally enrolling students from the age of 17/18, who is responsible mainly for teaching, research and staff development. In order to be eligible for this post, candidates must have an *honours* degree, an appropriate postgraduate qualification in their subject, substantial research experience and a sound publishing record. These teachers are appointed on the basis of a competitive procedure organised by the individual institution, which is also responsible for evaluating their performance. They can be employed on a permanent or contractual basis and are classed as public servants.

### Professor

**Country:** Finland

**Grammatical variants:** Professor/er

**Level:** Tertiary

**Explanatory note:** Swedish term for ► *Professori*.

### Professor

**Country:** Liechtenstein

**Grammatical variants:** Professoren\*

**Level:** Tertiary

**Explanatory note:** Synonym for ► *Dozent/in* (in the public sector).

### Professor

**Country:** Malta

**Level:** Tertiary

**Explanatory note:** Teacher at the University of Malta normally enrolling students from the age of 18, who is university trained as a specialist and mainly responsible for teaching, and the conduct and supervision of research. Candidates for this post, who must have the title of *Doctor* and an established reputation among their peers in order to be eligible, are recruited on the basis of a selection/promotion board recommendation. They are appointed

by the Council of the University, and employed by the latter on a permanent or contractual basis (normally for 4 years). The University has no formal procedures for their evaluation.

### Professor

**Country:** Norway

**Grammatical variants:** Professoren, professor\*

**Level:** Tertiary

**Explanatory note:** Highest grade of teacher at universities and university colleges (*høgskole*) normally enrolling students from the age of 19. The academic title of doctor or its equivalent and experience in teaching/tutoring are required for appointment. A *professor* has both teaching and research responsibilities. For information on appointment, status, evaluation and employer, see ► *Høgskolelektor*.

### Professor

**Country:** Sweden

**Grammatical variants:** Professorer

**Level:** Tertiary

**Explanatory note:** Teacher of the highest academic rank at a university or university college, normally enrolling students from the age of 19. The responsibilities of staff in this category are divided between teaching, research and administration to an extent that depends on the individual institution concerned. There are, according to the Higher Education Ordinance, no formal requirements as regards degrees. They are recruited in accordance with a competitive examination organised by each institution, or through the promotion of qualified ► *Lektorer* who apply for the post. These staff, who must have demonstrable academic or artistic ability, as well as teaching skills, are appointed by the vice-chancellor (*rektor*). In public universities and university colleges, they are permanently employed by the State (or, as in the case of a *professor* in the fine arts, on the basis of renewable contracts for a maximum period of 10 years). There are no procedures for the formal evaluation of individual teachers, although students may assess their performance during or after a course.

### Professor

**Country:** United Kingdom (Scotland)

**Level:** Tertiary

**Explanatory note:** Highest grade of teacher at universities and other tertiary education institutions normally enrolling students from the age of 18. This is a promotion post for a ► *Principal/senior lecturer* and signifies recognition of excellence in a particular field of academic enquiry. Although professors are not required to have a teaching qualification, it is common for them to hold a postgraduate qualification in their specialist subject. In addition to teaching, their responsibilities include carrying out academic research and undertaking administrative tasks. They are usually appointed on a permanent basis in accordance with an open recruitment procedure conducted by the institution that employs them. They are evaluated by the *Scottish Higher Education Funding Council* with the assistance of the *Quality Assurance Agency*.

### Prófessor

**Country:** Iceland

**Grammatical variants:** Próffessorar

**Level:** Tertiary

**Explanatory note:** Highest grade of teacher at *háskóli* normally enrolling students from the age of 20. An evaluation committee assesses the qualifications of an applicant for a professorship, and a PhD or its equivalent is required for appointment. A *prófessor* has teaching, research and administrative responsibilities and is appointed by the head (*rektor*) of the university institution concerned on the basis of an open recruitment procedure or following promotion. For information on employer, status, see ► *Lektor* and for information on evaluation, see ► *Aðjúnt*. Common term: *Háskólakennari*.

### Professor (Професор)

**Country:** Bulgaria

**Grammatical variants:** Professori

**Level:** Tertiary

**Explanatory note:** Highest grade of teacher at tertiary education institutions normally enrolling students from the age of 19. This post may be occupied by a person holding the



title of Doctor of Science, or its equivalent, who is already a teacher and has a distinguished academic record in terms of publications and research. These staff have teaching, research and administrative responsibilities. They are elected by the scientific council of the institution concerned on the basis of open competitive recruitment, and approved by the Higher Accreditation Commission (*Висша атестационна комисия*). They are appointed by the *rector* (*ректор*), employed by their institution on a permanent contract and evaluated by its academic board once every five years.

### Professor/a (+)

**Country:** Portugal

**Grammatical variants:** Professores/ras

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher in *ensino básico* ('basic education' for pupils aged between 6 and 15/16) and *ensino secundário* ('secondary education' for pupils aged between 15 and 18). Those intending to teach in the first stage of *ensino básico* are trained as generalists, whereas those training for the second and third stages of *ensino básico*, or for *ensino secundário*, are subject specialists. The upper secondary school leaving certificate (*diploma de estudos secundários*) is required to embark on training which, for the first and second stages of *ensino básico*, is provided at non-university tertiary education institutions (*Escolas Superiores de Educação*) and at universities, whereas training for the third stage and for *ensino secundário* is offered only at universities. In all cases, training includes both a theoretical and practical part. Courses for candidates wishing to work in the first and second stages of *ensino básico* last 4 years and lead to the *licenciatura* degree, whereas as those for trainees intending to teach in the third stage or in *ensino secundário* last 4 or 5 years, depending on the type of course, and lead to a *licenciatura* degree. These teachers are recruited on the basis of a national application procedure supervised by the Ministry of Education. Teachers in the first stage of *ensino básico* are employed and appointed by the Regional Education Authorities (*Direcções Regionais de*

*Educação*, or DRE), whereas those in the second and third stages, or in *ensino secundário*, are employed and appointed by schools (*conselho de escola*). In public-sector schools, they are civil servants. These teachers are evaluated by the school board on the basis of a report on their activity (*documento de reflexão crítica*) which they write and submit themselves. The frequency of evaluation depends on the status of the teacher concerned: career teachers are evaluated during the school year in which promotion occurs, whereas contracted teachers are evaluated during the 30 days prior to the end of their contract.

### Professor/a adjunto/a

**Country:** Portugal

**Grammatical variants:** Professores/as adjuntos/tas

**Level:** Tertiary

**Explanatory note:** Teacher in *ensino superior politécnico* (polytechnic tertiary education) normally enrolling students from the age of 18, who is recruited from among ► *Assistente* with at least 3 years of service and a *mestrado* or its equivalent. Staff in this category are responsible for the administration and teaching of theoretical, theoretical/practical and practical classes, the supervision of trainee teacher placements, the conduct of seminars and field or laboratory work, the administration and conduct of research, and for helping to coordinate general activity within their academic field. For information on appointment, employer, status and evaluation, see ► *Professor/a coordenador/a*.

### Professor/a associado/a

**Country:** Portugal

**Grammatical variants:** Professores/ras associados/das

**Level:** Tertiary

**Explanatory note:** Teacher responsible for helping the ► *Professor/a catedrático/ca* to administer subjects in *bacharelato*, *licenciatura* and postgraduate courses, and to chair seminars, supervise practical or theoretical/practical classes and field or laboratory work, and guide and carry out research. These teachers are appointed

following their recruitment either by transfer from another institution, or in accordance with a procedure open to anyone holding a *doutor* (doctorate) who has been a university teacher for at least 5 years. For information on employer, status and evaluation, see *professor catedrático*.

### Professor/a auxiliar

**Country:** Portugal

**Grammatical variants:** Professores/ras auxiliares

**Level:** Tertiary

**Explanatory note:** Teacher in *ensino superior universitário* (university tertiary education) normally enrolling students from the age of 18, who is recruited from among ► *Assistente* or ► *Assistente convidado/da*, or from among holders of a *doutor* degree (doctorate) or its equivalent. Staff in this category are responsible for subjects in *bacharelato*, *licenciatura* and postgraduate courses, and for teaching practical or theoretical/practical classes and carrying out field or laboratory work. For information on appointment, employer, status and evaluation, see ► *Professor/a catedrático/ca*.

### Professor/a catedrático/ca

**Country:** Portugal

**Grammatical variants:** Professores/ras catedráticos/cas

**Level:** Tertiary

**Explanatory note:** Teacher in *ensino superior universitário* (university tertiary education) normally enrolling students from the age of 18. Applicants for posts in this category must hold a *grau de agregação* (degree for a career in teaching obtained following successful defence of a thesis, submission of a report on teaching in a given area and a viva voce examination) and have at least 3 years of teaching experience. These teachers are responsible for determining the teaching and academic focus of one or more subjects or a department, administering work on subjects in *bacharelato*, *licenciatura* and postgraduate courses, chairing seminars and supervising practical or theoretical/practical classes and field or laboratory work. They are also responsible for supervising the teaching

and academic activities of the ► *Professor/a associado/da* and all categories of ► *Assistente*, and for coordinating courses and managing and conducting research. They are appointed by their institution in accordance with a competitive open recruitment procedure (based on their CV and the results of the *agregação*) and, in public-sector institutions, they are state employees with civil servant status. They are evaluated by the *comissões externas de avaliação*.

### Professor/a convidado/da

**Country:** Portugal

**Grammatical variants:** Professores/ras convidados/das

**Level:** Tertiary

**Explanatory note:** Teacher in *ensino superior universitário* (university tertiary education) normally enrolling students from the age of 18, whose qualifications and responsibilities are similar to those of a ► *Professor/a catedrático/ca*. These teachers are appointed by invitation, with the approval of a two-thirds majority of the academic council of the university concerned which employs them on a contractual basis. Subject to a decision by the council, their 5-year contract is renewable.

### Professor/a coordenador/a

**Country:** Portugal

**Grammatical variants:** Professores/ras coordenadores/ras

**Level:** Tertiary

**Explanatory note:** Teacher in *ensino superior politécnico* (polytechnic tertiary education) normally enrolling students from the age of 18, who is recruited on the basis of a public competitive examination for ► *Professor/a adjunto/ta* with at least 3 years of service, or for other applicants with a *doutoramento* (doctorate) or its equivalent in their specialised area. These staff are responsible for the academic and technical coordination of teaching and research within a particular subject area, tutoring the activities of *professor adjunto* and ► *Assistente* in the same area, the administration and teaching of theoretical, practical and theoretical/practical classes, and supervising trainee teacher placements and laboratory or field work. They

are appointed by their institutions as state employees with civil servant status, and evaluated by the *comissões externas de avaliação*.

### Professor/a de apoio educativo

**Country:** Portugal

**Grammatical variants:** Professores/ras de apoio educativo

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Assistant teacher who undergoes the same training as the ► *Professor/a*. However, a 2-year specialised training course in education support/special education, which is offered in the *Escolas Superiores de Educação* or universities, is soon to become compulsory. Working with class teachers, these teachers are responsible for providing support to pupils or small groups of pupils between and during classroom activities. They are employed and appointed by the Regional Education Authorities (*Direcções Regionais de Educação*, or DRE) on the basis of applications in response to vacancies in the DRE education support network. In public-sector schools, they are civil servants. For evaluation, see *professor/a*.

### Professor/a de educação especial (+)

**Country:** Portugal

**Grammatical variants:** Professores/ras de educação especial

**Level:** Primary/lower/upper secondary/post-secondary

**Explanatory note:** Teacher at special education institutions at all levels, who undergoes the same training as the ► *Professor/a* (in the third stage of *ensino básico* or in *ensino secundário*). These staff carry out teaching functions and/or provide pedagogical counselling and support to pupils with special educational needs. For appointment, employer, status and evaluation, see *professor*.

### Professor/a visitante

**Country:** Portugal

**Grammatical variants:** Professores/ras visitantes

**Level:** Tertiary

**Explanatory note:** Teacher from a foreign tertiary education institution, who is recruited by invitation from among teachers of recognised merit and prestige, to teach in Portuguese tertiary education establishments in the same areas as in his/her home institution. The precise duties of teachers in this category are specified in their contract which is valid for 1 year renewable subject to a decision by the academic council of the institution concerned.

### Professor/in

**Country:** Deutschland

**Grammatical variants:** Professoren, Professor\*

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions (*Hochschulen*) normally enrolling students from the age of 19. Conditions for the appointment of these teachers are the successful completion of university studies (*Hochschulstudium*), teaching ability and marked academic ability which is generally apparent from the quality of their doctorate (*Promotion*). Furthermore, depending on the requirements of the post concerned, additional academic accomplishments may have to be demonstrated, either through a *Habilitation* or an equivalent achievement. In artistic subjects, candidates have to demonstrate special aptitude for artistic work and achievement and, depending on the requirements of the post concerned, appointment may be further subject to specific accomplishments in the application and development of academic methods during no less than 5 years of professional experience, at least 3 of which must have been acquired outside university. In the case of pedagogical or subject teaching posts in teacher training, only candidates with 3 years of experience in school teaching may be appointed. Staff in this category independently perform duties relating to science or the arts, and research and teaching in their subject area, in accordance with institutional requirements. Their regular duties also include study reform activities, academic counselling, the conduct of examinations and the administration of their institution. Vacancies for these teachers are publicly advertised by the

appropriate bodies of the university concerned, in announcements with the description of the nature and extent of the tasks entailed. The university presents a list of candidates to the *Land* Ministry of Education and Science which then appoints the person selected. A *Professor* is employed by the *Land* and has civil servant status, with either limited or unlimited tenure. In some cases, (s)he may also be employed by the *Land* as a public service employee in accordance with the *Bundesangestelltentarifvertrag* (Collective Agreement for Federal Employees). Teachers at this level are not usually evaluated.

### Professore a contratto

**Country:** Italy

**Grammatical variants:** Professori a contratto

**Level:** Tertiary

**Explanatory note:** Teacher at universities normally enrolling students from the age of 19. These staff are mainly involved in teaching and research. They are recruited on the basis of a selection procedure determined by the university (in accordance with proved professional and scientific titles) concerned which appoints them on a temporary basis. Within the limits imposed by its budget, it can provide them with one-year fixed-term contracts renewable for up to 6 years, and evaluates them in accordance with its own special procedures.

### Professore associato (o di seconda fascia)

**Country:** Italy

**Grammatical variants:** Professori associati

**Level:** Tertiary

**Explanatory note:** Teacher at the basic hierarchical level in universities normally enrolling students from the age of 19. For information on qualification, recruitment, appointment, status and promotion, see ► *Professore ordinario (o di prima fascia)*.

### Professore ordinario (o di prima fascia)

**Country:** Italy

**Grammatical variants:** Professori ordinari

**Level:** Tertiary

**Explanatory note:** Teacher at the highest level in universities normally enrolling students from the age of 19. (S)he is mainly involved in both teaching and research. In spite of the fact that

there does not exist any formal requirement, (s)he generally holds the title of *Dottore* or *Dottore di Ricerca*. These teachers are recruited following a competitive examination organised by each university, with due regard also for their titles and publications. Applicants who are not already ► *Professore associato* have to pass a test on the theory and practice of teaching. They are appointed by the *rettore* and employed by the State on a permanent basis. In public-sector universities they are civil servant. They are evaluated by a special body attached to their university, known as *Nucleo di valutazione interna*.

### Professore straordinario

**Country:** Italy

**Grammatical variants:** Professori straordinari

**Level:** Tertiary

**Explanatory note:** The first title of ► *Professore ordinario (o di prima fascia)* that teachers hold for 3 years following their appointment, prior to evaluation to confirm their permanent status. For all information, see *professore ordinario (o di prima fascia)*.

### Professori

**Country:** Finland

**Grammatical variants:** Professorit, professor\*

**Level:** Tertiary

**Explanatory note:** Teacher at university normally enrolling students from the age of 19, who has teaching, management and, above all, research responsibilities. Candidates for the position are required to have scientific or artistic ability, good teaching skills and, where necessary, have practical experience of the field in question. Normally, these teachers have the title of *doktor* and are selected on the basis of an open recruitment procedure. The body in charge of their appointment depends on the decision of their university which employs them as civil servants, and evaluates them in accordance with its internal arrangements. Swedish term: *Professor*.

### PRU

**Country:** Slovenia

**Level:** Lower secondary

**Explanatory note:** Abbreviation of ► *Predmetni/na učitelj/ica (+)*.

## PT

**Country:** United Kingdom (Scotland)

**Level:** Lower/upper secondary

**Explanatory note:** Abbreviation of ► *Principal teacher*.

## Puéricultrice

**Country:** Belgium (French Community)

**Level:** Pre-primary

**Explanatory note:** Female staff assistant to the ► *Instituteur/trice maternel/le*, who is qualified to work in day nurseries, with very small children or in an *école maternelle*. In *écoles maternelles*, including those in special education, these staff are recruited in

accordance with institutional requirements and objective criteria, namely the number of children who are very young (aged between 2½ and 3) or need greater supervision. Training, which lasts 4 years, is provided in vocational secondary education (*enseignement secondaire de qualification*) and, if successful, leads to the award of the *certificat de qualification de puéricultrice* required for appointment. Staff are recruited on the basis of a temporary contract, evaluated by the institution concerned and employed by its administrative body (the French Community, a province or a private body, etc.).





### Razredni/na učitelj/ica

**Country:** Slovenia

**Grammatical variants:** Razredni/ne učitelj/ice, razredn\* učitelj\*

**Level:** Primary

**Explanatory note:** Common term for ► *Učitelj/ica razrednega pouka*.

### Reader

**Country:** United Kingdom (Scotland)

**Level:** Tertiary

**Explanatory note:** Promotion post for a ► *Senior lecturer* in recognition of his or her contribution to a particular area of study at universities and other tertiary education institutions, normally enrolling students from the age of 18. Although *readers* are not required to have a teaching qualification, it is common for them to hold a postgraduate qualification in their specialist subject. Besides teaching, they are expected to carry out academic research and undertake some administrative tasks. They are employed by the institution to which they belong. For information on status and evaluation, see ► *Lecturer*.

### Realschullehrer/in (+)

**Country:** Liechtenstein

**Grammatical variants:**

Realschullehrer/innen\*

**Level:** Lower secondary

**Explanatory note:** Teacher at *Realschule* for pupils aged between 11 and 15/16, who is trained as a specialist in one or more subjects at universities or specialised tertiary education

institutions in Switzerland and Austria. The upper secondary school leaving certificate (*Maturazeugnis*) is required to embark on training, which generally lasts 4 years and contains both a theoretical and practical part. Successful completion of training results in the award of a diploma for teachers in secondary education, or a specialist teacher's diploma. For information on appointment, employer and status, see ► *Primarschullehrer/in*. Evaluation is the responsibility of the *Realschulinspektor/in*.

### Red. prof.

**Country:** Slovenia

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Redni/na profesor/ica*.

### Red. profesor

**Country:** Slovenia

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Redni/na profesor/ica*.

### Redni/na profesor/ica

**Country:** Slovenia

**Grammatical variants:** Redni/ne profesor/ice, redn\* profesor\*

**Level:** Tertiary

**Explanatory note:** Teacher of the highest possible rank in tertiary education institutions normally enrolling students from the age of 19. Staff who occupy this post have to possess the *doktorat znanosti* (doctorate of science), and should have demonstrated

satisfactory performance as teachers and have academic and professional references. In artistic fields, they should hold at least a first degree and have an established record of artistic achievement. In principle, this title is awarded for an indefinite period by the *senat* of the university concerned, in accordance with legislative procedures, but it may also be revoked. In the case of institutions not incorporated into a university (*samostojni visokošolski zavod*), the title of *redni/na profesor/ica* is awarded by the *senat* of the institution, following the approval of the Council for Higher Education of the Republic of Slovenia. Staff in this category are responsible for teaching and research or artistic activity at their institution. For appointment, employer, status and evaluation, see ► *Asistent/ka*. Abbreviations: Red. prof., Red. profesor/ica. General term: *Visokošolski/ka učitelj/ica*.

### Régent/e (+)

**Country:** Belgium (French Community)

**Level:** Lower/upper secondary

**Explanatory note:** Synonym for ► *Agrégé/e de l'enseignement secondaire inférieur* (+).

### Regent/in (+)

**Country:** Belgium (German-speaking Community)

**Level:** Lower secondary

**Explanatory note:** Synonym for ► *Sekundarschullehrer/in Unterstufe* (+).

### Registered teacher

**Country:** United Kingdom (E/W)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Generalist or specialist teacher in a (pre-primary) nursery school (for children aged 3-4/5), primary or secondary school (for ages 4/5-11 and 11-16/18 respectively), who is undergoing an employment-based route to *Qualified Teacher Status* (QTS) via the *Registered Teacher Programme*. These teachers must be aged over 24 and have successfully completed 2 years of full-time tertiary education (or its part-time equivalent). They spend up to 2 years working and training while completing

a degree and securing QTS. The minimum period of training is 1 year. Trainees must first find employment in a school and are paid as unqualified teachers. The school (or school partnership) is responsible for assessing training needs and devising and supervising the training plan, which is approved by the *Teacher Training Agency* or the *National Assembly for Wales* and may include off-site training. For employer, status, evaluation and promotion, see ► *Classroom teacher*.

### Resource teacher

**Country:** Ireland

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher for pupils with special educational needs (SEN) who attend mainstream primary and secondary schools. The staff concerned are trained as special education specialists whose main responsibility is to provide additional teaching support and assess the needs and progress of pupils, while also advising the ► *Mainstream class teacher* or ► *Teacher* (+) (depending on the level of education concerned). They are recruited on the basis of an open procedure, and appointed by school boards of management in accordance with needs determined by the Inspector of the school concerned. Teachers are employed on a full-time basis (in a single school or a cluster of schools), or are part time when there is an insufficient SEN pupil/teacher ratio. They are considered to be public servants and evaluated by the Inspectorate of the Department of Education and Science (DES). Abbreviation: RT.

### Ricercatore/trice

**Country:** Italy

**Grammatical variants:** Ricercatori/trici

**Level:** Tertiary

**Explanatory note:** Teacher assistant at universities normally enrolling students from the age of 19. No previous experience is required for this position which primarily involves teaching and research activity. Apart from a university 'ad hoc' evaluation board that evaluates the candidates, (s)he is recruited on the basis of an open procedure (including oral and written tests). After 3 years, the

academic and teaching activity of these staff are evaluated by a national board constituted by two ► *Professore ordinario* and one ► *Professore associato*. If the evaluation is positive, their position as *ricercatore* is confirmed. For information on appointment, employer, status and evaluation, see *professore ordinario*.

## RT

**Country:** Ireland

**Level:** Primary/lower/upper secondary

**Explanatory note:** Abbreviation of ► *Resource teacher*.





### Sekundarschullehrer/in Oberstufe (+)

**Country:** Belgium (German-speaking Community)

**Level:** Upper secondary/post-secondary

**Explanatory note:** Teacher for the final three years of secondary education (*Sekundarschulen*, for pupils aged from 15 to 18), who has been trained as a specialist, at a university or in the *institut pédagogique* (pedagogical institute) of a *Haute École* in the French Community of Belgium. Training lasts at least four years ('long' course tertiary education) and the *Abschlusszeugnis der Oberstufe des Sekundarunterrichts*, or its equivalent, is required to embark on it. In its entirety, the course consists of general and vocational training combined with periods involving placements and leads to the diploma of *agrégé de l'enseignement secondaire supérieur* (AESS) or to a *licence*. For information on appointment, employer, status and evaluation, see ► *Kindergärtner/in*.

### Sekundarschullehrer/in Unterstufe (+)

**Country:** Belgium (German-speaking Community)

**Level:** Lower secondary

**Explanatory note:** Teacher for the first three years of secondary education (*Sekundarschule*, for pupils aged from 12 to 15), who has been trained as a specialist, at a university or in the *institut pédagogique* (pedagogical institute) of a *Haute École* in the French Community of Belgium. Training lasts three years ('short' course tertiary education) and the *Abschlusszeugnis der Oberstufe des*

*Sekundarunterrichts*, or its equivalent, is required to embark on it. In its entirety, the course consists of general and vocational training combined with periods involving placements and leads to the diploma of *agrégé de l'enseignement secondaire inférieur* (AESI). For information on appointment, employer, status and evaluation, see ► *Kindergärtner/in*. Synonym: *Regent/in* (+).

### SENCO

**Country:** United Kingdom (E/W/NI)

**Level:** Primary/lower/upper secondary

**Explanatory note:** Abbreviation of ► *Special educational needs coordinator*.

### Senior lecturer

**Country:** Ireland

**Level:** Tertiary

**Explanatory note:** Promotion post for all teachers working as a ► *Lecturer*. Staff in this category are mainly responsible for teaching and researches, but they also have other duties. The minimum qualifications for the post are an appropriate *honours* degree, an appropriate postgraduate qualification and 5 years of teaching experience. In an *Institute of Technology*, they can be promoted to the higher academic management posts of *senior lecturer II* and *senior lecturer III*. For all information on appointment, employer, status and evaluation, see ► *Professor*.

### Senior lecturer

**Country:** Malta

**Level:** Tertiary



**Explanatory note:** Teacher at the University of Malta normally enrolling students from the age of 18, who is responsible for teaching, research and administration. One of the main requirements for eligibility for this post is at least 5 years of experience as a ► *Lecturer*. For information on training, status, employer, evaluation, see *lecturer*.

### Senior lecturer

**Country:** United Kingdom (E/W/NI)

**Level:** Tertiary

**Explanatory note:** Promotion title for staff working as ► *Lecturer* (tertiary education), who undertake teaching duties as well as higher level administrative, management and research activities. Although universities and colleges decide their own recruitment and promotion procedures, posts designated as *senior lecturer* would in general be subject to open recruitment. For further information on initial training, recruitment, evaluation and employer, see *lecturer*.

### Senior lecturer

**Country:** United Kingdom (Scotland)

**Level:** Post-secondary/tertiary

**Explanatory note:** Promotion post for all those working as a ► *Lecturer*. Promotion is usually carried out through open competition by the institution itself. These staff can be promoted to the post of ► *Principal lecturer*, ► *Reader* or ► *Professor*.

### Senior nursery nurse

**Country:** United Kingdom (Scotland)

**Level:** Pre-primary

**Explanatory note:** Promotion post for all those working as a ► *Nursery nurse*. Promotion is on the basis of open competition set by the education authority and duties are similar to those of a *nursery nurse*.

### Senior teacher

**Country:** United Kingdom (Scotland)

**Level:** Primary/lower secondary

**Explanatory note:** Promotion post for all those working as a ► *Teacher* at *primary schools* or at secondary schools. Staff in this category undertake duties just above the level of the basic scale, such as offering guidance to

probationary teachers, or carrying out work related to curriculum development and providing support to colleagues. They are paid on a higher scale. Promotion is carried out by the local education authority in accordance with an open recruitment procedure.

### Sérkennari

**Country:** Iceland

**Grammatical variants:** Sérkennarar

**Level:** Primary/lower secondary

**Explanatory note:** Teacher at *grunnskóli* for pupils aged between 6 and 16, trained both as a generalist teacher and a specialist in teaching children with special educational needs, at *Kennaraháskóli Íslands* (Iceland University of Education). A BED degree (3 years of study) is required to embark on training, in which two courses are possible. The first is equivalent to one year of full-time study and leads to a diploma, while the second lasts 2 years and leads to an M.Ed degree. These courses are both academic and practical. For information on appointment, employer, status and evaluation, see ► *Grunnskólakennari*.

### Skolebibliotekar

**Country:** Denmark

**Grammatical variants:** Skolebibliotekaren, skolebibliotekarere, skolebibliotekarerne

**Level:** Primary/lower secondary

**Explanatory note:** School librarian at a *folkeskole* for pupils aged between 6/7 and 16, who is trained in the same way as the ► *Folkeskolelærer*. In addition to the *folkeskolelærer* training, the school librarian must have completed a 240 hour school librarian course with a further 48 hour project work. For further information, see *folkeskolelærer*.

### Slöjdlärare

**Country:** Sweden

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher of crafts at a *grundskola* or *gymnasieskola*, for pupils aged 7-16 and 16-19 respectively, or in municipal adult education (for those aged 20 or over). (S)he is trained as a specialist at a university or university college. The *slutbetyg från gymnasieskolan* diploma is required for

admission to training for which there are two options. Under the first option, future teachers can study *slöjdläroprogrammet* (a specific programme including specialisation) which lasts 3 years and leads to the *slöjdläroexamen* diploma. Under the second, they can train to become teachers in the upper levels of a *grundskola* (4 to 4½ years of full-time study) or in a *gymnasieskola* (4½ to 5 years of full-time study). In the case of the second option, they must choose a combination of two subjects (crafts and another subject). From 1 July 2001, a new integrated teaching degree is being introduced, replacing the *slöjdläroexamen*. For information on recruitment, appointment, employer, status and evaluation, see ► *Förskollärare*.

## SNA

**Country:** Ireland

**Level:** Primary/lower/upper secondary

**Explanatory note:** Abbreviation of ► *Special needs assistant*.

## Šolski/ka knjižničar/ka

**Country:** Slovenia

**Grammatical variants:** Šolski/ke knjižničarji/rke, šolsk\* knjižničar\*

**Level:** Primary/lower/upper secondary/post-secondary/tertiary

**Explanatory note:** Teacher assistant at general, technical, vocational, artistic, or special education institutions (*osnovne šole, gimnazije, srednje strokovne/tehniške šole, poklicne šole, višje strokovne šole*) for students from the age of 6. An upper secondary education examination (*matura*) is required to embark on training in an academic tertiary education programme for librarians which lasts 4 years. Training contains both a theoretical and practical part and leads to the professional title of *univerzitetni/na bibliotekar/ka* or *profesor/ica bibliotekarstva*. This post can also be occupied by an ► *Učitelj/ica* (+) or school counsellor (*svetovalni/na delavec/vka*) with an additional course in librarianship. As specialists in school librarianship and information technology, they teach students to access, use and evaluate information in relation to the classroom curriculum. For promotion

possibilities, see ► *Mentor/ica*. For appointment, employer, status, evaluation and qualifying phase on the job, see *učitelj*.

## Sonderkindergärtner/in

**Country:** Austria

**Grammatical variants:**

Sonderkindergärtner/innen\*

**Level:** Pre-primary

**Explanatory note:** Teacher at *Sonderkindergarten* enrolling children with special needs aged between 3 and 6, who is trained as a specialist in special education. These teachers can also work at mainstream *Kindergärten* which enrol and cater for children with special educational needs. For further information, see ► *Kindergärtner/in*.

## Sonderschullehrer/in

**Country:** Austria

**Grammatical variants:**

Sonderschullehrer/innen\*

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher at *Sonderschulen* and at primary and secondary schools (year 6 to year 10 or year 15), who is trained as a generalist at a *Pädagogische Akademie* (non-university tertiary education course). Training lasts at least 3 years and the upper secondary school leaving certificate (*Reifeprüfungszeugnis*), or its equivalent, is necessary to embark on it. Successful training leads to the award of the *Lehramt für Sonderschulen* diploma. The *Sonderschullehrer/in* is responsible for teaching nearly all subjects (foreign languages included), and very often there are two *Sonderschullehrer/innen* in one class to help pupils with special needs. For some handicaps (blindness, deafness, muteness, etc.), there are special schools for which teachers normally have special qualifications in addition to their diploma. For information on appointment, employer, status and evaluation, see ► *Volksschullehrer/in*.

## Sonderschullehrer/in

**Country:** Belgium (German-speaking Community)

**Level:** Pre-primary/primary

**Explanatory note:** Specialist teacher for children with special educational needs who is

trained similarly to the ► *Kindergärtner/in* or ► *Primarschullehrer/in*. For information on training, appointment, employer, status and evaluation, see *Kindergärtner*.

### Sonderschullehrer/in

**Country:** Liechtenstein

**Grammatical variants:**

Sonderschullehrer/innen\*

**Level:** Primary/lower secondary

**Explanatory note:** Teacher at *Sonderschule*, enrolling pupils with special educational needs aged between 6 and 16, who acquires a special qualification to teach them. For information on appointment, employer and status, see ► *Primarschullehrer/in*. Evaluation is the responsibility of the inspector at the level of education concerned.

### Special duties teacher

**Country:** Ireland

**Level:** Primary/lower/upper secondary

**Explanatory note:** Promotion post for all those working as a ► *Mainstream class teacher*, a ► *Temporary teacher* (+) (only appointed during his/her contract, or until the post ceases) at primary schools and a ► *Teacher* at secondary schools. As well as doing normal teaching duties, these staff have additional responsibilities of an administrative nature. They are recruited by internal competition within the school and appointed by its board of management, which determines the duties. They are considered to be public sector employees but not civil servants.

### Special educational needs assistant

**Country:** United Kingdom (Scotland)

**Level:** Primary/lower/upper secondary/post-secondary

**Explanatory note:** Synonym for ► *Special educational needs auxiliary support*.

### Special educational needs auxiliary support

**Country:** United Kingdom (Scotland)

**Level:** Primary/lower/upper secondary

**Explanatory note:** Assistant of a ► *Teacher*, who gives particular help to children with special education needs who are integrated in *primary schools*. Although no formal qualifications are required, a *Higher National*

*Certificate/Diploma* (HNC/D) in supporting special learning needs is specifically aimed at those who wish to work with children and adults with special learning needs. Duties of staff in this category are usually dependent on the needs of the children involved. Staff are recruited and appointed through open competition, and employed on the basis of a fixed-term contract by the local education authority concerned. For evaluation, see *teacher*. Synonyms: *Special educational needs assistant*, *Behavioural support*.

### Special educational needs coordinator

**Country:** United Kingdom (E/W/Ni)

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher responsible for coordinating educational provision for pupils with special educational needs at schools offering mainstream provision. A teacher in this category is normally a ► *Classroom teacher* or ► *Assistant teacher* in a primary school (pupils aged 4/5-11). In secondary schools for pupils aged 11-16/18, one or more teachers, including a *head of department* or other senior manager, may perform the duties of a *special educational needs coordinator* (SENCO). Specific in-service training courses are normally provided but external qualifications such as the *Postgraduate Certificate in the Co-ordination of Special Education* are available at tertiary education institutions. The usual entry requirement is a first degree (normally a *Bachelor's degree*), although other applicants without one who have substantial relevant professional experience may also be admitted. Besides teaching, the main responsibilities of a SENCO include: daily management of the school's special educational needs (SEN) policy; coordinating provision for children with SEN; maintaining the school's SEN register and overseeing the records on all pupils with SEN; liaising with and advising fellow teachers and parents of children with SEN; contributing to the continuing professional development of teaching staff; and liaising with external support agencies. For recruitment, employer, status, evaluation and promotion, see *classroom teacher/assistant teacher*. Abbreviation: SENCO

### Special needs assistant

**Country:** Ireland

**Level:** Primary/lower/upper secondary

**Explanatory note:** Assistant for children/pupils with special educational needs (SEN) who attend special or mainstream primary and secondary schools. The staff concerned are mainly responsible for generally assisting class teachers with duties of a non-teaching nature. Their work is supervised by the *principal*, the ► *Mainstream class teacher* or ► *Teacher* (+) (depending on the level of education concerned). They may be employed on a full- or part-time basis. For information on recruitment, status and evaluation, see ► *Resource teacher*. Abbreviation: SNA.

### Special needs assistant

**Country:** United Kingdom (E/W/Ni)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Synonym for ► *Learning support assistant*. Other synonyms may also be used depending on the institution concerned.

### Speciālās izglītības skolotājs/a

**Country:** Latvia

**Grammatical variants:** Speciālās izglītības skolotāji/as

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher at special schools (*speciālā skola*, *speciālā internātskola*, *attīstības vai rehabilitācijas centrs*) or of special groups (*speciālās izglītības klase*) in general education institutions usually enrolling pupils aged between 6 and 15/21, who have special educational needs. For all information on qualifications, recruitment, appointment, employer, status and evaluation, see ► *Pirmsskolas speciālās izglītības skolotājs/a*.

### Specialbarntädgårdslärare

**Country:** Finland

**Level:** Pre-primary

**Explanatory note:** Swedish term for ► *Erityislastentarhanopettaja*.

### Specialist teacher

**Country:** United Kingdom (E/W/Ni)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Normally a ► *Classroom teacher* or ► *Assistant teacher* in a mainstream secondary school for pupils aged 11 to 16 or 18, or a special school for pupils aged 4/5 to 16 or 18 with special educational needs (SEN). Staff in this category teach either a specific subject (as subject specialists) or focus on specific groups of pupils such as those with special educational needs (in which case they are known as SEN specialists). SEN teachers who teach children with a hearing impairment, visual impairment or multi-sensory impairment are required to obtain an additional, approved qualification within 3 years of appointment. Courses are provided by tertiary education institutions and may be studied full-time (1 year) or part-time (2-5 years) and normally lead to a diploma in tertiary education. For recruitment, employer, status, evaluation and promotion, see *classroom teacher/assistant teacher*.

### Specialist teaching assistant

**Country:** United Kingdom (E/W)

**Level:** Pre-primary/primary

**Explanatory note:** A ► *Teaching assistant* usually in a *primary school* (pupils aged 4/5-11) who assists teachers and pupils with literacy and numeracy work. Although there are no statutory requirements, these assistants are now encouraged to undertake specialist teaching assistant courses (usually 1-year part-time) provided by some tertiary education establishments. For recruitment, employer, status, evaluation and promotion, see *teaching assistant*.

### Specialklasslärare

**Country:** Finland

**Level:** Pre-primary/primary/lower secondary

**Explanatory note:** Swedish term for ► *Erityisluokanopettaja*.

### Speciallärare

**Country:** Finland

**Level:** Pre-primary/primary/lower

**Explanatory note:** Swedish term for ► *Erityisopettaja*.

### Speciallärare

**Country:** Sweden

**Level:** Primary/lower/upper secondary



**Explanatory note:** Title gradually being phased out and replaced by ► *Specialpedagog*.

## Specialpedagog

**Country:** Sweden

**Grammatical variants:** Specialpedagoger

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher for pupils aged between 7-16 and 16-19 respectively, who have functional learning impairments, whether enrolled in special education or at a *grundskola* or *gymnasieskola*. (S)he is trained as a specialist at a university or university college. The *grundskollärarexamen*, *barn-och ungdomspedagogisk examen* or *gymnasielärarexamen* diploma (depending on the level concerned) is required for admission to training, which consists of a 1-year academic course leading to a *specialpedagogexamen* diploma. For information on recruitment, appointment, employer, status and evaluation, see ► *Förskollärare*. Title gradually being phased out: *Speciallärare*.

## Specialusis/lioji pedagogas/gė

**Country:** Lithuania

**Grammatical variants:** Specialieji/liosios pedagogai/gės

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Teacher at all levels of school education, who is trained as a specialist in special education at *Šiaulių universitetas*. The secondary school leaving certificate (*bendrojo lavinimo mokyklos brandos atestatas*), as well as satisfactory performance in an entrance examination, is required for admission to the practical and theoretical training which consists of a 5-year academic course leading to the *diplomas* degree. These staff are recruited in accordance with an open procedure giving them the permanent status of *specialusis pedagogas* which may not, however, be granted until they have worked as teachers for at least 6 months. They are appointed by the school head (*direktorius*) of the educational institution concerned, employed by the regional authority as civil servants, and evaluated by the teacher appraisal commission (*pedagogų atestacinė*

*komisija*) of their school. For promotion possibilities, see ► *Vyresnysis/nioji mokytojas/ja*, ► *Mokytojas/ja metodininkas/kė*, ► *Mokytojas/ja ekspertas/tė*.

## Specialyrkeslärare

**Country:** Finland

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Swedish term for ► *Erityisopettaja*.

## Sprachassistent/in

**Country:** Liechtenstein

**Grammatical variants:**

Sprachassistent/en/innen\*

**Level:** Primary/lower/upper secondary

**Explanatory note:** Assistant teacher at primary and secondary schools enrolling pupils aged between 6 and 19, who is undergoing training as a foreign language teaching specialist at tertiary institutions. Native speakers of the language concerned, staff in this category have a one-year contract and are participants in the Comenius action of the EU Socrates programme, or engaged on similar terms. They are evaluated by the teachers they assist and inspectors responsible for the level of education at which they work.

## Srednješolski/ka učitelj/ica

**Country:** Slovenia

**Grammatical variants:** Srednješolski/ke učitelji/ice, srednješolsk\* učitelj\*

**Level:** Upper secondary/post-secondary

**Explanatory note:** General term for all teachers in upper secondary education, see ► *Učitelj/ica* (+).

## Starchi asistent (Старши асистент)

**Country:** Bulgaria

**Grammatical variants:** Starchi asistenti

**Level:** Tertiary

**Explanatory note:** Senior assistant recruited from among the ► *Asistent*. Staff in this category are appointed on the basis of their teaching experience and academic and research record, and have teaching and research responsibilities. For information on appointment, employer, status and evaluation, see *asistent*.

**Starszy wykładowca****Country:** Poland**Grammatical variants:** Starsi wykładowcy, starsz\* wykładowc\***Level:** Tertiary**Explanatory note:** Teacher at tertiary non-vocational education institutions normally enrolling students from the age of 19. The qualifications required are defined in the statutes of the institution concerned. Besides teaching, these staff are responsible for upgrading their own professional skills and assisting with the institution's organisational tasks. For information on appointment, employer, status and evaluation, see ► *Adiunkt*. General term: *Nauczyciel akademicki*.**Strok. sod.****Country:** Slovenia**Level:** Tertiary**Explanatory note:** Abbreviation of ► *Strokovni/na sodelavec/vka*.**Strok. sodelavec/vka****Country:** Slovenia**Level:** Tertiary**Explanatory note:** Abbreviation of ► *Strokovni/na sodelavec/vka*.**Strok. svet.****Country:** Slovenia**Level:** Tertiary**Explanatory note:** Abbreviation of ► *Strokovni/na svetnik/ica*.**Strok. svetnik/ica****Country:** Slovenia**Level:** Tertiary**Explanatory note:** Abbreviation of ► *Strokovni/na svetnik/ica*.**Strokovni/na sodelavec/vka****Country:** Slovenia**Grammatical variants:** Strokovni/ne sodelavci/vke, strokovn\* sodelav\***Level:** Tertiary**Explanatory note:** Teacher assistant at tertiary education institutions normally enrolling students from the age of 19. Staff who occupy this post should hold at least

a first degree, have 2 years of appropriate professional experience and demonstrate outstanding achievements in their field. In principle, their title is awarded for an indefinite period but it may also be revoked. They are mainly responsible for the provision of teaching assistance in their institution, but they also carry out certain tasks related to research or artistic activity. They may be promoted to the post of ► *Višji/ja strokovni/na sodelavec/vka*. For further information on qualifications, appointment, employer, status and evaluation, see ► *Asistent/ka*. Abbreviations: *Strok. sodelavec/vka*, *Strok. sod.* General term: *Visokošolski/ka sodelavci/vka*.

**Strokovni/na svetnik/ica****Country:** Slovenia**Grammatical variants:** Strokovni/na svetniki/ice, strokovn\* svetni\***Level:** Tertiary**Explanatory note:** Teacher assistant at tertiary education institutions normally enrolling students from the age of 19. Staff who occupy this post should hold at least a first degree, have 15 years of appropriate professional experience and demonstrate outstanding achievements in their field. In principle, their title is awarded for an indefinite period by the *senat* of the institution concerned, in accordance with legislative procedures, but it may also be revoked. They are mainly responsible for the provision of teaching assistance in their institution, but they also carry out certain tasks related to research or artistic activity. For further information on qualifications, appointment, employer, status and evaluation, see ► *Asistent/ka*. Abbreviations: *Strok. svet.*, *Strok. svetnik/ica*. General term: *Visokošolski/ka sodelavci/vka*.**Stundakennari****Country:** Iceland**Grammatical variants:** Stundakennarar**Level:** Primary/lower/upper secondary/tertiary**Explanatory note:**

- Part-time teacher at *grunnskóli* enrolling pupils aged between 6 and 16. See



► *Grunnskólakennari* and/or ► *Leiðbeinandi*.

- Part-time teacher at *framhaldsskóli* enrolling students aged between 16 and 20. See ► *Framhaldsskólakennari* (+) and/or *leiðbeinandi*.
- Part-time teacher at *háskóli* normally enrolling students aged 20 and over. A *meistaragráða* degree or its equivalent is usually the minimum requirement for appointment. These staff, who have teaching responsibilities only, are appointed by the dean of the faculty (*deildarforseti*) and employed by the State on a temporary basis. Posts do not normally have to be advertised, although this may occur under certain circumstances. For information on evaluation, see ► *Aðjúnt*. Common term: *Háskólakennari*.

### Subject coordinator

**Country:** United Kingdom (E/W/NI)

**Level:** Primary/lower/upper secondary

**Explanatory note:** Synonym for ► *Subject leader*.

### Subject leader

**Country:** United Kingdom (E/W/NI)

**Level:** Primary/lower/upper secondary

**Explanatory note:** Normally a ► *Classroom teacher* or ► *Assistant teacher* (generalist) in a *primary school* (pupils aged 4/5-11). In a secondary school for pupils aged 11-16/18, the duties of a *subject leader* may be undertaken by one or more senior teachers, including heads of department. A *subject leader* provides leadership and direction for the teaching of a subject within a school, ensuring that it is managed and organised to meet the aims of both the school and subject concerned. Initial training is the same as for a *classroom teacher*, with possible provision of internal or external professional development courses. The main responsibilities include teaching, supporting, guiding and motivating teachers of the subject concerned, evaluating the effectiveness of teaching, and learning and informing future priorities and targets. For employer, status, evaluation and promotion, see *classroom teacher/assistant teacher*. Synonym: *Subject coordinator*.

### Supply teacher

**Country:** United Kingdom (E/W/NI)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Normally a ► *Classroom teacher* or ► *Assistant teacher* in a (pre-primary) *nursery school*, primary or secondary school (for ages 3-5, 4/5-11 and 11-16/18, respectively), who is employed by a school, a *local education authority* or (in Northern Ireland) an *Education and Library Board*. These staff provide temporary cover for absent teachers, and may be generalists or specialists depending on the age of the pupils taught. Supply teachers may be self-employed or recruited by a teacher supply agency. The government is currently developing a range of training and employment measures to raise the status and quality of supply teaching. For initial training, see *classroom teacher/assistant teacher*.

### Svetnik/ica

**Country:** Slovenia

**Grammatical variants:** Svetniki/ice, svetni\*

**Level:** Pre-primary/primary/lower/upper secondary/post-secondary/tertiary

**Explanatory note:** Highest promotion title awarded to all those who have held the title of ► *Svetovalec/lka* for 5 years. They must also be able to demonstrate sound performance as teachers, professional qualifications, in-service training and further professional activities (such as counselling and the publication of textbooks, articles, reviews, manuals or research papers, etc.). For the procedure relating to promotion and the concomitant salary, see ► *Mentor/ica*. Staff with the title of *svetnik/ica* who meet other stipulated requirements may be appointed to the post of head (*ravnatelj/ica*) of the institution concerned. The same title is also conferred on other staff involved in school education. The promotion title is appended to the basic term, e.g. *učitelj/ica svetnik/ica*.

### Svetovalec/lka

**Country:** Slovenia

**Grammatical variants:** Svetovalci/lke, svetoval\*

**Level:** Pre-primary/primary/lower/upper secondary/post-secondary/tertiary

**Explanatory note:** Promotion title (second grade) awarded to all those who have held the title of ► *Mentor/ica* for at least 4 years. They must also be able to demonstrate sound performance as teachers, professional qualifications, in-service training and further professional activities (such as counselling and the publication of textbooks, articles, reviews, manuals or research papers, etc.). For the procedure relating to promotion and the concomitant salary, see *mentor*. Staff with the title of *svetovalec/lka* who meet other stipulated requirements may be appointed to the post of head (*ravnatelj/ica*) of the institution concerned. They may subsequently be promoted to the title of ► *Svetnik/ica*. The promotion title of *svetovalec/lka*, which may also be conferred on other staff involved in school education, is appended to the basic term, e.g. *učitelj/ica svetovalec/lka*.

### Szakmai tanár (+)

**Country:** Hungary

**Grammatical variants:** Szakmai tanárok, szakmai tanár\*

**Level:** Upper secondary

**Explanatory note:** Teacher in vocational and/or technical education institutions (*szakközépiskola*, *szakmunkásképző iskola* and *szakiskola*) enrolling students aged 16 to 20 and adults, who is trained as a specialist in a single subject in a tertiary education institution (*főiskola*) or a university (*egyetem*). The certificate awarded on satisfactory performance in the upper secondary school leaving examination (*érettségi vizsga*) and successful performance in a tertiary education entrance examination (*felvételi vizsga*) are required to embark on training which lasts 4, 5 or 6 years. Training consists of a theoretical

part and a practical part, including placements, and leads to the award of the *főiskolai/egyetemi oklevél* diploma and twofold qualification as a teacher (*tanári szakképesítés*) and as an engineer, agricultural specialist or economist. Those awarded the *egyetemi oklevél* diploma are qualified to teach the theory of the profession concerned in all institutions, while those who obtain a *főiskolai oklevél* teach practical subjects in the *szakközépiskola*, and theoretical subjects relating to the profession concerned in the *szakmunkásképző iskola*. For information on appointment, employer, status and evaluation, see ► *Okleveles tanár* (+).

### Szakoktató (+)

**Country:** Hungary

**Grammatical variants:** Szakoktatók, szakoktató\*

**Level:** Upper secondary

**Explanatory note:** Teacher in vocational and/or technical education institutions (*szakközépiskola*, *szakmunkásképző iskola* and *szakiskola*) enrolling pupils aged 14 to 19, who is trained as a specialist in a tertiary education institution (*főiskola*). The certificate awarded on satisfactory performance in the upper secondary school leaving examination (*érettségi vizsga*) and successful performance in a tertiary education entrance examination (*felvételi vizsga*) are required to embark on training which lasts 3 years. Training consists of a theoretical part and a practical part, including placements, and leads to the award of the *főiskolai/egyetemi oklevél* diploma, and qualification as a teacher (*tanári szakképesítés*) and as an engineer, agricultural specialist or economist. For information on appointment, employer, status and evaluation, see ► *Okleveles tanár* (+).





## Tanár (+)

**Country:** Hungary

**Grammatical variants:** Tanárok, tanár\*

**Level:** Lower secondary

**Explanatory note:** Teacher in the final 4 years of *általános iskola* enrolling children aged between 10 and 14, who is trained as a specialist in one or two subjects in a tertiary education institution (*főiskola*) or a university (*egyetem*). The certificate awarded on satisfactory performance in the upper secondary school leaving examination (*érettségi vizsga*) and successful performance in a tertiary education entrance examination (*felvételi vizsga*) are required to embark on training which lasts 3 years (for those who specialise in one subject) or 4 years (for those specialising in two). Training consists of a theoretical part and a practical part, including placements, and leads to the award of the *főiskolai oklevél* diploma and qualification as a *tanár*. For information on appointment, employer, status and evaluation, see ► *Okleveles tanár (+)*.

## Tanító

**Country:** Hungary

**Grammatical variants:** Tanítók, tanító\*

**Level:** Primary

**Explanatory note:** Teacher in the first 4 or 6 years of *általános iskola* enrolling pupils aged between 6 and 10/12, who is trained as a generalist in a tertiary education institution (*főiskola*). The certificate awarded on satisfactory performance in the upper secondary school leaving examination

(*érettségi vizsga*) and successful performance in a tertiary education entrance examination (*felvételi vizsga*) are required to embark on training which lasts 4 years. Training consists of a theoretical part and a practical part, including placements, and leads to the award of the *főiskolai oklevél* diploma and qualification as a *tanító*. For information on appointment, employer, status and evaluation, see ► *Okleveles tanár (+)*.

## Teacher

**Country:** United Kingdom (Scotland)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Teacher at pre-primary, primary, lower and upper secondary schools (including special education institutions) for pupils aged between 5 and 18, who is trained as a generalist (pre-primary and primary level) or subject specialist (at secondary level) in faculties of education at universities. The minimum entrance requirements for places on teacher education courses vary according to whether candidates are taking an initial degree leading to a *Teaching Qualification* (TQ) or a *Postgraduate Certificate of Education* (PGCE). To enter the 4-year courses leading to a B.Ed. degree and *Teaching Qualification* (pre-primary and primary education), the *Scottish Qualifications Certificate - Higher Grade* and achievement of *Grades 1, 2, or 3 at Standard Grade* in two further subjects or equivalent qualifications are necessary. Entry to the 1-year PGCE course leading to TQ (primary level) requires

that candidates should hold a degree from a UK university (involving at least 3 years of study) or its equivalent from an institution outside the UK, and passes in English at the Higher Grade and mathematics at *Standard Grade* of the *Scottish Qualifications Certificate* (or equivalent qualifications). After taking a degree, secondary school-teachers enter the teaching profession, through the PGCE course or through the B.Ed. degree which is offered in a limited number of subjects. Entry to the PGCE course leading to a TQ (secondary education) requires a degree from a UK university (or its equivalent from an institution outside the UK), in which candidates have sufficient breadth and depth of study for teaching the subject concerned in Scottish secondary schools. A pass in English at *Higher Grade*, or an equivalent qualification, is also necessary. Some subjects also have other specific requirements. Entry to the teaching profession in publicly funded schools is through registration with the General Teaching Council. Besides teaching responsibilities, the duties of staff in this category include participating in school administration, offering guidance to pupils and reporting to parents on their progress. Teachers in publicly funded schools are appointed through an open recruitment procedure and employed by the local education authorities. They are not civil servants, and their contracts may be permanent or temporary. In private or fee-paying schools, they have individual contracts with their schools. During the process of school inspection, carried out by *Her Majesty's Inspectors of Education* (HMIE), key areas of school activity are evaluated, and the work of teachers is included in these areas. Promotion is possible: see ► *Senior teacher*, ► *Assistant principal teacher*, ► *Principal teacher*.

### Teacher (+)

**Country:** Ireland

**Level:** Lower/upper secondary/post-secondary

**Explanatory note:** Teacher at secondary schools (second level schools) for ages 12-15 and 15-18, and in adult education, who is a

university-trained specialist. There are 2 training options in securing eligibility for this post. The first option involves completing a one-year full-time postgraduate course after obtaining a *Primary degree* (following at least 3 years of study). This course is a desirable – but not currently essential – requirement for second level teachers in the vocational sector. The second option is to undertake a 4-year concurrent *Degree Programme* (requiring a *BA*, *BSc* or *BComm* degree), with a teacher training component. Both forms of training lead to the *Higher diploma in Education*. These teachers are recruited on the basis of an open examination, and appointed by the school management authority. They are employed on the basis of a permanent contract by the Department of Education and Science (DES) and considered to be public employees but not civil servants. They are evaluated by the DES Inspectorate. For promotion possibilities, see ► *Special duties teacher* or ► *Assistant Principal*.

### Teacher (+)

**Country:** Malta

**Level:** Primary/lower/upper secondary

**Explanatory note:** Teacher at primary, lower secondary and upper secondary levels (for ages 5-11, 11-16 and 16-18, respectively). Teachers at primary level are trained as generalists, while teachers at secondary level are trained as specialists or semi-specialists. For admission to training, an upper secondary education certificate is required. Teachers in both categories normally follow a 4-year degree course combining practice and degree studies leading to a *Bachelor of Education* (B.Ed.). Alternatively, they may follow a one-year postgraduate course leading to a *Postgraduate Certificate in Education* (PGCE). Teachers in public-sector schools are recruited following a public call for applications, and appointed by the Prime Minister on the recommendation of the public service commission. They are employed by the Education Division as civil servants and evaluated by the head of school and the *education officers*. In grant-aided private schools, they are employed on a contractual basis by the school governing body. Until the



2000/01 school year, staff in this category also worked at post-secondary level (for ages 18-21). With effect from the 2001/02 school year, they have to reapply for the post of ► *Assitant Lecturer*.

### Teaching assistant

**Country:** Malta

**Level:** Tertiary

**Explanatory note:** Teacher assistant at the University of Malta normally enrolling students from the age of 18. Her/his responsibilities involve teaching, research and other related work. Candidates for these posts, who normally have a *bachelor's* degree with first or second class honours, are recruited on the basis of a competitive examination procedure organised by the University, and a selection board recommendation. Posts may be advertised for appointments within the grade, and are generally occupied either by promising new graduates or highly experienced persons in a technical area of specialisation. These staff are appointed by the Council of the University, and employed by the latter on a permanent or contractual basis (normally for 4 years). The University has no formal procedures for their evaluation.

### Teaching assistant

**Country:** United Kingdom (E/W/NI)

**Level:** Primary/lower/upper secondary

**Explanatory note:** Staff member employed to assist teachers in the classroom in primary and secondary schools (for ages 4/5 and 11-16/18). The term 'teaching assistant' is sometimes used to cover all assistants in a school, including ► *Specialist teaching assistant*, ► *Pre-school assistant* and ► *Learning support assistant*. There are no national requirements for training or qualifications, although some local authorities and schools stipulate their own requirements. However, national occupational standards are currently undergoing development to form the basis of a specialist *National Vocational Qualification* (NVQ). Their main responsibilities include help with classroom resources and records, assistance with the care and support of pupils, support for learning activities and for literacy, numeracy and the

use of information and communications technology in the classroom, and contributing to the health and well-being of pupils. They are employed by the *local education authority* (LEA), the *Education and Library Board* (in Northern Ireland) or the school, depending on the category of school. Evaluation procedures and promotion opportunities depend on the individual school or authority. Synonym: *Classroom assistant*.

Note: Other terms are also in use to denote *teaching assistants* depending on the *local education authority/Education and Library Board* concerned.

### Technical Demonstrator

**Country:** United Kingdom (E/W/NI)

**Level:** Tertiary

**Explanatory note:** Technical staff (usually postgraduate students) who undertake teaching duties in tertiary education institutions and university departments (general and vocational education for students normally aged over 18). There are no statutory qualifications, but *demonstrators* usually have a good first degree (in general a *Bachelor's degree* with first or upper second class honours), and are studying for a *Master's degree* or *doctorate*. They are usually recruited from within the department in which they are studying. *Demonstrators* are normally employed by the institution for the duration of their research studies. Although practices vary, responsibilities generally include supervising laboratory sessions, helping students with technical problems in their practical work, checking attendance and reporting back to ► *Lecturers* on the success of sessions.

### Tecnico di laboratorio

**Country:** Italy

**Grammatical variants:** Tecnici di laboratorio

**Level:** Upper secondary

**Explanatory note:** Assistant of ► *Insegnante tecnico-pratico* at upper secondary school, for pupils aged between 14 and 19. The main task of staff in this category is to help teachers with class activities. They do not have special training, as only a relevant *diploma di*

*superamento dell'esame di Stato conclusivo dei corsi di studio di istruzione secondaria superiore* is required for this position. Staff are recruited following a national competitive examination (*concorso*), as a result of which they acquire permanent status. They are employed by the State and, in public schools, they are civil servants. They are only evaluated after the first year of tenure by the headteacher. For information on appointment, see ► *Insegnante di scuola dell'infanzia*.

## Técnico/ca Superior en Educación Infantil

**Country:** Spain

**Grammatical variants:** Técnicos/cas Superiores en Educación Infantil

**Level:** Pre-primary

**Explanatory note:** Teacher and/or assistant (depending on the requirements of the educational institution concerned) of ► *Maestro/ra* (+) at *escuelas de Educación Infantil* enrolling pupils between 3 months and 3 years old. (S)he is trained as a generalist at tertiary level. The *Bachiller* diploma is required for admission to the 2-year training course, which consists of non-academic professional studies leading to the degree of *Técnico Superior en Educación Infantil*. For information on recruitment, appointment, status, employer and evaluation, see *maestro*.

## Temporary teacher (+)

**Country:** Ireland

**Level:** Primary/lower/upper secondary

**Explanatory note:** Normally a ► *Mainstream class teacher* in a primary school (for ages 4-12) or a ► *Teacher* in a secondary schools (for ages 12-18). These staff provide temporary cover for absent teachers, and are paid on the same salary scale as *mainstream class teachers*. A *temporary teacher* with 3 years of continuous temporary service may be granted panel rights which amount to permanency. Where appointment is for a period of 8 months or longer, the selection procedures for appointment to a permanent post are applicable. For information on initial training, recruitment, employer, see *mainstream class teacher*. *Temporary teachers* working only at primary level may be

promoted to ► *Special duties teacher* or ► *Assistant Principal*.

## Tohtoriassistentti

**Country:** Finland

**Grammatical variants:** Tohtoriassistentti, tohtoriassistent\*

**Level:** Tertiary

**Explanatory note:** Teacher at university normally enrolling students from the age of 19, who has teaching, management and, above all, research responsibilities. Candidates for the position are required to have a *tohtorintutkinto* diploma, good teaching skills and, where necessary, need to have practical experience of the field in question. For information on recruitment, appointment, status, see *professori*. Swedish term: *Doktorassistent*.

## Tónmenntakennari

**Country:** Iceland

**Grammatical variants:** Tónmenntakennarar

**Level:** Primary/lower secondary

**Explanatory note:** Teacher at *grunnskóli* enrolling pupils aged between 6 and 16, who is trained as a subject specialist in music at the *Tónlistarskólinn í Reykjavík* (Reykjavik College of Music). Satisfactory performance in an entrance examination, as well as previous study of music, are required to embark on training which lasts 3 years, leads to a bachelor's degree in Music Education (BEd) and qualification as a teacher of music. *Tónmenntakennari* can also be trained at *Kennaraháskóli Íslands* (Iceland University of Education) in the general programme for teacher trainees, who may select music as an optional course. In this case, satisfactory performance in the *stúdentspróf* examination, or its equivalent, is required to embark on training which is both academic and practical and leads to a BEd degree. For information on appointment, employer, status and evaluation, see ► *Grunnskólakennari*.

## Tutor

**Country:** United Kingdom (E/W/Ni)

**Level:** Lower/upper secondary/post-secondary/tertiary

**Explanatory note:** Term used at all levels of education from lower secondary level upwards to denote ► *Classroom teachers*, ► *Assistant teachers* or ► *Lecturers* who, besides their teaching duties, have pastoral (welfare) responsibilities for groups of

pupils/students as, for example, class tutors or personal tutors. In tertiary education, further education and, in particular, adult education institutions where teaching is carried out in relatively small groups, the term is often used as a synonym for *lecturer*.





### Učitel/ka 1.-5. ročníku základní školy

**Country:** Czech Republic

**Grammatical variants:** Učitelé/lky 1.-5. ročníku základní školy, učitel\*

**Level:** Primary

**Explanatory note:** Teacher at the first stage of the *základní škola* enrolling pupils aged between 6 and 11. (S)he is trained as a generalist, usually in the faculty of education at a university (*univerzita*). The upper secondary school leaving certificate (*vysvědčení o maturitní zkoušce*) is necessary to embark on training, and applicants must fulfil institutional/faculty requirements. Specialist training for 1st to 5th grade teachers lasts 4 years and contains both a theoretical and practical part. Trainees can also undertake a 4- or 5-year study programme for other levels or types of school with additional (usually 2-year) courses for primary level teaching. Successful training leads to the title of *magistr*. Other training possibilities for these teachers also exist. Teachers are appointed by the school head (*ředitel/ka prvního stupně základní školy* or *ředitel/ka základní školy*) in accordance with an open recruitment procedure. For all information on employer, status and evaluation, see ► *Učitel/ka mateřské školy*.

### Učitel/ka 6.-9. ročníku základní školy (+)

**Country:** Czech Republic

**Grammatical variants:** Učitelé/lky 6.-9. ročníku základní školy, učitel\*

**Level:** Lower secondary

**Explanatory note:** Teacher at the second stage of the *základní škola* enrolling pupils

aged between 11 and 15. (S)he is trained as a subject specialist or semi-specialist, usually at a faculty of education at a university (*univerzita*). The upper secondary school leaving certificate (*vysvědčení o maturitní zkoušce*) is necessary to embark on training, and applicants must fulfil institutional/faculty requirements. Specialist training for 6th to 9th grade teachers lasts 5 years and contains both a theoretical and practical part. Trainees can also undertake a 4- or 5-year study programme for other levels or types of school with additional (usually 2-year) courses for lower secondary school teaching. Successful training leads to the title of *magistr*. Other training possibilities for these teachers also exist. Teachers are appointed by the school head (*ředitel/ka samostatného druhého stupně základní školy* or *ředitel/ka základní školy*) in accordance with an open recruitment procedure. For all information on employer, status and evaluation, see ► *Učitel/ka mateřské školy*.

### Učitel/ka mateřské školy

**Country:** Czech Republic

**Grammatical variants:** Učitelé/lky mateřské školy, učitel\*

**Level:** Pre-primary

**Explanatory note:** Teacher at the *mateřská škola* enrolling children aged between 3 and 6, who is trained as a generalist usually at the *střední odborná škola* (upper secondary education institution specialising in teacher training for pre-primary education). Training lasts 4 years. Admission is based on successful completion of the *základní škola*,

and applicants must fulfil institutional admission requirements. Successful training leads to the award of the *vysvědčení o maturitní zkoušce* certificate. Other training possibilities for these teachers also exist, even at university level. In schools which have the status of a legal entity, teachers are appointed by the school head (*ředitel/ka mateřské školy*) in accordance with an open recruitment procedure, and are employed by the school on a contractual basis. The district authority (*okresní úřad*) is the employer of teachers at schools which are not legal entities, and specially selects someone to appoint them. In this case, teachers are also employed on a contractual basis. The school inspector (*školní inspektor/ka*) is responsible for their evaluation.

### Učitel/ka odborného učiliště (+)

**Country:** Czech Republic

**Grammatical variants:** Učitelé/lky odborného učiliště, učitel\*

**Level:** Upper secondary

**Explanatory note:** Teacher at special vocational school (*odborné učiliště*) enrolling remedial school graduates, usually aged between 15 and 17/19. The qualifications required by these teachers are similar to those of the ► *Učitel/ka všeobecně vzdělávacích předmětů střední školy (+)* and ► *Učitel/ka odborných předmětů střední školy (+)* with the additional (usually 2-year) special teacher training course at a faculty of education. For information on appointment, employer, evaluation and status, see ► *Učitel/ka speciální základní školy*.

### Učitel/ka odborného výcviku speciální školy

**Country:** Czech Republic

**Grammatical variants:** Učitelé/lky odborného výcviku speciální školy, učitel\*

**Level:** Upper secondary

**Explanatory note:** Teacher conducting practical training at the workshops of special upper secondary schools which are organised by type of handicap and provide education and vocational training for pupils aged between 15 and 17/19. Besides qualifications similar to those of the ► *Učitel/ka předmětu praxe*, these teachers require a certificate (*výuční list*) from 2- to 3-year vocational upper secondary education, with at least 1

year of practice in a relevant profession. They also have to satisfactorily complete the additional (usually 2-year) special teacher training course at a faculty of education. For information on appointment, employer, evaluation and status, see ► *Učitel/ka speciální základní školy*.

### Učitel/ka odborných předmětů konzervatoře (+)

**Country:** Czech Republic

**Grammatical variants:** Učitelé/lky odborných předmětů konzervatoře, učitel\*

**Level:** Lower/upper secondary/tertiary

**Explanatory note:** Teacher of specialised education subjects at the *konzervatoř* enrolling pupils aged 11-19 (in the field of dance) and 15-21 (in singing, music and dramatic arts). (S)he is trained as a subject specialist at a university (*univerzita*) or *konzervatoř*. The upper secondary school leaving certificate (*vysvědčení o maturitní zkoušce*) is necessary to embark on university training, and applicants must fulfil institutional/faculty requirements. Admission to 8 years of study/training in the field of dance at the *konzervatoř* depends on successful completion of the 5th grade of *základní škola*, and an entrance examination organised by the school. Admission to 6 years of study/training in singing, music and dramatic arts at the *konzervatoř* depends on successful completion of the final year of *základní škola* and an entrance examination organised by the school. Successful training at university leads to the titles of *bakalář* (3 years of study) or *magistr* (4-5 years of study). Successful training (6 or 8 years) at the *konzervatoř* leads to the award of the *vysvědčení o absolutoriu* diploma. Other training possibilities for these teachers also exist. In all cases, teachers gain their teaching qualifications in the complementary training course. For further information on this course, as well as on appointment and evaluation see ► *Učitel/ka odborných předmětů střední školy (+)*.

### Učitel/ka odborných předmětů střední školy (+)

**Country:** Czech Republic

**Grammatical variants:** Učitelé/lky odborných předmětů střední školy, učitel\*



**Level:** Upper secondary

**Explanatory note:** Teacher of specialised subjects at upper secondary schools, including schools of arts (*střední umělecká škola*), which enrol pupils aged from 15 to 18/19. Staff in this category may also sometimes teach in a *vyšší odborná škola*. They are trained as subject specialists, usually at a university (*univerzita*), in courses not specifically related to teaching. The upper secondary school leaving certificate (*vysvědčení o maturitní zkoušce*) is necessary to embark on training, and applicants must fulfil institutional/faculty requirements.

- For general and technical/professional upper secondary school teaching, they normally do 4- to 5-year university courses in a particular area of specialisation, which are not specifically related to teaching and lead to the title of *magistr* in the subject concerned.
- For *střední umělecká škola* teaching, they usually do the 3- to 6-year university course in a particular area of specialisation. Successful training leads to the titles of *bakalář* (3 years of study) or *magistr* (4-6 years of study).

In either case, teachers gain their teaching qualifications in the complementary training course provided mainly by faculties of education. This course normally lasts 2 years (part-time study) and focuses primarily on pedagogical and psychological training. Students who pass their final exam obtain a certificate. Other training possibilities for these teachers also exist. They are appointed by the school head (*ředitel/ka střední školy*) in accordance with an open recruitment procedure and employed by the school on a contractual basis. The school inspector (*školní inspektor/ka*) is responsible for their evaluation.

### Učitel/ka pomocné školy

**Country:** Czech Republic

**Grammatical variants:** Učitelé/lky pomocné školy, učitel\*

**Level:** Primary/lower secondary

**Explanatory note:** Teacher at an auxiliary school (*pomocná škola*). These schools normally enrol pupils aged between 6 and 20

who, although they have intellectual development deficiencies that prevent them from being educated in a regular, special or remedial school, are able to benefit from at least some aspects of education. For further information, see ► *Učitel/ka speciální základní školy*.

### Učitel/ka praktické školy (+)

**Country:** Czech Republic

**Grammatical variants:** Učitelé/lky praktické školy, učitel\*

**Level:** Upper secondary

**Explanatory note:** Teacher at special vocational school (*praktická škola*) enrolling remedial and auxiliary school graduates or pupils who have finished *základní škola* before completing the 9th year of compulsory school attendance. The qualifications required by these teachers are similar to those of the ► *Učitel/ka všeobecně vzdělávacích předmětů střední školy (+)* and ► *Učitel/ka odborných předmětů střední školy (+)* with the additional (usually 2-year) special teacher training course at a faculty of education. For information on appointment, employer, evaluation and status, see ► *Učitel/ka speciální základní školy*.

### Učitel/ka předmětu praxe

**Country:** Czech Republic

**Grammatical variants:** Učitelé/lky předmětu praxe, učitel\*

**Level:** Upper secondary

**Explanatory note:** Teacher for practical training or of a practical subject in the workshop of an upper secondary vocational/technical school (pupils aged 15 to 17/19). These teachers are trained as specialists at university (*univerzita*) in a particular vocational/technical field. The upper secondary school leaving certificate (*vysvědčení o maturitní zkoušce*) is necessary to embark on training, and applicants must fulfil institutional/faculty requirements. Successful training leads to the title of *bakalář* (3 years of study) or *magistr* (4-5 years of study). Teachers in this category can also be graduates from 2- to 3-year vocational upper secondary education, who hold the *výuční list* certificate in the field concerned. Other

training possibilities for them also exist. In all cases, they gain their teaching qualifications in the complementary training course. For further information on this course, as well as on appointment and evaluation, see ► *Učitel/ka odborných předmětů střední školy (+)*.

### Učitel/ka speciální mateřské školy

**Country:** Czech Republic

**Grammatical variants:** Učitelé/lky speciální mateřské školy, učitel\*

**Level:** Pre-primary

**Explanatory note:** Teacher at special pre-primary school (*speciální mateřská škola*) enrolling children with special educational needs usually aged between 3 and 6. (S)he is trained similarly to the ► *Učitel/ka mateřské školy* with the additional (usually 2-year) part-time special teacher training course at a university faculty of education. For information on appointment, employer, evaluation and status, see ► *Učitel/ka speciální základní školy*.

### Učitel/ka speciální střední školy (+)

**Country:** Czech Republic

**Grammatical variants:** Učitelé/lky speciální střední školy, učitel\*

**Level:** Upper secondary

**Explanatory note:** Teachers at various types of special upper secondary school (*speciální střední škola*) which enrol pupils aged from 15 to 18/19 and, in the case of the *konzervatoř*, up to the age of 22. The qualifications required by these teachers are the same as in the case of the ► *Učitel/ka všeobecně vzdělávacích předmětů střední školy (+)*, ► *Učitel/ka odborných předmětů střední školy (+)* and ► *Učitel/ka odborných předmětů konzervatoře (+)* with the additional (usually 2-year) special teacher training course at a faculty of education. For information on appointment, employer, evaluation and status, see ► *Učitel/ka speciální základní školy*.

### Učitel/ka speciální základní školy

**Country:** Czech Republic

**Grammatical variants:** Učitelé/lky speciální základní školy, učitel\*

**Level:** Primary/lower secondary

**Explanatory note:** Teacher at special basic school (*speciální základní škola*) enrolling pupils aged between 6 and 15/16 with special educational needs (usually physical handicaps or behavioural or learning difficulties). These teachers are normally trained as specialists or semi-specialists, in the faculty of education at a university (*univerzita*). The upper secondary school leaving certificate (*vysvědčení o maturitní zkoušce*) is necessary to embark on training, and applicants must fulfil institutional/faculty requirements. Specialised training in special teaching for a particular type or level of school lasts 5 years, and successful students are awarded the title *magistr*. Staff in this category are appointed by the school head (*ředitel/ka speciální školy*) in accordance with an open recruitment procedure and employed by the institution on a contractual basis. The school inspector (*školní inspektor/ka*) is responsible for their evaluation.

### Učitel/ka všeobecně vzdělávacích předmětů střední školy (+)

**Country:** Czech Republic

**Grammatical variants:** Učitelé/lky všeobecně vzdělávacích předmětů střední školy, učitel\*

**Level:** Lower/upper secondary

**Explanatory note:** Teacher of general education subjects at lower and upper secondary education institutions enrolling pupils aged between 11/15 and 18/19, who is trained as a subject specialist or semi-specialist in the faculty of education at a university (*univerzita*). Staff in this category may also sometimes teach in a *vyšší odborná škola*. The upper secondary school leaving certificate (*vysvědčení o maturitní zkoušce*) is necessary to embark on training, and applicants must fulfil institutional/faculty requirements. Specialised theoretical and practical training for these teachers lasts 5 years. They can also undertake a 4- or 5-year study programme for other levels or types of school with additional (usually 2-year) courses for upper secondary school teaching. Successful training leads to the award of the title of *magistr*. For all information on appointment, employer, status and evaluation, see ► *Učitel/ka odborných předmětů střední školy (+)*.

**Učiteľ/ka zvláštní školy****Country:** Czech Republic**Grammatical variants:** Učitelé/lky zvláštní školy, učitel\***Level:** Primary/lower secondary**Explanatory note:** Teacher at a remedial school (*zvláštní škola*) enrolling pupils aged between 6 and 15 who have intellectual deficiencies that prevent them from being taught in the regular *základní škola* or special basic school (*speciální základní škola*). For further information, see ► *Učitel/ka speciální základní školy*.**Učiteľ/ka materskej školy****Country:** Slovakia**Grammatical variants:** Učiteľia/lky materskej školy, učiteľ\***Level:** Pre-primary**Explanatory note:** Teacher at *materská škola* for children aged between 3 and 6. There are 2 training options: 1) candidates are trained at secondary pedagogical school (*stredná pedagogická škola*). Admission is based on successful completion of the *základná škola* and they have to pass examinations (*prijímacie skúšky*). The period of theoretical and practical study lasts 4 years and leads to the award of the school leaving certificate; 2) it is also possible to obtain the qualification at university, in which case the upper secondary school leaving certificate (*vysvedčenie o maturitnej skúške*) is required for admission. The (theoretical and practical) training consists of a 4-year period of academic specialisation for pre-primary education leading to the *magister* diploma with specialisation for teaching at this level. Teachers are recruited on the basis of an open recruitment procedure, and appointed and employed by the local authority (*okresný úrad*) as civil servants. They are evaluated by a school inspector (*školský inšpektor*).**Učiteľ/ka na vysokej škole****Country:** Slovakia**Grammatical variants:** Učiteľia/lky na vysokej škole, učiteľ\***Level:** Tertiary**Explanatory note:** General term for academic staff responsible for teaching,research and management at tertiary education institutions. See ► *Asistent/ka*, ► *Docent/ka*, ► *Lektor/ka*, ► *Odborný/ná asistent/ka*, ► *Profesor/ka*.**Učiteľ/ka odborných predmetov****Country:** Slovakia**Grammatical variants:** Učiteľia/lky odborných predmetov, učiteľ\***Level:** Upper secondary**Explanatory note:** Teacher of specialised education subjects at technical/vocational upper secondary schools (*stredná odborná škola/stredné odborné učilište*) and at arts-oriented institutions (*konzervatórium*) for pupils aged between 15-19 and 15-18 respectively. These teachers are trained as specialists at university, and the upper secondary school leaving certificate (*vysvedčenie o maturitnej skúške*) and (*vysvedčenie o maturitnej skúške a talentové skúšky*) is required for admission to training. For those wishing to teach at *stredná odborná škola/stredné odborné učilište*, the training consists either of a 5-year university course focused on a pedagogical branch for technical subjects (*súbežné štúdium – inžinierske a pedagogické*) leading to the *magister/inžinier* diploma, or a 5- to 6-year university course directly focused on technical branches, or various branches such as agriculture, medicine, economics, arts (including a 2-year additional pedagogical study called *doplnkové pedagogické štúdium*) leading to the *magister/inžinier* diploma. To teach at *konzervatórium*, teachers have to be *konzervatórium* graduates and have the *Absolventskeho diplomu* certificate. For information on recruitment, appointment, employer, status and evaluation, see ► *Učiteľ/ka všeobecnovzdelávacích predmetov strednej školy* (+).**Učiteľ/ka špeciálnej školy****Country:** Slovakia**Grammatical variants:** Učiteľia/lky špeciálnej školy, učiteľ\***Level:** Primary/lower/upper secondary**Explanatory note:** Teacher at primary, lower and upper secondary special schools (*špeciálna škola*) for pupils aged between 6 and 19 with special educational needs, who is

university trained as a specialist. The upper secondary school leaving certificate (*vysvedčenie o maturitnej skúške*) is required for admission to the (theoretical and practical) training. Extended to the study of special pedagogy for youth with special educational needs (*špeciálna pedagogika pre mládež so špeciálnymi potrebami vo vzdelávaní*) or the study of special pedagogy (*špeciálna pedagogika*), training is the same as in the case of the ► *Učiteľ'/ka základnej školy pre 1-4 ročník* or ► *Učiteľ'/ka základnej školy pre 5-9 ročník (+)* or ► *Učiteľ'/ka všeobecnovzdelávacích predmetov strednej školy (+)*, depending on the level concerned. Students may specialise in a particular pedagogical area related to a given form of handicap. For all information on recruitment, employer, status and evaluation, see *učiteľ' základnej školy pre 1-4 ročník, učiteľ' základnej školy pre 5-9 ročník, učiteľ' všeobecnovzdelávacích predmetov strednej školy, učiteľ' odborných predmetov*.

#### Učiteľ'/ka všeobecnovzdelávacích predmetov strednej školy (+)

**Country:** Slovakia

**Grammatical variants:** Učitel'ia/lky všeobecnovzdelávacích predmetov strednej školy, učiteľ'\*

**Level:** Upper secondary

**Explanatory note:** Teacher at general upper secondary schools (*gymnázium*) for pupils aged between 15 and 19, who is university trained as a specialist. Training depends on the internal structure of universities preparing teaching staff for upper secondary schools. The upper secondary school leaving certificate (*vysvedčenie o maturitnej skúške*) is required for admission to the (theoretical and practical) training, which consists of a 5-year academic course focused on 2 major subjects (*učiteľ'stvo všeobecnovzdelávacích predmetov kombinácie predmetov*) leading to the *magister* diploma. These teachers are recruited on the basis of an open recruitment procedure, and appointed by the local authority (*krajský úrad*) or by the headteacher (*riaditeľ'/ka*) of the school (if the latter is a legal entity). Their employer is the school (if a legal entity) or the local authority

(*okresný úrad*). They are civil servants, and evaluated by a school inspector (*školský inšpektor*).

#### Učiteľ'/ka základnej školy pre 1-4 ročník

**Country:** Slovakia

**Grammatical variants:** Učitel'ia/lky základnej školy pre 1-4 ročník, učiteľ'\*

**Level:** Primary

**Explanatory note:** Teacher at the first stage of *základná škola* for pupils aged between 6 and 10, who is trained as a generalist at university. The upper secondary school leaving certificate (*vysvedčenie o maturitnej skúške*) is required for admission to the (theoretical and practical) training, which consists of a 4-year academic course focused on the first stage of basic school (*učiteľ'stvo pre I. stupeň základnej školy*) leading to the *magister* diploma. These teachers are appointed by the local authority (*okresný úrad*), and employed by it or by the school (if the latter is a legal entity). For information on recruitment, status and evaluation, see ► *Učiteľ'/ka materskej školy*.

#### Učiteľ'/ka základnej školy pre 5-9 ročník (+)

**Country:** Slovakia

**Grammatical variants:** Učitel'ia/ky základnej školy pre 5-9 ročník, učiteľ'\*

**Level:** Lower secondary

**Explanatory note:** Teacher at the second stage of *základná škola* for pupils aged between 10 and 15, who is trained as a specialist at university (2 major subjects). The upper secondary school leaving certificate (*vysvedčenie o maturitnej skúške*) is required for admission to the (theoretical and practical) training, which consists of a 5-year academic course focused on the second stage of basic school (*učiteľ'stvo pre II. stupeň základnej školy*) leading to the *magister* diploma. These teachers are recruited on the basis of an open recruitment procedure, and appointed by the local authority (*okresný úrad*) or by the headteacher (*riaditeľ'/ka*) of the school (if the latter is a legal entity). Their employer is the school (if a legal entity) or the local authority (*okresný úrad*). They are civil servants, and evaluated by a school inspector (*školský inšpektor*).



**Učitelj/ica (+)****Country:** Slovenia**Grammatical variants:** Učitelji/ce, učitelj\***Level:** Upper secondary/post-secondary

**Explanatory note:** Teacher at general, technical, artistic or vocational upper secondary education institutions (*gimnazije, srednje strokovne/tehniške šole* and *poklicne šole*) for pupils aged between 15 and 19. These teachers may be grouped into 3 main categories, as follows: 1) those trained as general education subject specialists (*učitelji splošnoizobraževalnih predmetov*); 2) those trained as subject-specific theory specialists (*učitelji strokovnoteoretičnih predmetov*); and 3) those who give practical instruction (*učitelji praktičnega pouka in veščin*). Teachers in the first two categories are trained in various academic tertiary education courses. The upper secondary school leaving examination certificate (*matura*) is required to embark on training, in which courses for general education subject specialists (mainly teacher training programmes with both theoretical and practical components) last 4 years. Successful training leads to the award of the professional title of *profesor/ica* (+). Graduates from non-teacher training programmes are awarded an appropriate professional title, such as *univerzitetni/na diplomirani/na* (+), and have to complete the one-semester additional teacher training course (*program pedagoško-andragoškega izobraževanja*). Teachers who give practical instruction have to successfully complete at least *srednja strokovna šola* (secondary technical school), acquire 3 years of work experience in their field of specialisation, and also complete a one-semester teacher training course or pass a master craftsman examination (*mojstrski izpit*). An additional special teaching qualification (*specialna pedagoška izobrazba*) is required in order to work with children with special needs. These staff are appointed by the head of the institution concerned (*ravnatelj/ica*) on the basis of an open recruitment procedure and employed by the central government. In public institutions, they have civil servant status. They begin their career as trainees

(*pripravniki*) in the institution in which they intend to teach. On completion of a qualifying phase on the job lasting 10 months, they take a teaching certification examination (*strokovni izpit*) supervised by a state teaching examination board appointed by the Minister of Education. The head of their institution (*ravnatelj/ica*) and school inspector (*inšpektor/ica za šolstvo*) are responsible or evaluating them. For promotion possibilities, see ► *Mentor/ica*. General term: *Srednješolski/ka učitelj/ica*.

**Učitelj/ica predmetnega pouka****Country:** Slovenia**Grammatical variants:** Učitelji/ce predmetnega pouka, učitelj\* predmetnega pouka**Level:** Lower secondary**Explanatory note:** Formal term for ► *Predmetni/na učitelj/ica* (+).**Učitelj/ica razrednega pouka****Country:** Slovenia**Grammatical variants:** Učitelji/ce razrednega pouka, učitelj\* razrednega pouka**Level:** Primary

**Explanatory note:** Teacher at the first stage of the *osnovna šola*, including special education institutions (grades 1 to 4/5), for pupils aged between 6/7 and 11/12, who is trained as a generalist at the *pedagoška fakulteta* (faculty of education). Satisfactory performance in the upper secondary school leaving examination certificate (*matura*) and in a musical aptitude test are required to enter academic tertiary education, which lasts 4 years and contains both a theoretical and practical part. Successful training is marked by the award of the professional title of *profesor/ica razrednega pouka*, but an additional special teaching qualification (*specialna pedagoška izobrazba*) is required for work with children with special needs. For appointment, employer, status, evaluation and qualifying phase on the job, see ► *Učitelj/ica* (+). For promotion possibilities, see ► *Mentor/ica*. Abbreviation: *Učitelj/ica RP*. Common term: *Razredni/na učitelj/ica*. General term: *Osnovnošolski/ka učitelj/ica*.

## Učitelj/ica RP

**Country:** Slovenia

**Level:** Primary

**Explanatory note:** Abbreviation of ► *Učitelj/ica razrednega pouka*.

## Učitelj/ica veščin

**Country:** Slovenia

**Grammatical variants:** Učitelj/ce veščin, učitelj\*

**Level:** Tertiary

**Explanatory note:** Teacher assistant at tertiary education institutions normally enrolling students from the age of 19. Staff who occupy this post should hold at least a first degree, have 5 years of professional experience and demonstrate outstanding achievements in their field. In principle, their title is awarded for an indefinite period but it may also be revoked. They are mainly responsible for the provision of teaching assistance. For further information on qualifications, appointment, employer, status and evaluation, see ► *Asistent/ka*. General term: *Visokošolski/ke sodelavci/vke*.

## Unattached teacher

**Country:** United Kingdom (E/W/NI)

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Teacher who is not attached to a particular school, but deployed by the *local education authority* (LEA), or (in Northern Ireland) the *Education and Library Board* (Board). Initial training is the same as for a ► *Classroom teacher* or ► *Assistant teacher* and recruitment is by open procedures by senior staff of the LEA/Board. The main responsibilities of teachers in this category vary, and it may include peripatetic teachers such as music teachers, supply teachers and teachers employed to provide education at home (home tutors) for certain pupils. *Unattached teachers* are employed by the LEA/Board and considered to be public employees but they are not civil servants. Evaluation and promotion are the same as for a *classroom teacher/assistant teacher*.

## Undervisningsassistent

**Country:** Denmark

**Grammatical variants:**

Undervisningsassistenten, -assistent, -assistentene

**Level:** Tertiary

**Explanatory note:** Part-time assistant teacher at universities normally enrolling students from the age of 19, who performs independent teaching assignments of a usually rudimentary nature, or teaches at the level of ► *Adjunkt*, ► *Lektor* or ► *Professor*. Satisfactory performance in the *candidatus* examination or its equivalent is required for appointment which is normally for 3 years at a time. These staff are appointed by their institution in accordance with an open recruitment procedure and employed by it on a group contract basis. They are subject to no individual formal assessment procedures.

## Universitair docent

**Country:** The Netherlands

**Grammatical variants:** Universitaire docenten

**Level:** Tertiary

**Explanatory note:** Teacher at universities normally enrolling students from the age of 18. Although there are no specific statutory requirements regarding previous training, in practice the degree of *doctor* is a preferred qualification for appointment. The responsibilities of these teachers include scientific and educational tasks and their promotion prospects relate to ► *Universitair hoofddocent*, although opportunities for promotion depend on the individual institution or authority concerned. For information on appointment, employer, status and evaluation, see ► *Lector*.

## Universitair hoofddocent

**Country:** The Netherlands

**Grammatical variants:** Universitaire hoofddocenten

**Level:** Tertiary

**Explanatory note:** Promotion title for ► *Universitair docent* at universities normally enrolling students from the age of 18. The responsibilities of these teachers, which are broader than those of a *universitair docent*,



include scientific and educational duties and, in some institutions, organisational tasks. They can be promoted to the post of ► *Hoogleraar* although promotion opportunities depend on the individual institution or authority concerned. For information on qualifications required, see *universitair docent*. For appointment, employer, status and evaluation, see ► *Lector*.

### Universitätsassistent/in

**Country:** Austria

**Grammatical variants:**

Universitätsassistent/en/innen\*

**Level:** Tertiary

**Explanatory note:** Teacher at universities normally enrolling students from the age of 18, who works under the supervision of a ► *Universitätsprofessor/in*, and is also responsible for certain individual course lectures. This post may be occupied by a person holding a *Magister* or *Diplom*... degree and, if (s)he is to be eligible for promotion, the degree of *Doktor*. Staff in this category have teaching and research responsibilities. They are appointed by the *Rektor/in* of the university concerned on the basis of an open recruitment procedure (with the decision taken by the appropriate university *Personalkommission*) and employed by the university. For the first 3 to 6 years, employment is for a limited period but may then, under certain circumstances, become permanent with civil servant status. The head of the institute (*Institutsvorstand/ständin*) is responsible for evaluating these teachers. Other title (for assistants on a contractual basis): *Vertragsassistent/in*.

### Universitätsdozent/in

**Country:** Austria

**Grammatical variants:**

Universitätsdozent/en/innen\*

**Level:** Tertiary

**Explanatory note:** Teacher at universities normally enrolling students from the age of 18, who is responsible for teaching an academic subject. This post may be occupied by a person holding the degree of *Doktor* and a *Habilitation*. Staff in this category have teaching and research responsibilities, and are

appointed by the *Rektor/in* of the university concerned on the basis of an open recruitment procedure (with the decision taken by the appropriate university *Habilitationskommission*). They are employed either permanently by the university as civil servants, or in accordance with a part-time contract. The head of the institute (*Institutsvorstand/ständin*) is responsible for evaluating them.

### Universitätslektor/in

**Country:** Austria

**Grammatical variants:**

Universitätslektor/en/innen\*

**Level:** Tertiary

**Explanatory note:** Teacher at universities normally enrolling students from the age of 18, who is responsible for certain individual course lectures under the supervision of a ► *Universitätsprofessor/in*. This post may be occupied by a person holding a *Magister* or *Diplom*... degree. Teachers are appointed by the *Rektor/in* of the university on the basis of an open recruitment procedure (with the decision taken by the appropriate university *Personalkommission*), and are permanently employed by the university following a period spent working as a ► *Lehrbeauftragte/r*. The head of the institute (*Institutsvorstand/ständin*) is responsible for evaluating them. Other title for teaching practical-oriented subjects): *Instruktor/in*.

### Universitätsprofessor/in

**Country:** Austria

**Grammatical variants:**

Universitätsprofessor/en/innen\*

**Level:** Tertiary

**Explanatory note:** Highest grade of teacher at universities normally enrolling students from the age of 18, who is responsible for unsupervised teaching of an academic subject and for research. Posts in this category may be occupied by persons holding the degree of *Doktor* and a *Habilitation* or its equivalent. Teachers are appointed by the *Rektor/in* of the university concerned on the basis of an open recruitment procedure. They are permanently employed by the university and are civil servants. The head of institute

(*Institutsvoor/stand/ständin*) and the *Rektor/in* are responsible for evaluating them.

### Universiteitsprofessor

**Country:** The Netherlands

**Grammatical variants:** Universiteitsprofessoren

**Level:** Tertiary

**Explanatory note:** Top grade of researcher/teacher at universities normally enrolling students from the age of 18. Staff in this very recently introduced category have usually reached the highest possible level in their field and only a very limited number are appointed from among the ► *Hoogleraar*. They are nominated and employed for general service by the board of their university and entirely free to define the area to which their research and teaching relates.

### Universitetslektor

**Country:** Finland

**Grammatical variants:** Universitetslektorer

**Level:** Tertiary

**Explanatory note:** Swedish term for ► *Yliopistonlehtori*.

### Universitetslektor

**Country:** Norway

**Grammatical variants:** Universitetslektoren, -lektor\*

**Level:** Tertiary

**Explanatory note:** Assistant of ► *Professor* at universities and university colleges (*høgskole*). This post may be occupied by a person who has passed a higher degree exam (*hovedfag*) at a university or university college, or in equivalent tertiary education or an artistic activity. Professional experience is also taken into account. These staff mainly have teaching responsibilities. They can be promoted to the post of ► *Førsteamanuensis*. For information on appointment, employer, status and evaluation, see ► *Høgskolelektor*. Old term: *Amanuensis*.

### University demonstrator

**Country:** United Kingdom (Scotland)

**Level:** Tertiary

**Explanatory note:** Assistant who is a student studying for a *Master's degree* or Ph.D. S(he) may be employed by the institution concerned, during the period of studies and is supervised by the ► *Professor*. Staff in this category contribute to the work of a university department, and to courses in higher education by taking either classes or seminars. Their appointment is equivalent to that of an *assistant lecturer* although their main function will be that of a *postgraduate student* or *post-doctoral fellow*.

### Utchitel (Учител) (+)

**Country:** Bulgaria

**Grammatical variants:** Utchiteli

**Level:** Pre-primary/primary/lower/upper secondary/post-secondary

**Explanatory note:** Teacher at all levels of school education enrolling pupils aged between 3 and 19, who is trained as a generalist (for pre-primary and primary levels) and as a subject specialist (secondary level). The upper secondary school leaving certificate (*diploma za sredno obrazovanie*) is necessary to embark on training which lasts 4 or 5 years for pre-primary and primary schoolteachers, and leads to the degrees of *baklavur* and *magistur*, respectively. For lower and upper secondary schools, teacher training lasts 5 years and leads to the degree of *magistur*. Courses are general and followed by a period of in-school practical work. These teachers are also entitled to work at special education institutions. They are appointed by the head of the institution (*director* - *директор*) in accordance with an open recruitment procedure, employed by the municipality on a permanent contract and evaluated by the head of the regional inspectorate (*natchalnik na inspektorat* - *началник на инспекторат*).



### Vidējās izglītības skolotājs/a (+)

**Country:** Latvia

**Grammatical variants:** Vidējās izglītības skolotāji/as

**Level:** Upper secondary

**Explanatory note:** Teacher at general (*vidusskolas, ģimnāzijas, liceji*) and vocational education institutions (*profesionālās izglītības iestādes*) enrolling pupils aged between 15 and 18, who is university-trained as a subject specialist. The upper secondary school leaving certificate (*atestāts par vispārējo vidējo izglītību*) or its equivalent is necessary to embark on training which lasts 4-5 years and contains both a theoretical and practical part. Successful training leads to the award of the bachelor of pedagogy degree (*pedagoģijas bakalaura grāds*) or a subject specialist qualification (*priekšmeta skolotājs*) or secondary school teacher's qualification (*vidējās izglītības skolotāja kvalifikācija*). For all information on appointment, employer, status and evaluation, see ► *Pirmsskolas izglītības skolotājs/a*.

### Viesdocents/e

**Country:** Latvia

**Grammatical variants:** Viesdocenti/es, viesdocentu

**Level:** Tertiary

**Explanatory note:** Visiting teacher at a tertiary education institution (*augstskola, universitāte*) normally enrolling students from the age of 18. For information on appointment, see ► *Viesprofesors/e*. For information on qualifications, responsibilities,

employer, status, evaluation see ► *Profesors/e*. General term: *Pasniedzējs/a*.

### Vieslektors/e

**Country:** Latvia

**Grammatical variants:** Vieslektori/es, vieslektoru

**Level:** Tertiary

**Explanatory note:** Visiting teacher at a tertiary education institution normally enrolling students from the age of 18. For information on appointment, see ► *Viesprofesors/e*. For information on qualifications, responsibilities, employer, status, evaluation, see ► *Lektors/e*.

### Viesprofesors/e

**Country:** Latvia

**Grammatical variants:** Viesprofesori/es, viesprofesoru

**Level:** Tertiary

**Explanatory note:** Visiting teacher at a tertiary education institution (*augstskola, universitāte*) normally enrolling students from the age of 18. In most cases, the appointment of teachers in tertiary education institutions is by open competition for a 6-year period (see ► *Profesors/e*). However, following a proposal from the faculty or institutional council, the senate (*Senāts*) of the institution concerned may decide not to announce a competition but to fill a vacant, or temporarily vacant, staff position by employing a visiting teacher for up to two years. For information on qualifications,

responsibilities, employer, status, evaluation, see ► *Profesors/e*. General term: *Pasniedzējs/a*.

### Vikar

**Country:** Denmark

**Grammatical variants:** Vikaren, vikarer, vikarerne

**Level:** Primary/lower secondary

**Explanatory note:** Temporarily employed teacher at a *folkeskole* for pupils aged between 6/7 and 16, who is trained in the same way as a ► *Folkeskolelærer*, but who may also be appointed on the basis of other relevant educational or occupational experience. These teachers are employed to cover for sickness or similar forms of absence on the part of a *folkeskolelærer*, or to satisfy other temporary requirements. If their employment lasts less than 3 months, they are paid by the hour and their appointment can be cancelled without notice. If they are employed for longer than 3 months, they are paid on a monthly basis. *Vikarer* are appointed by the municipalities in accordance with an open recruitment procedure and employed by them on a group contract basis. They are subject to no individual formal assessment procedures.

### Viš. pred.

**Country:** Slovenia

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Višji/ja predavatelj/ica*.

### Viš. predavatelj/ica

**Country:** Slovenia

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Višji/ja predavatelj/ica*.

### Viš. strok. sod.

**Country:** Slovenia

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Višji/ja strokovni/na sodelavec/vka*.

### Viš. strok. sodelavec/vka

**Country:** Slovenia

**Level:** Tertiary

**Explanatory note:** Abbreviation of ► *Višji/ja strokovni/na sodelavec/vka*.

### Visiting professor

**Country:** United Kingdom (Scotland)

**Level:** Tertiary

**Explanatory note:** Teacher who has made a considerable contribution in a particular field, which is recognised by the host higher education institution concerned. It is unusual for the appointment of a *visiting professor* to involve heavy teaching or administrative duties.

### Višji/ja predavatelj/ica

**Country:** Slovenia

**Grammatical variants:** Višji/je predavatelj/ce, višj\* predavatelj\*

**Level:** Tertiary

**Explanatory note:** Teacher in professionally-oriented tertiary education programmes (*visokošolski strokovni programi*) offered by various types of institution normally enrolling students from the age of 19. Staff who occupy this post must hold a second degree (generally the academic title of *magisterij* or the professional title of *specializacija*) in an appropriate discipline. Their title is awarded for a period of 5 years by the *senat* of the relevant tertiary education institution, in accordance with legislative procedures. The title can also be revoked. Staff in this category are primarily responsible for teaching. For appointment, employer, status and evaluation, see ► *Asistent/ka*. Abbreviations: Viš. pred., Viš. predavatelj/ica. General term: *Visokošolski/ke učitelj/ice*.

### Višji/ja strokovni/na sodelavec/vka

**Country:** Slovenia

**Grammatical variants:** Višji/je strokovni/na sodelavci/vke, višj\* strokovn\* sodelav\*

**Level:** Tertiary

**Explanatory note:** Teacher assistant at tertiary education institutions normally enrolling students from the age of 19. Staff who occupy this post should hold at least a first degree, have 10 years of appropriate professional experience and demonstrate outstanding achievements in their field. In principle, their title is awarded for an indefinite period by the *senat* of the institution concerned, in accordance with legislative procedures, but it may also be revoked. They

are mainly responsible for the provision of teaching assistance in their institution, but they also carry out certain tasks related to research or artistic activity. They may be appointed to the post of ► *Strokovni/na svetnik/ica*. For further information on qualifications, appointment, employer, status and evaluation, see ► *Asistent/ka*. Abbreviations: Viš. strok. *sodelavec/vka*, Viš. strok. sod. General term: *Visokošolski/ka sodelavci/vka*.

### Visokošolski/ka sodelavec/vka

**Country:** Slovenia

**Grammatical variants:** Visokošolski/ke sodelavci/vke, visokošolsk\* sodelav\*

**Level:** Tertiary

**Explanatory note:** General term for all academic assistants in tertiary education, see ► *Asistent*, ► *Strokovni/na sodelavec/vka*, ► *Strokovni/na svetnik/ica*, ► *Učitelj/ica veččin*, ► *Višji/ja strokovni/na sodelavec/vka*.

### Visokošolski/ka učitelj/ica

**Country:** Slovenia

**Grammatical variants:** Visokošolski/ke učitelji/ice, visokošolsk\* učitelj\*

**Level:** Tertiary

**Explanatory note:** General term for all academic staff responsible for teaching and research or artistic activity in tertiary education, see ► *Docent/ka*, ► *Izredni/na profesor/ica*, ► *Lektor/ica*, ► *Predavatelj/ica*, ► *Redni/na profesor/ica*, ► *Višji/ja predavatelj/ica*.

### Vodja izobraževanja odraslih

**Country:** Slovenia

**Grammatical variants:** Vodje izobraževanja odraslih, vodj\* izobraževanja odraslih

**Level:** Lower/upper secondary/post-secondary

**Explanatory note:** Synonym for ► *Organizator/ica izobraževanja odraslih*.

### Volksschullehrer/in

**Country:** Austria

**Grammatical variants:** Volksschullehrer/innen\*

**Level:** Primary

**Explanatory note:** Teacher at a *Volksschule* enrolling pupils aged between 6 and 10, who is trained as a generalist at a *Pädagogische*

*Akademie* (non-university tertiary education). The *Volksschullehrer/in* is responsible for teaching nearly all subjects (foreign languages included). The general upper secondary school leaving certificate (*Reifeprüfungszeugnis*), or its equivalent, is necessary to embark on training which lasts at least 3 years and contains both a theoretical and practical part. Successful training leads to the award of a *Lehramt für Volksschulen* qualification. The regional school council (*Landesschulrat*) or, in some provinces, the regional government *Landesregierung*, appoints these teachers and organises the procedure for their recruitment (there is no competitive examination). Teachers are employed by the regional government (*Landesregierung*). At the start of their career, they get a fixed-term contract and, after a period of 4 to 10 years, they may become civil servants. They are evaluated by the inspector of the local school council (*Bezirksschulinspektor/in*).

### Vorschullehrer/in

**Country:** Belgium (German-speaking Community)

**Level:** Pre-primary

**Explanatory note:** Synonym for ► *Kinder-gärtner/in*.

### Vychovatel/ka-asistent/ka učiteľ

**Country:** Czech Republic

**Grammatical variants:** Vychovatelé/lky-asistenti/ky učiteľe, vychovatel\*-asistent\* učiteľe

**Level:** Primary/lower secondary

**Explanatory note:** Educational support staff at *základní škola* (including special education schools) with large numbers of socially disadvantaged children. Teachers supervise the work of these staff who are directly responsible to the school head. They must be older than 18 and should at least have successfully completed the *základní škola*. They have to take a short course in the rudiments of teaching which is organised by various accredited institutions and leads to the award of a certificate. School heads have to apply to the Ministry of Education for this category of educational staff via the district authority (*okresní úřad*). Their tasks include helping pupils to get used to school, assisting



teachers with classroom activities and furthering cooperation with children's parents and their local community. In schools which have the status of a legal entity, these support staff are appointed by the school head and employed by the school. The district authority is their employer at schools which are not legal entities, and specially selects someone to appoint them. The school inspector (*školni inspektor/ka*) is responsible for their evaluation.

### Vyresnysis/nioji dėstytojas/ja

**Country:** Lithuania

**Grammatical variants:** Vyresnieji/niosios dėstytojai/jos

**Level:** Tertiary

**Explanatory note:** Promotion title (first grade) conferred on all those who have worked as ► *Dėstytojas/ja*. The staff concerned must be able to demonstrate sound teaching ability as teachers (with at least 5 years of experience in the profession), in-service training (including tests) and further professional activities (such as participation in projects, writing articles, assisting less experienced teachers, evaluating and developing subject or study programmes, and dissemination of the methodology and teaching material related to the subject area in which the particular staff member has been working). The promotion is granted by the chief/general commission for vocational college teacher/appraisal (*vyriausioji aukštesniųjų mokyklų dėstytojų atestacijos komisija*) at the Ministry of Education and Science. Teachers may subsequently be promoted to the title of ► *Dėstytojas/ja ekspertas/tė*. For further information, see ► *Vyresnysis/nioji mokytojas/ja*.

### Vyresnysis/nioji mokytojas/ja

**Country:** Lithuania

**Grammatical variants:** Vyresnieji/niosios mokytojai/jos

**Level:** Pre-primary/primary/lower/upper secondary

**Explanatory note:** Promotion title (first grade) conferred on all those who have worked as ► *Auklėtojas/ja*, ► *Bendrojo lavinimo dalyko/kų mokytojas/ja* (+), ►

*Pradinių klasių mokytojas/ja*, ► *Profesijos mokytojas/ja* (staff categories to be awarded the title of *vyresnysis mokytojas*), ► *Specialusis/lioji pedagogas/gė*, and for *papildomojo ugdymo pedagogas/gė* (who performs related duties outside school hours). The staff concerned must be able to demonstrate sound teaching ability as teachers (with at least 4 years of experience in the profession), in-service training (including tests) and further professional activities (such as participation in projects, writing articles, assisting less experienced teachers, evaluating and developing subject or study programmes, and dissemination of the methodology and teaching material related to the subject area in which the particular staff member has been working). In most cases, promotion is granted by the teacher/appraisal commission (*pedagogų atestacinė komisija*) of the school concerned. The exceptions are the *profesijos mokytojas*, to whom promotion is granted by the qualification commission (*kvalifikacijos komisija*) at the Teacher Professional Development Centre (*Pedagogų profesinės raidos centras*). The promotion of these teachers entitles them to an increased salary. Teachers may subsequently be promoted to the title of ► *Mokytojas/ja metodininkas/kė* or ► *Mokytojas/ja ekspertas/tė*. A strict immediate sequence, e.g. from *vyresnysis mokytojas* to *mokytojas metodininkas*, is not required. To form a category-specific promotion title, the first element of the generic term (*vyresnysis/ioji*) of the promotion title is appended to the basic term, e.g. *vyresnysis/nioji auklėtojas/ja*.

### Vzgojitelj/ica

**Country:** Slovenia

**Grammatical variants:** Vzgojitelj/i/ice, vzgojitelj\*

**Level:** Pre-primary

**Explanatory note:** Common term for ► *Vzgojitelj/ica predšolskih otrok*.

### Vzgojitelj/ica predšolskih otrok

**Country:** Slovenia

**Grammatical variants:** Vzgojitelj/i/ce predšolskih otrok, vzgojitelj\* predšolskih otrok

**Level:** Pre-primary

**Explanatory note:** Teacher at *vrtec* (including special education institutions) for children aged between 3 and 6/7, who is trained as a generalist at a *pedagoška fakulteta* (faculty of education). Satisfactory performance in the upper secondary school leaving examination (*zaključni izpit/poklicna matura* or *matura*) and in a musical aptitude test are required to embark on training in the 3-year professionally-oriented tertiary education programme (*predšolska vzgoja*). Successful training leads to the award of the professional title of *diplomirani/na vzgojitelj/ica predšolskih otrok*. Staff in this category are responsible for the care, upbringing and teaching of young children, and require an additional qualification (*specialna pedagoška izobrazba*) for work with children with special needs. They may also occupy the position of

‘second teacher’ in the first year of the 9-year *osnovna šola* (for children aged 6). These staff are appointed by the head of the institution concerned (*ravnatelj/ica*) on the basis of an open recruitment procedure and employed by the local community (*občina*). In public institutions, they have civil servant status. They begin their career as trainees (*pripravniki*) in the institution (*vrtec*) in which they intend to teach. On completion of a qualifying phase on the job lasting 10 months, they take a teaching certification examination (*strokovni izpit*) supervised by a state teaching examination board appointed by the Minister of Education. The head of their institution (*ravnatelj/ica*) and school inspector (*inšpektor/ica za šolstvo*) are responsible for evaluating them. For promotion possibilities, see ► *Mentor/ica*. Common term: *Vzgojitelj/ica*.





### Werkleider

**Country:** Belgium (Flemish Community)

**Grammatical variants:** Werkleiders

**Level:** Tertiary

**Explanatory note:** Promotion title for a permanently appointed ► *Assistant/e* in the *hogeschool*, who is promoted in accordance with seniority in his/her post.

### Wissenschaftlicher/che Assistent/in

**Country:** Deutschland

**Grammatical variants:** Wissenschaftliche Assistenten, Wissenschaftlich\* Assistent\*

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions (*Hochschulen*) normally enrolling students from the age of 19. Candidates for this post must either have a doctorate (*Promotion*) or have successfully completed the second state examination (*zweite Staatsprüfung*). Furthermore, in engineering, they must also have obtained very good results in the degree examination (*qualifizierter Studienabschluss*) while, in medical disciplines, they must have achieved excellent results in the state examination (*Staatsprüfung*) following the course of study or training. These staff perform academic services in research and teaching, as a result of which they may acquire additional qualifications, and have to be given sufficient time to pursue their own independent research. They are selected by the appropriate body at their institution which assigns them to a ► *Professor* who is responsible for and supports them in performing their services. Teachers in this category are employed by the

*Land*, usually as temporary civil servants, but sometimes also as temporary public service employees, in accordance with the *Bundesangestelltentarifvertrag* (Collective Agreement for Federal Employees). Their appointment in either capacity is generally limited initially to 3 years, although it may be extended by a further 3 years. They are evaluated by their university unit (faculty, department, etc.) and the professor responsible for their work.

### Wissenschaftlicher/che Mitarbeiter/in

**Country:** Deutschland

**Grammatical variants:** Wissenschaftliche Mitarbeiter, Wissenschaftlich\* Mitarbeiter\*

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary institutions (*Hochschulen*) enrolling students usually from the age of 19. These staff, who must normally have graduated from an institution of tertiary education, have to perform services of an academic nature, including the teaching of theoretical knowledge and practical skills to students and demonstrating the application of academic methods. Staff in this category may be assigned to a ► *Professor* with the authority to instruct them in their work. For appointment, employer, status and evaluation, see ► *Künstlerischer Mitarbeiter*.

### Wykładowca

**Country:** Poland

**Grammatical variants:** Wykładowcy, wykładowc\*

**Level:** Tertiary

**Explanatory note:** Teacher at tertiary education institutions normally enrolling students from the age of 19.

- At tertiary non-vocational institutions, the required qualifications are defined in the statutes of the institution concerned. Teachers are appointed, at the request of the dean (*dziekan*) or the head of unit (*kierownik jednostki* such as *dyrektor instytutu*), by the head (*rektor*) of the institution, in accordance with open recruitment procedures established by it. In addition to teaching, their responsibilities include upgrading of their own professional skills and assistance with the institution's organisational tasks. These teachers are employed by the institution on a permanent basis. For information on evaluation, see ► *Adiunkt*.

- At tertiary vocational education institutions, the required qualifications are the degree of *doktor*, or the professional title of *magister* or *magister inżynier* or their equivalent, and professional experience acquired outside tertiary education. The kind of experience required is defined in the statutes of the institution concerned. Responsibilities include teaching and assistance with the institution's organisational tasks. Teachers are appointed, at the request of the dean or the head of unit (*kierownik jednostki* such as *dyrektor instytutu*), by the head of the institution on the basis of a recruitment procedure established by it, and are employed by it on a contractual basis. For information on evaluation, see ► *Profesor*.

General term: *Nauczyciel akademicki*.





### **Yhteisten opintojen opettaja**

**Country:** Finland

**Grammatical variants:** Yhteisten opintojen opettajat, yhteisten opintojen opettaj\*

**Level:** Upper secondary

**Explanatory note:** Teacher at *ammattillinen oppilaitos* for students aged between 16 and 19. Depending on the type of institution and subject to be taught, these teachers, responsible for teaching the core subjects, are required to have either an appropriate higher academic degree (*ylioppilastutkintotodistus* diploma) or a polytechnic degree (*ammattikorkeakoulututkinto* diploma), or the highest possible qualification in their own occupational field, including a pedagogical training with a possible 35 credits (approximately one academic year). For information on recruitment, appointment, employer, status and evaluation, see ► *Luokanopettaja* (+). Swedish term: *Lärare i gemensamma ämnen*.

### **Yliassistentti**

**Country:** Finland

**Grammatical variants:** Yliassistentit, yliassistent\*

**Level:** Tertiary

**Explanatory note:** Senior assistant at university normally enrolling students from the age of 19, who has teaching, management and, above all, research responsibilities. Candidates for the position must have an appropriate *lisensiaatintutkinto* or *tohtorintutkinto* diploma. For information on recruitment, appointment, employer, status

and evaluation see *professori*. Swedish term: *Överassistent*.

### **Yliopettaja**

**Country:** Finland

**Grammatical variants:** Yliopettajat, yliopettaj\*

**Level:** Tertiary

**Explanatory note:** Senior teacher responsible for teaching at an *ammattikorkeakoulu* (polytechnic) normally enrolling students from the age of 19. Candidates for the position must have an appropriate *lisensiaatintutkinto* or *tohtorintutkinto* diploma and at least 3 years of work experience. Pedagogical training with a possible 35 credits (approximately one academic year) is also required for appointment. If teachers are not trained at the time of appointment, they have to be trained within 3 years following it. They are appointed by the education provider on the basis of an open recruitment procedure, and employed by the *ammattikorkeakoulu* as civil servants or on a contractual basis. They are evaluated by the *ammattikorkeakoulu* in accordance with its internal arrangements. Swedish term: *Överlärare*.

### **Yliopistonlehtori**

**Country:** Finland

**Grammatical variants:** Yliopiston lehtorit, yliopiston lehtor\*

**Level:** Tertiary

**Explanatory note:** Teacher at university normally enrolling students from the age of 19, who is responsible for teaching, management and research. Candidates for the position are required to have a

*tohtorintutkinto* diploma, good teaching skills and, where necessary, need to have practical experience of the field in question. In comparison with ► *Tohtoriassistentti*, their work is concerned more with teaching than with research. For information on recruitment, appointment, status, see ► *Professori*. Swedish term: *Universitetslektor*.

## Yrkeslärare

**Country:** Sweden

**Level:** Upper secondary/post-secondary

**Explanatory note:** Teacher at an upper secondary institution for pupils aged between 16 and 19, or in adult education (for those

aged 20 or over). The *slutbetyg från gymnasieskolan* diploma, appropriate vocational tertiary education of at least 1½ years, and extensive work experience (between 2 and 5 years) are required for admission to the practical and theoretical training. This consists of a 1-year academic/practical course leading to the *gymnasielärarexamen* diploma (*yrkesinriktad*). From 1 July 2001, a new integrated teaching degree is being introduced, replacing the *gymnasielärarexamen*. For information on recruitment, appointment, employer, status and evaluation, see ► *Förskollärare*.



### Zaslužni/na profesor/ica

**Country:** Slovenia

**Grammatical variants:** Zaslužni/ne profesorji/ice, zaslužn\* profesor\*

**Level:** Tertiary

**Explanatory note:** Special honorary title (Professor Emeritus) awarded by the senate of the university concerned to a retired ► *Redni/na profesor/ica* who has an exceptional teaching, academic and scientific/artistic record.

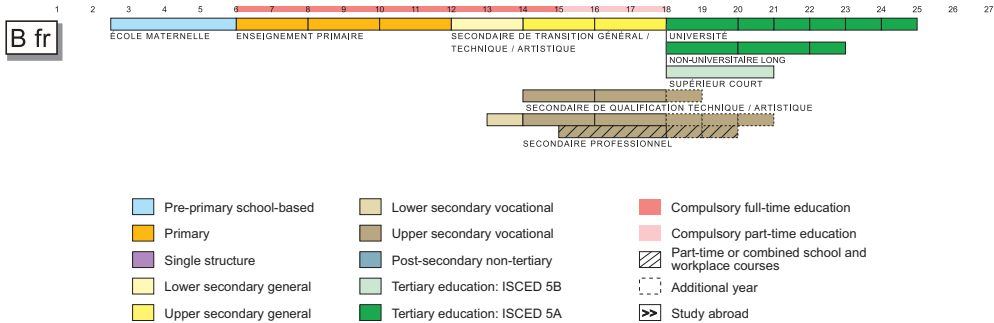


## **Part II — Summary tables**



		Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
Pre-primary	(ISCED 0)	Instituteur/trice maternel/le	Puéricultrice	Puéricultrice
Primary	(ISCED 1)	Instituteur/trice primaire Maître spécial		
Lower secondary	(ISCED 2)	Agrégé/e de l'enseignement secondaire inférieur (+) (Régent/e (+))		
Upper secondary	(ISCED 3)	Agrégé/e de l'enseignement secondaire inférieur (+) (Régent/e (+)) Agrégé/e de l'enseignement secondaire supérieur (+)		
Post-secondary	(ISCED 4)	Agrégé/e de l'enseignement secondaire supérieur (+)		
Tertiary	(ISCED 5 and 6)	Chargé de cours Professeur Professeur ordinaire	Maître assistant (Assistant)	
Adult education				

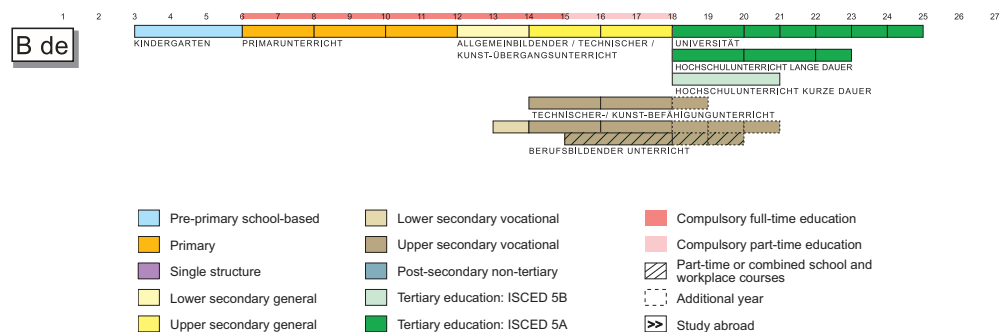
Structures of school and tertiary education institutions, 2000/01



## Belgium (German speaking Community)

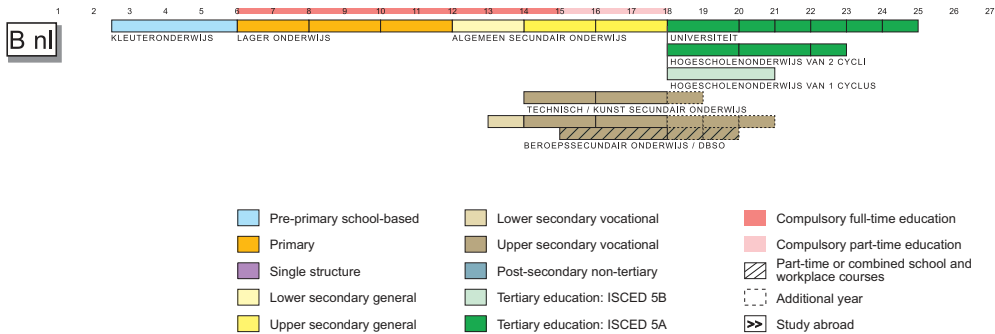
	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b> (ISCED 0)	Kindergärtner/in (Vorschullehrer/in)		Sonderschullehrer/in
<b>Primary</b> (ISCED 1)	Primarschullehrer/in		Sonderschullehrer/in
<b>Lower secondary</b> (ISCED 2)	Sekundarschullehrer/in Unterstufe (+) (Regent/in (+))		
<b>Upper secondary</b> (ISCED 3)	Sekundarschullehrer/in Oberstufe (+)		
<b>Post-secondary</b> (ISCED 4)	Sekundarschullehrer/in Oberstufe (+)		
<b>Tertiary</b> (ISCED 5 and 6)	Dozent/in		
<b>Adult education</b>			

## Structures of school and tertiary education institutions, 2000/01



	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
Pre-primary (ISCED 0)	Kleuteronderwijzer/es		
Primary (ISCED 1)	Onderwijzer/es		
Lower secondary (ISCED 2)	Geaggregeerde voor het secundair onderwijs (+)		
Upper secondary (ISCED 3)	Geaggregeerde voor het secundair onderwijs (+)		
Post-secondary (ISCED 4)			
Tertiary (ISCED 5 and 6)	Buitengewoon hoogleraar Docent/e Gastprofessor Gewoon hoogleraar Hoofddocent/e Hoofdlector Hoofdpraktijk-lector Hoogleraar Lector Praktijklector	Assistent/e Doctor-assistent/e Werkleider	
Adult education			

Structures of school and tertiary education institutions, 2000/01

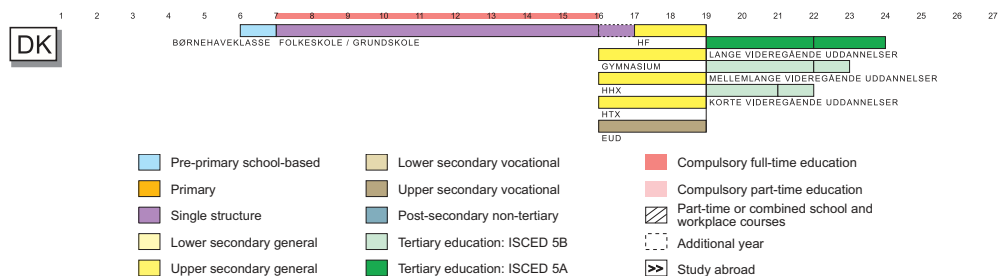


## Denmark

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b> (ISCED 0)	Pædagog	Pædagogmedhjælper	Pædagog
<b>Primary</b> (ISCED 1)	Folkeskolelærer Overlærer Skolebibliotekar Vikar		
<b>Lower secondary</b> (ISCED 2)	Folkeskolelærer Overlærer Skolebibliotekar Vikar		
<b>Upper secondary</b> (ISCED 3)	Adjunkt Erhvervsskolelærer (+) Gymnasielærer (+) Lektor		
<b>Post-secondary</b> (ISCED 4)	Adjunkt Erhvervsskolelærer (+) Gymnasielærer (+) Lektor		
<b>Tertiary</b> (ISCED 5 and 6)	Adjunkt Ekstern lektor Lektor Professor Undervisningsassistent		
<b>Adult education</b>			

**Note:** Adult education in Denmark is a very broad sector covering everything from courses in 'tea leaf reading' in liberal adult education to astrophysics in university extra-mural courses (*Folkeuniversitet*), and there are non-qualifying as well as qualifying courses. Teachers (*Voksenunderviser*) also range from those with special knowledge within a given field but no formal qualifications, to university professors. Common to them all is that they have to pass a special adult education teacher training course in order to teach at this level.

## Structures of school and tertiary education institutions, 2000/01



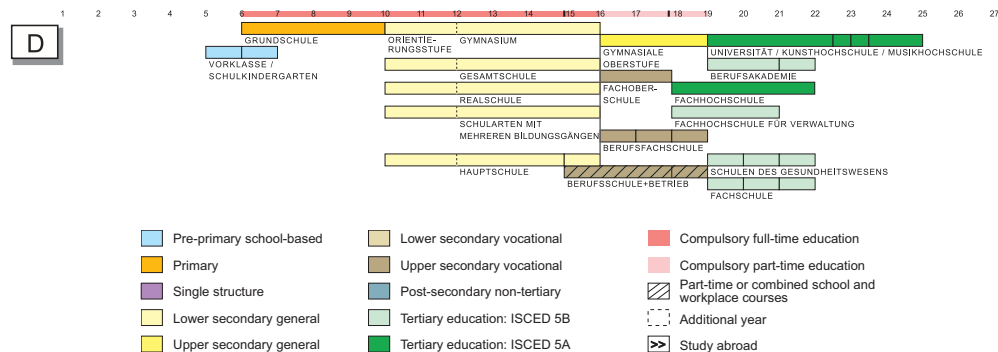
## Germany

	<b>Teachers/Instructors</b>	<b>Assistant/auxiliary teachers</b>	<b>Staff involved in special educational needs provision</b>
<b>Pre-primary</b> (ISCED 0)	Erzieher/in	Erzieher/in	
<b>Primary</b> (ISCED 1)	Lehrer/in für Lehrämter der Grundschule bzw. der Primarstufe Lehrer/in für übergreifende Lehrämter der Primarstufe und aller oder einzelner Schularten der Sekundarstufe I (+)		Lehrer/in für sonderpädagogische Lehrämter
<b>Lower secondary</b> (ISCED 2)	Lehrer/in für Lehrämter für alle oder einzelne Schularten der Sekundarstufe I (+) Lehrer/in für Lehrämter für die Sekundarstufe II (allgemeinbildende Fächer) oder für das Gymnasium (+) Lehrer/in für übergreifende Lehrämter der Primarstufe und aller oder einzelner Schularten der Sekundarstufe I (+)		Lehrer/in für sonderpädagogische Lehrämter (+)
<b>Upper secondary</b> (ISCED 3)	Lehrer/in für Fachpraxis im beruflichen Schulwesen Lehrer/in für Lehrämter für die Sekundarstufe II (allgemeinbildende Fächer) oder für das Gymnasium (+) Lehrer/in für Lehrämter für die Sekundarstufe II (berufliche Fächer) oder für die beruflichen Schulen (+)		Lehrer/in für sonderpädagogische Lehrämter (+)
<b>Post-secondary</b> (ISCED 4)			

## Germany (continued)

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational needs provision
<b>Tertiary</b> (ISCED 5 and 6)	Hochschuldozent/in Künstlerischer/sche Assistent/in Künstlerischer/sche Mitarbeiter/in Lehrbeauftragter/te Lehrkraft für besondere Aufgaben Oberassistent/in Oberingenieur/in Professor/in Wissenschaftlicher/che Assistent/in Wissenschaftlicher/che Mitarbeiter/in		
<b>Adult education</b>			

Structures of school and tertiary education institutions, 2000/01



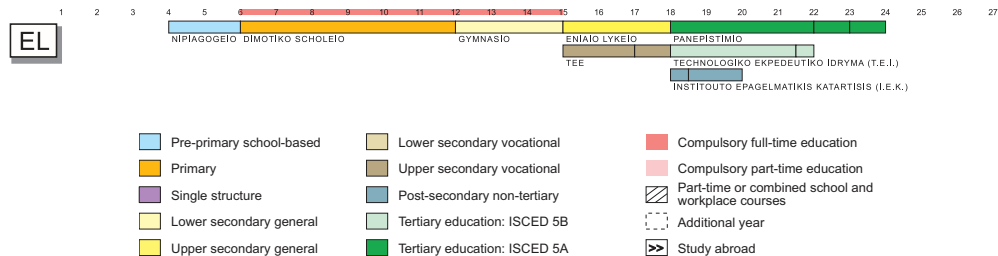




## Greece

		Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b>	(ISCED 0)	Nipiagogos (Νηπιαγωγός)		
<b>Primary</b>	(ISCED 1)	Daskalos/la (Δάσκαλος/λα)		Daskalos/la Idikis Agogis (Δάσκαλος/λα Ειδικής Αγωγής)
<b>Lower secondary</b>	(ISCED 2)	Kathigitis/tria (Καθηγητής/τρια) (+)		Daskalos/la Idikis Agogis (Δάσκαλος/λα Ειδικής Αγωγής)
<b>Upper secondary</b>	(ISCED 3)	Kathigitis/tria (Καθηγητής/τρια) (+)		Daskalos/la Idikis Agogis (Δάσκαλος/λα Ειδικής Αγωγής)
<b>Post-secondary</b>	(ISCED 4)	Ekpaideftis/tria (Εκπαιδευτής/τρια)		
<b>Tertiary</b>	(ISCED 5 and 6)	Anaplirotis/tria Kathigitis/tria (Αναπληρωτής/τρια Καθηγητής/τρια) Epikouros Kathigitis/tria (Επίκουρος Καθηγητής/τρια) Kathigitis/tria (Καθηγητής/τρια) Kathigitis/tria Efarmogon (Καθηγητής/τρια Εφαρμογών) Lector (Λέκτορας)		
<b>Adult education</b>				

## Structures of school and tertiary education institutions, 2000/01



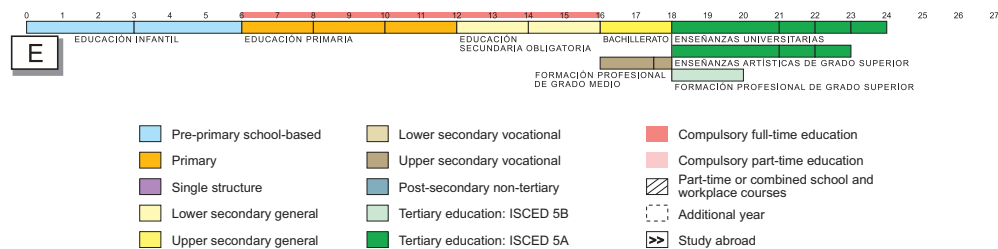
## Spain

	<b>Teachers/Instructors</b>	<b>Assistant/auxiliary teachers</b>	<b>Staff involved in special educational provision</b>
<b>Pre-primary</b> (ISCED 0)	Maestro/ra (+) Profesor/a de Apoyo Técnico/ca Superior en Educación Infantil	Profesor/a de Apoyo Técnico/ca Superior en Educación Infantil	Maestro/ra
<b>Primary</b> (ISCED 1)	Maestro/ra (+) Profesor/a de Apoyo Profesor/a de Música y Artes Escénicas	Profesor/a de Apoyo	Maestro/ra
<b>Lower secondary</b> (ISCED 2)	Catedrático/ca (con condición de) Profesor/a de Apoyo Profesor/a de Enseñanza Secundaria (+) Profesor/a de Escuela Oficial de Idiomas Profesor/a de Música y Artes Escénicas Profesor/a Técnico/ca de Formación Profesional	Profesor/a de Apoyo	Profesor/a de Enseñanza Secundaria Profesor/a Técnico/ca de Formación Profesional
<b>Upper secondary</b> (ISCED 3)	Catedrático/ca (con condición de) Profesor/a de Artes Plásticas y Diseño Profesor/a de Enseñanza Secundaria (+) Profesor/a de Escuela Oficial de Idiomas Profesor/a de Música y Artes Escénicas Maestro/ra de Taller de Artes Plásticas y Diseño Profesor/a Técnico/ca de Formación Profesional		Profesor/a de Enseñanza Secundaria Profesor/a Técnico/ca de Formación Profesional
<b>Post-secondary</b> (ISCED 4)			

## Spain (continued)

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Tertiary</b> (ISCED 5 and 6)	Ayudante Catedrático/ca (con condición de) Catedrático/ca de escuela universitaria Catedrático/ca de Música y Artes Escénicas Catedrático/ca de Universidad Maestro/ra de Taller de Artes Plásticas y Diseño Profesor/a de Artes Plásticas y Diseño Profesor/a Asociado/da Profesor/a Emérito/a Profesor/a de Enseñanza Secundaria Profesor/a Técnico/ca de Formación Profesional Profesor/a Titular de escuela universitaria Profesor/a Titular de Universidad Profesor/a Visitante		
<b>Adult education</b>			

## Structures of school and tertiary education institutions, 2000/01

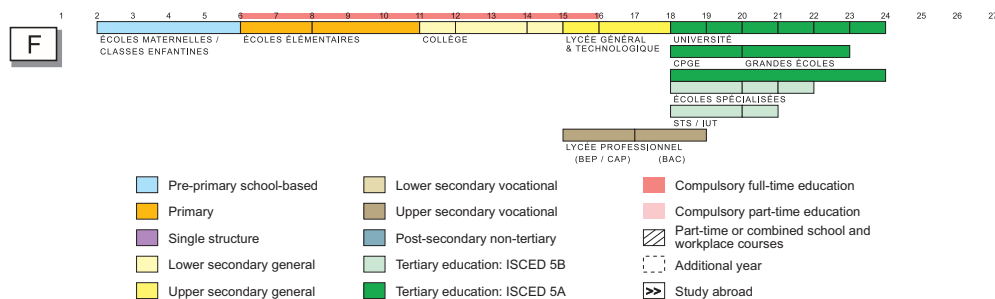


## France

		Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b>	(ISCED 0)	Professeur/e des écoles (Instituteur/trice)		
<b>Primary</b>	(ISCED 1)	Professeur/e des écoles (Instituteur/trice)		
<b>Lower secondary</b>	(ISCED 2)	Professeur/e certifié/e (+) Professeur/e d'éducation physique et sportive		Professeur/e certifié/e
<b>Upper secondary</b>	(ISCED 3)	Professeur/e agrégé/e (+) Professeur/e certifié/e (+) Professeur/e d'éducation physique et sportive Professeur/e de lycée professionnel		Professeur/e certifié/e
<b>Post-secondary</b>	(ISCED 4)			
<b>Tertiary</b>	(ISCED 5 and 6)	Attaché/e temporaire d'enseignement et de recherche (ATER) Enseignant/e associé/e Enseignant/e invité/e Lecteur/trice de langues étrangères Maître de conférences (Enseignant/e-chercheur/euse) Maître de langues étrangères Moniteur/trice Professeur/e agrégé/e Professeur/e des universités (Enseignant/e-chercheur/euse)		
<b>Adult education</b>				

**Note:** Since 1993, competitive examinations for the recruitment of teachers in primary and secondary schools are open to citizens of the EU or States party to the agreement on the EEA.

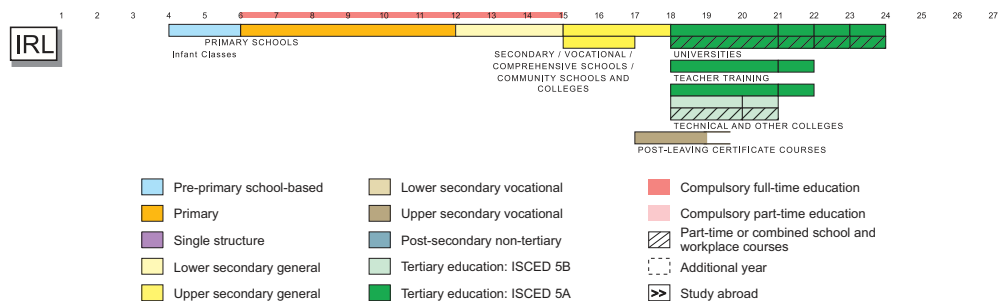
## Structures of school and tertiary education institutions, 2000/01



## Ireland

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b> (ISCED 0)	Childcare worker		
<b>Primary</b> (ISCED 1)	Assistant Principal Mainstream class teacher Special duties teacher Temporary teacher	Special needs assistant (SNA)	Resource teacher (RT) Special needs assistant (SNA)
<b>Lower secondary</b> (ISCED 2)	Assistant Principal Special duties teacher Teacher (+) Temporary teacher (+)	Special needs assistant (SNA)	Resource teacher (RT) Special needs assistant (SNA)
<b>Upper secondary</b> (ISCED 3)	Assistant Principal Special duties teacher Teacher (+) Temporary teacher (+)	Special needs assistant (SNA)	Resource teacher (RT) Special needs assistant (SNA)
<b>Post-secondary</b> (ISCED 4)	Teacher (+)		
<b>Tertiary</b> (ISCED 5 and 6)	Assistant lecturer Associate professor Lecturer Senior lecturer Professor		
<b>Adult education</b>			

## Structures of school and tertiary education institutions, 2000/01

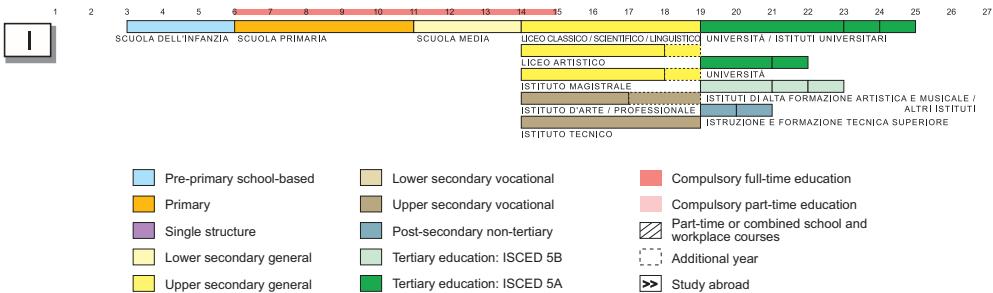




Italy

		Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
Pre-primary (ISCED 0)		Insegnante di scuola dell'infanzia		Insegnante di sostegno
Primary (ISCED 1)		Insegnante di scuola elementare		Insegnante di sostegno
Lower secondary (ISCED 2)		Insegnante di scuola media (+)		Insegnante di sostegno
Upper secondary (ISCED 3)		Insegnante di scuola secondaria superiore (+) Insegnante tecnico-pratico	Tecnico di laboratorio	Insegnante di scuola con particolari finalità Insegnante di sostegno
Post-secondary (ISCED 4)				
Tertiary (ISCED 5 and 6)		Professore associato (o di seconda fascia) Professore a contratto Professore ordinario (o di prima fascia) Professore straordinario	Collaboratore ed esperto linguistico (Lettore/trice) Ricercatore/trice	
Adult education				

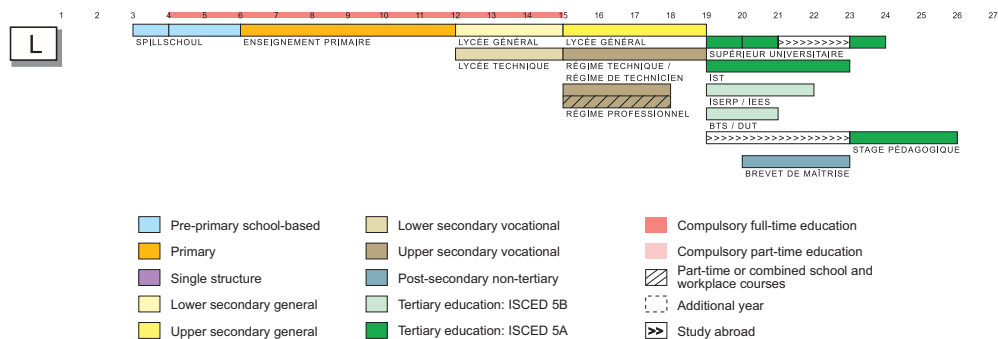
Structures of school and tertiary education institutions, 2000/01



## Luxembourg

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b> (ISCED 0)	Chargé de direction d'une classe Instituteur/trice	Chargé de direction d'une classe	
<b>Primary</b> (ISCED 1)	Instituteur/trice		
<b>Lower secondary</b> (ISCED 2)	Chargé d'éducation Maître d'enseignement technique (+) Maître de cours spéciaux Professeur d'enseignement secondaire (+)		
<b>Upper secondary</b> (ISCED 3)	Chargé d'éducation Maître de cours spéciaux Professeur d'enseignement secondaire (+)		
<b>Post-secondary</b> (ISCED 4)	Chargé de cours Professeur du centre universitaire		
<b>Tertiary</b> (ISCED 5 and 6)	Chargé de cours Professeur du centre universitaire		
<b>Adult education</b>			

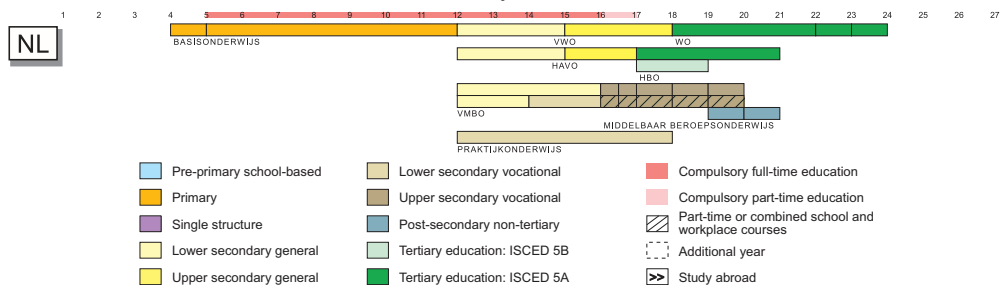
## Structures of school and tertiary education institutions, 2000/01



## The Netherlands

		Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b> (ISCED 0)		Leraar basisonderwijs Leraar in opleiding (Lio)	Klassenassistent Onderwijsassistent	Leraar speciaal basisonderwijs Leraar speciaal (voortgezet) onderwijs
<b>Primary</b> (ISCED 1)		Leraar basisonderwijs Leraar in opleiding (Lio)	Klassenassistent Onderwijsassistent	Leraar speciaal basisonderwijs Leraar speciaal (voortgezet) onderwijs
<b>Lower secondary</b> (ISCED 2)		Leraar in opleiding (Lio) Leraar voortgezet onderwijs (+)	Klassenassistent Onderwijsassistent	Leraar speciaal (voortgezet) onderwijs Leraar speciaal voortgezet onderwijs Leraar voortgezet speciaal onderwijs
<b>Upper secondary</b> (ISCED 3)		BVE-docent Coördinerend BVE-docent Hoofdinstructeur (landbouw) praktijkonderwijs Instructeur Leraar in opleiding (Lio) Leraar voortgezet onderwijs (+)	Onderwijsassistent (BVE)	
<b>Post-secondary</b> (ISCED 4)				
<b>Tertiary</b> (ISCED 5 and 6)		Assistent in opleiding Docent Hogeschooldocent Hogeschoolhoofddocent Hoofdinstructeur praktijkonderwijs Hoogleraar Instructeur praktijkonderwijs Instructeur technische vaardigheden Lector Universitair docent Universitair hoofddocent Universiteitsprofessor		
<b>Adult education</b>				

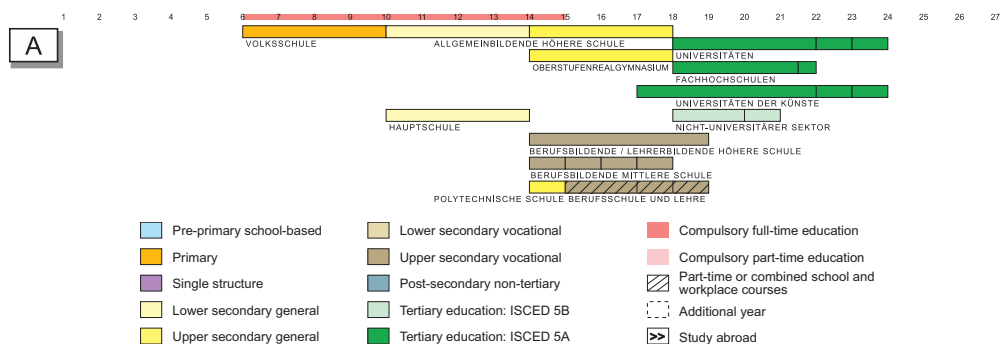
## Structures of school and tertiary education institutions, 2000/01



## Austria

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational needs provision
<b>Pre-primary</b> (ISCED 0)	Kindergärtner/in		Sonderkindergärtner/in
<b>Primary</b> (ISCED 1)	Volksschullehrer/in		Sonderschullehrer/in
<b>Lower secondary</b> (ISCED 2)	Hauptschullehrer/in (+) Lehrer/in an allgemeinbildenden höheren Schulen (+)		Sonderschullehrer/in
<b>Upper secondary</b> (ISCED 3)	Berufsschullehrer/in (+) Lehrer/in an allgemeinbildenden höheren Schulen (+) Lehrer/in an Polytechnischen Schulen (+) Lehrer/in für berufsbildende Gegenstände an berufsbildenden mittleren und höheren Schulen		Sonderschullehrer/in
<b>Post-secondary</b> (ISCED 4)			
<b>Tertiary</b> (ISCED 5 and 6)	Akademielehrer/in Assistenzprofessor/in Fachhochschul-Lektor/in Fachhochschul-Professor/in Lehrbeauftragter/te Universitätsassistent/in Universitätsdozent/in Universitätslektor/in (Instruktor/in) Universitätsprofessor/in		
<b>Adult education</b>			

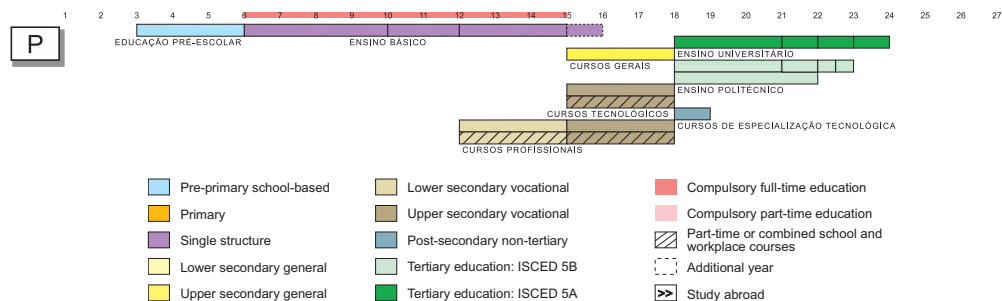
## Structures of school and tertiary education institutions, 2000/01



## Portugal

		Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b>	(ISCED 0)	Educador/a de infância	Professor/a de apoio educativo	Professor/a de apoio educativo
<b>Primary</b>	(ISCED 1)	Professor/a	Professor/a de apoio educativo	Professor/a de apoio educativo Professor/a de educação especial
<b>Lower secondary</b>	(ISCED 2)	Professor/a (+)	Professor/a de apoio educativo	Professor/a de apoio educativo Professor/a de educação especial (+)
<b>Upper secondary</b>	(ISCED 3)	Professor/a (+)	Professor/a de apoio educativo	Professor/a de apoio educativo Professor/a de educação especial (+)
<b>Post-secondary</b>	(ISCED 4)			Professor/a de educação especial (+)
<b>Tertiary</b>	(ISCED 5 and 6)	Assistente Assistente conviviado/da Assistente estagiário/ra Leitor/a Professor/a adjunto/ta Professor/a associado/da Professor/a auxiliar Professor/a catedrático/ca Professor/a conviviado/da Professor/a coordenador/a Professor/a visitante	Monitor/a	
<b>Adult education</b>				

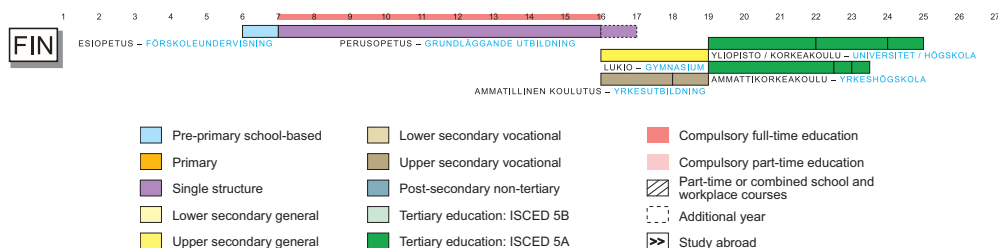
## Structures of school and tertiary education institutions, 2000/01



## Finland

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b> (ISCED 0)	Esiopetusta antava opettaja (Lärare som meddelar förskoleundervisning) Lastentarhanopettaja (Barnträdgårdslärare) Luokanopettaja (Klasslärare)		Erityislastentarhanopettaja (Specialbarnträdgårdslärare) Erityisluokanopettaja (Specialklasslärare) Erityisopettaja (Speciallärare or Specialyrkeslärare)
<b>Primary</b> (ISCED 1)	Aineenopettaja (+) (Ämneslärare) Lehtori (+) (Lektor) Luokanopettaja (Klasslärare)		Erityisluokanopettaja (Specialklasslärare) Erityisopettaja (Speciallärare or Specialyrkeslärare)
<b>Lower secondary</b> (ISCED 2)	Aineenopettaja (+) (Ämneslärare) Lehtori (+) (Lektor) Luokanopettaja (+) (Klasslärare)		Erityisluokanopettaja (Specialklasslärare) Erityisopettaja (Speciallärare or Specialyrkeslärare)
<b>Upper secondary</b> (ISCED 3)	Aineenopettaja (+) (Ämneslärare) Ammatillisten opintojen opettaja (Lärare i yrkesämnén) Lehtori (+) (Lektor) Yhteisten opintojen opettaja (Lärare i gemensamma ämnen.)		Erityisopettaja (Speciallärare or Specialyrkeslärare)
<b>Post-secondary</b> (ISCED 4)			
<b>Tertiary</b> (ISCED 5 and 6)	Apulaisopettaja (Biträdande lärare) or Kliininen opettaja (Klinisk lärare) Lehtori (Lektor) Professori (Professor) Tohtoriassistentti (Doktorassistent) Yliopettaja (Överlärare) Yliopistonlehtori (Universitetslektor)	Assistentti (Assistant) Yliassistentti (Överassistent)	
<b>Adult education</b>	Aineenopettaja (+) (Ämneslärare) Ammatillisten aineiden aineen opettaja (Lärare i yrkesämnén) Lehtori (+) (Lektor)		

## Structures of school and tertiary education institutions, 2000/01





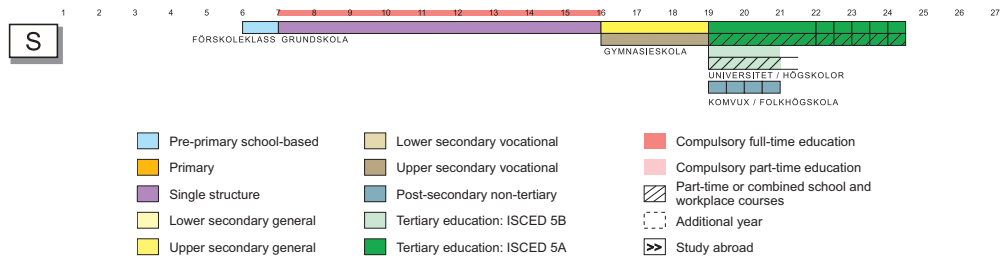
## Sweden

		<b>Teachers/Instructors</b>	<b>Assistant/auxiliary teachers</b>	<b>Staff involved in special educational provision</b>
<b>Pre-primary</b>	(ISCED 0)	Barnskötare Förskollärare		
<b>Primary</b>	(ISCED 1)	Bildlärare Grundskollärare Hushållslärare Idrottslärare Modersmåslärare Musiklärare Slöjdlärare		Specialpedagog (Speciallärare)
<b>Lower secondary</b>	(ISCED 2)	Bildlärare Folkhögskollärare Grundskollärare (+) Hushållslärare Idrottslärare Modersmåslärare Musiklärare Slöjdlärare		Specialpedagog (Speciallärare)
<b>Upper secondary</b>	(ISCED 3)	Bildlärare Folkhögskollärare Gymnasielärare (+) Hushållslärare Idrottslärare Modersmåslärare Musiklärare Slöjdlärare Yrkeslärare		Specialpedagog (Speciallärare)
<b>Post-secondary</b>	(ISCED 4)	Folkhögskollärare Yrkeslärare		

## Sweden (continued)

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Tertiary</b> (ISCED 5 and 6)	Adjunkt Forskarassistent Lektor Professor		
<b>Adult education</b>	Bildlärare Folkhögskollärare Grundskollärare Gymnasielärare Hushållslärare Idrottslärare Musiklärare Slöjdlärare Yrkeslärare		

## Structures of school and tertiary education institutions, 2000/01



## United Kingdom (England, Wales and Northern Ireland)

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational needs provision
<b>Pre-primary</b> (ISCED 0)	<b>UK (E/W/NI)</b> Supply teacher Unattached teacher <b>UK (E)</b> Fast track teacher <b>UK (E/W)</b> Advanced skills teacher (AST) Classroom teacher Graduate teacher Newly qualified teacher (NQT) Overseas teacher Registered teacher <b>UK (NI)</b> Assistant teacher Beginning teacher	<b>UK (E/W/NI)</b> Pre-school assistant (Nursery assistant) <b>UK (E/W)</b> Specialist teaching assistant	<b>UK (E/W/NI)</b> Learning support assistant or LSA (Special needs assistant/Teaching assistant) Specialist teacher
<b>Primary</b> (ISCED 1)	<b>UK (E/W/NI)</b> Subject leader (Subject coordinator) Supply teacher Unattached teacher <b>UK (E)</b> Fast track teacher <b>UK (E/W)</b> Advanced skills teacher (AST) Classroom teacher Graduate teacher Newly qualified teacher (NQT) Overseas teacher Registered teacher <b>UK (NI)</b> Assistant teacher Beginning teacher	<b>UK (E/W/NI)</b> Teaching assistant (Classroom assistant) <b>UK (E/W)</b> Pre-school assistant (Nursery assistant) Specialist teaching assistant	<b>UK (E/W/NI)</b> Learning support assistant or LSA (Special needs assistant/Teaching assistant) Special educational needs coordinator (SENCO) Specialist teacher

# United Kingdom (England, Wales and Northern Ireland) (continued)

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational needs provision
Lower secondary (ISCED 2)	<p><b>UK (E/W/NI)</b></p> <p>Specialist teacher</p> <p>Subject leader (Subject coordinator)</p> <p>Supply teacher</p> <p>Tutor</p> <p>Unattached teacher</p> <p><b>UK (E)</b></p> <p>Fast track teacher</p> <p><b>UK (E/W)</b></p> <p>Advanced skills teacher (AST)</p> <p>Classroom teacher</p> <p>Graduate teacher</p> <p>Newly qualified teacher (NQT)</p> <p>Overseas teacher</p> <p>Registered teacher</p> <p><b>UK (NI)</b></p> <p>Assistant teacher</p> <p>Beginning teacher</p>	<p><b>UK (E/W/NI)</b></p> <p>Language assistant (Foreign language assistant or FLA)</p> <p>Librarian</p> <p>Teaching assistant (Classroom assistant)</p>	<p><b>UK (E/W/NI)</b></p> <p>Learning support assistant or LSA (Special needs assistant/Teaching assistant)</p> <p>Special educational needs coordinator (SENCO)</p> <p>Specialist teacher</p>

## United Kingdom (England, Wales and Northern Ireland) (continued)

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational needs provision
<b>Upper secondary</b> (ISCED 3)	<b>UK (E/W/NI)</b> Instructor Lecturer Specialist teacher Subject leader (Subject coordinator) Supply teacher Tutor Unattached teacher <b>UK (E)</b> Fast track teacher <b>UK (E/W)</b> Advanced skills teacher (AST) Classroom teacher Graduate teacher Newly qualified teacher (NQT) Overseas teacher Registered teacher <b>UK (NI)</b> Assistant teacher Beginning teacher	<b>UK (E/W/NI)</b> Language assistant (Foreign language assistant or FLA) Librarian Teaching assistant (Classroom assistant)	<b>UK (E/W/NI)</b> Learning support assistant or LSA (Special needs assistant/Teaching assistant) Special educational needs coordinator (SENCO) Specialist teacher
<b>Post-secondary</b> (ISCED 4)	<b>UK (E/W/NI)</b> Instructor Lecturer Tutor	<b>UK (E/W/NI)</b> Language assistant (Foreign language assistant or FLA) Librarian	<b>UK (E/W/NI)</b> Learning support assistant or LSA (Special needs assistant/Teaching assistant)
<b>Tertiary</b> (ISCED 5 and 6)	<b>UK (E/W/NI)</b> Lecturer Principal lecturer Senior lecturer Tutor	<b>UK (E/W/NI)</b> Graduate teaching assistant (GTA) Language assistant (Foreign language assistant or FLA) Librarian Technical Demonstrator	<b>UK (E/W/NI)</b> Non-medical helper

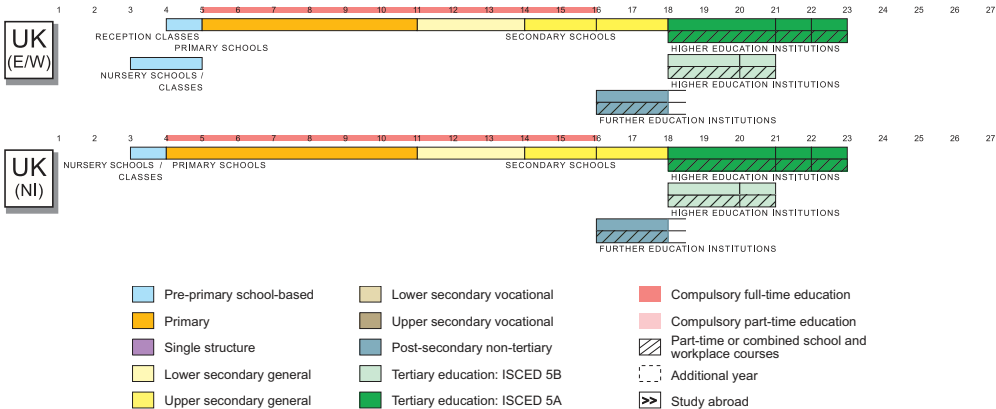
United Kingdom (England, Wales and Northern Ireland) (continued)

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational needs provision
Adult education	UK (E/W/NI) Instructor Lecturer Tutor	UK (E/W/NI) Language assistant (Foreign language assistant or FLA) Librarian	UK (E/W/NI) Learning support assistant or LSA (Special needs assistant/Teaching assistant)

**Note:** Some titles differ between schools and between *local education authorities* (England and Wales)/*Education and Library Boards* (Northern Ireland). Moreover, in further education institutions (upper, post-secondary and adult education) and tertiary education institutions, specific job titles can vary widely and therefore it is not possible to include all titles used in practice in this glossary.

All titles in columns one and two apply equally to staff working with pupils/students with special educational needs whether in mainstream or special schools/colleges.

Structures of school and tertiary education institutions, 2000/01



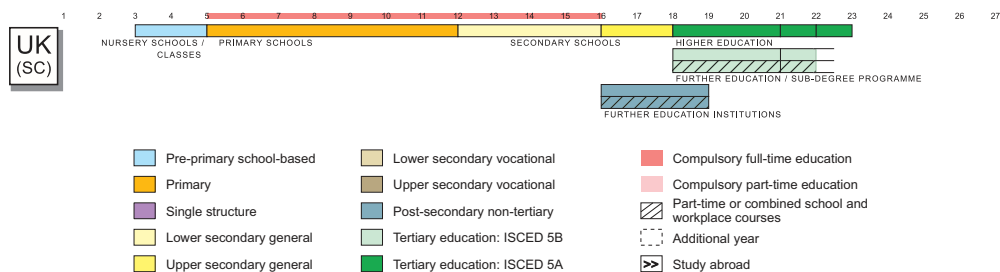




## United Kingdom (Scotland)

		Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational needs provision
<b>Pre-primary</b> (ISCED 0)		Nursery nurse (Nursery officer, Early education childcare worker) Senior nursery nurse Teacher	Nursery assistant Play leader	
<b>Primary</b> (ISCED 1)		Itinerant teacher Senior teacher Teacher	Classroom assistant Nursery nurse (Nursery officer, Early education childcare worker) Senior nursery nurse	Special educational needs auxiliary support (Special educational needs assistant, Behavioural support)
<b>Lower secondary</b> (ISCED 2)		Assistant principal teacher (APT) Principal teacher (PT) Senior teacher Teacher	Language assistant	Special educational needs auxiliary support (Special educational needs assistant, Behavioural support)
<b>Upper secondary</b> (ISCED 3)		Assistant principal teacher (APT) Principal teacher (PT) Teacher	Language assistant	Special educational needs auxiliary support (Special educational needs assistant, Behavioural support)
<b>Post-secondary</b> (ISCED 4)		Lecturer Principal lecturer Senior lecturer		
<b>Tertiary</b> (ISCED 5 and 6)		Lecturer Principal lecturer Professor Reader Senior lecturer Visiting professor	University demonstrator	
<b>Adult education</b>				

## Structures of school and tertiary education institutions, 2000/01



## Iceland

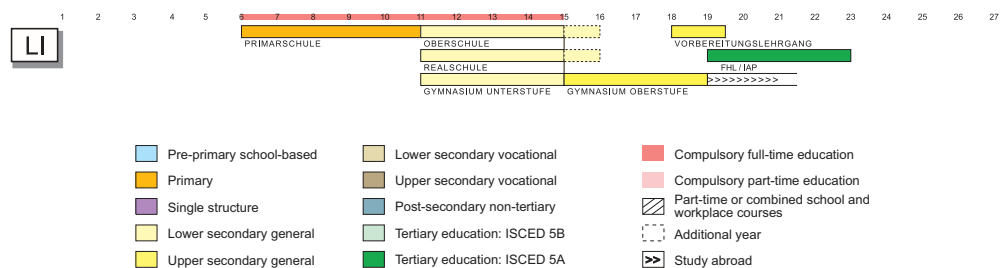
		Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b>	(ISCED 0)	Leikskólakennari	Leiðbeinandi	
<b>Primary</b>	(ISCED 1)	Grunnskólakennari (Kennari) Handmenntakennari Heimilisfræðikennari Íþróttakennari Leiðbeinandi Myndmenntakennari Sérkennari Stundakennari Tónmenntakennari		Sérkennari
<b>Lower secondary</b>	(ISCED 2)	Grunnskólakennari (Kennari) Handmenntakennari Heimilisfræðikennari Íþróttakennari Leiðbeinandi Myndmenntakennari Sérkennari Stundakennari Tónmenntakennari		Sérkennari
<b>Upper secondary</b>	(ISCED 3)	Framhaldsskólakennari (+) (Kennari) Íþróttakennari Kennari Leiðbeinandi Stundakennari		
<b>Post-secondary</b>	(ISCED 4)			



## Liechtenstein

		Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b> (ISCED 0)		Kindergärtner/in		
<b>Primary</b> (ISCED 1)		DAZ-lehrer/in Primarschullehrer/in	Sprachassistent/in	Sonderschullehrer/in
<b>Lower secondary</b> (ISCED 2)		DAZ-lehrer/in Gymnasiallehrer/in (+) Oberschullehrer/in (+) Realschullehrer/in (+)	Sprachassistent/in	Sonderschullehrer/in
<b>Upper secondary</b> (ISCED 3)		DAZ-lehrer/in Gymnasiallehrer/in (+)	Sprachassistent/in	
<b>Post-secondary</b> (ISCED 4)				
<b>Tertiary</b> (ISCED 5 and 6)		Dozent/in (Professor)		
<b>Adult education</b>				

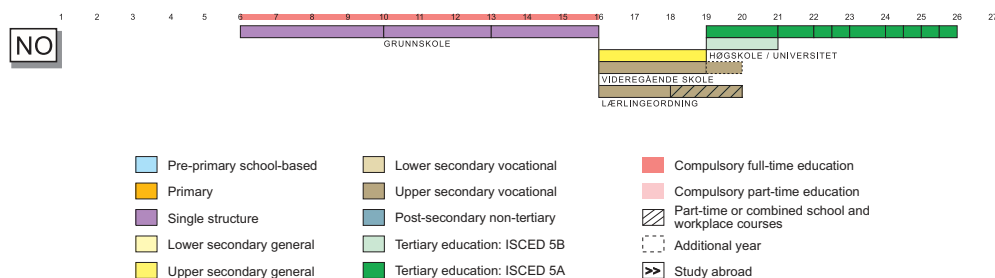
## Structures of school and tertiary education institutions, 2000/01



## Norway

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational needs provision
<b>Pre-primary</b> (ISCED 0)	Førskolelærer	Assistent	
<b>Primary</b> (ISCED 1)	Adjunkt (+) Allmennlærer Faglærer (+) Førskolelærer	Assistent	Allmennlærer
<b>Lower secondary</b> (ISCED 2)	Adjunkt (+) Allmennlærer Faglærer (+) Lektor (+)	Assistent	Allmennlærer
<b>Upper secondary</b> (ISCED 3)	Adjunkt (+) Faglærer (+) Lektor (+)	Assistent	
<b>Post-secondary</b> (ISCED 4)	Adjunkt (+) Lektor (+)	Assistent	
<b>Tertiary</b> (ISCED 5 and 6)	Førsteamanuensis Høgskoledosent Professor	Høgskolelærer Høgskolelektor Universitetslektor (Amanuensis)	
<b>Adult education</b>			

## Structures of school and tertiary education institutions, 2000/01



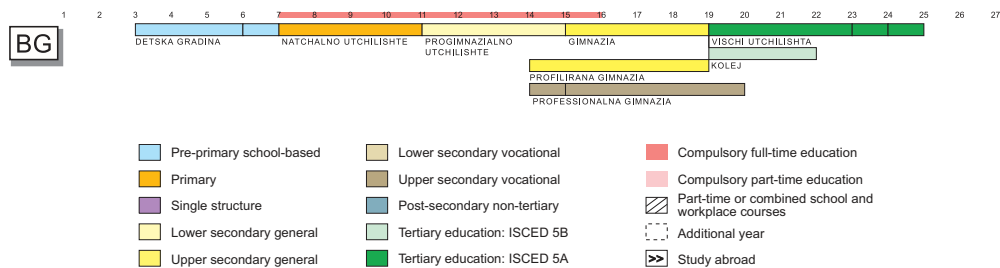




## Bulgaria

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b> (ISCED 0)	Utchitel (Учител)		Utchitel (Учител)
<b>Primary</b> (ISCED 1)	Utchitel (Учител)		Utchitel (Учител)
<b>Lower secondary</b> (ISCED 2)	Utchitel (Учител) (+)		Utchitel (Учител) (+)
<b>Upper secondary</b> (ISCED 3)	Utchitel (Учител) (+)		Utchitel (Учител) (+)
<b>Post-secondary</b> (ISCED 4)	Utchitel (Учител) (+)		Utchitel (Учител) (+)
<b>Tertiary</b> (ISCED 5 and 6)	Dotzent (Доцент) Prepodavatel (Преподавател) Professor (Професор)	Asistent (Асистент) Glaven asistent (Главен асистент) Starchi asistent (Старши асистент)	
<b>Adult education</b>			

## Structures of school and tertiary education institutions, 2000/01



## Czech Republic

		Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b>	(ISCED 0)	Učitel/ka mateřské školy		Učitel/ka speciální mateřské školy
<b>Primary</b>	(ISCED 1)	Učitel/ka 1.-5. ročníku základní školy	Vychovatel/ka-asistent/ka učitele	Učitel/ka pomocné školy Učitel/ka speciální základní školy Učitel/ka zvláštní školy Vychovatel/ka-asistent/ka učitele
<b>Lower secondary</b>	(ISCED 2)	Učitel/ka odborných předmětů konzervatoře (+) Učitel/ka 6.-9. ročníku základní školy (+) Učitel/ka všeobecně vzdělávacích předmětů střední školy (+)		Učitel/ka pomocné školy Učitel/ka speciální základní školy Učitel/ka zvláštní školy Vychovatel/ka-asistent/ka učitele
<b>Upper secondary</b>	(ISCED 3)	Učitel/ka odborných předmětů konzervatoře (+) Učitel/ka odborných předmětů střední školy (+) Učitel/ka předmětu praxe Učitel/ka všeobecně vzdělávacích předmětů střední školy (+)		Učitel/ka odborného učiliště (+) Učitel/ka odborného výcviku speciální školy Učitel/ka praktické školy (+) Učitel/ka speciální střední školy (+)
<b>Post-secondary</b>	(ISCED 4)			
<b>Tertiary</b>	(ISCED 5 and 6)	Asistent/ka Docent/ka (Doc.) Lektor/ka Odborný/ná asistent/ka Profesor/ka (Prof.) Učitel/ka odborných předmětů konzervatoře (+)		
<b>Adult education</b>				

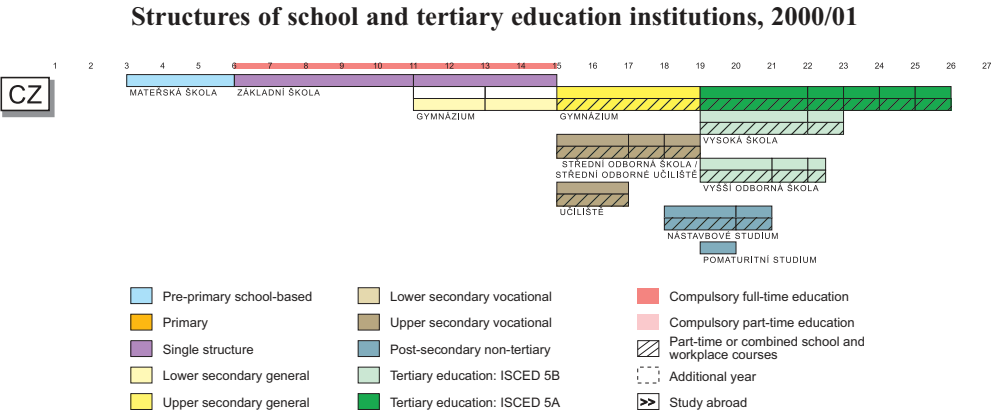
Czech Republic (continued)

**Notes:** In accordance with the ongoing reform of public administration (amendments of the Law No. 564/1990), the *okresní úřad* will act as the employer for schools which are not legal entities for some two years from January 1, 2001. Following this transitional period, the role of the *okresní úřad* will be taken over by the *krajský úřad* (regional authority).

The generic term for teachers at tertiary education institutions (*vysoké školy*) is 'academic staff' (*akademický pracovník*) who consist of the *profesor*, *docent*, *odborný asistent*, *asistent* and *lektor*. The general term for teachers at all types of school is 'pedagogic staff' (*pedagogický pracovník*). *Učitel všeobecně vzdělávacích předmětů střední školy* (+) and *učitel odborných předmětů střední školy* (+) can also teach at a *vyšší odborná škola* (an institution offering short or medium courses leading to non-university level qualifications).

Special education teachers at primary level are usually semi-specialists and, at secondary level, specialists (*učitel pomocné školy*, *učitel speciální základní školy*, *učitel zvláštní školy*).

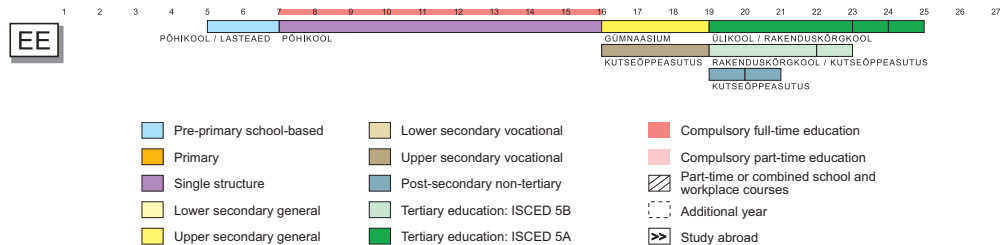
There are no special names for teachers at post-secondary level or in adult education.



## Estonia

		Teachers/Instructors	Aids/Teacher assistants	Special education
<b>Pre-primary</b> (ISCED 0)		Koolieelse lasteasutuse õpetaja (Koolieelse lasteasutuse kasvataja)		
<b>Primary</b> (ISCED 1)		Klassiõpetaja Põhikooli aineõpetaja (+)		Eripedagoog
<b>Lower secondary</b> (ISCED 2)		Gümnaasiumi aineõpetaja (+) Põhikooli aineõpetaja (+)		Eripedagoog
<b>Upper secondary</b> (ISCED 3)		Gümnaasiumi aineõpetaja (+) Kutseõpetaja Kutseõppeasutuse üldhariduslike ainete õpetaja (+)		Eripedagoog
<b>Post-secondary</b> (ISCED 4)		Kutseõpetaja Kutseõppeasutuse üldhariduslike ainete õpetaja (+)		
<b>Tertiary</b> (ISCED 5 and 6)		Assistent Dotsent Lektor Õpetaja Professor		
<b>Adult education</b>				

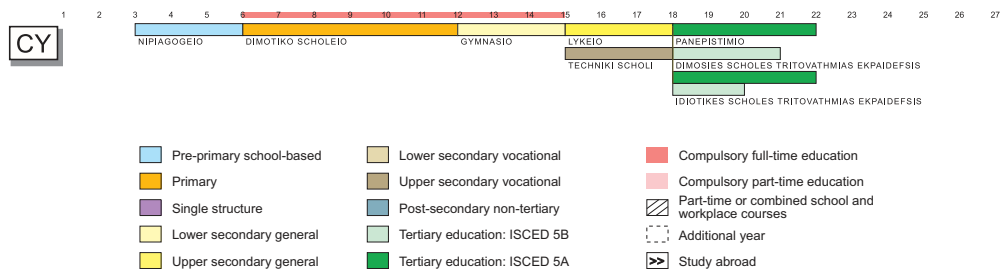
## Structures of school and tertiary education institutions, 2000/01



## Cyprus

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b> (ISCED 0)	Nipiagogos (Νηπιαγωγός)		
<b>Primary</b> (ISCED 1)	Daskalos/la (Δάσκαλος/λα)		Daskalos/la (Δάσκαλος/λα)
<b>Lower secondary</b> (ISCED 2)	Kathigitis/tria (Καθηγητής/τρια) (+)		
<b>Upper secondary</b> (ISCED 3)	Kathigitis/tria (Καθηγητής/τρια) (+)		
<b>Post-secondary</b> (ISCED 4)	Kathigitis/tria (Καθηγητής/τρια) (+)		
<b>Tertiary</b> (ISCED 5 and 6)	Kathigitis/tria (Καθηγητής/τρια)		
<b>Adult education</b>			

### Structures of school and tertiary education institutions, 2000/01



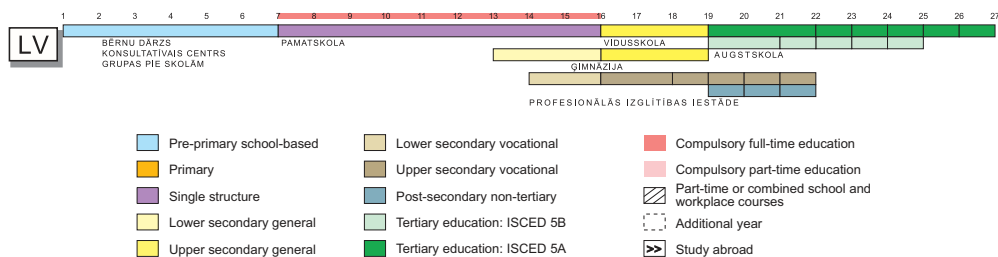




## Latvia

		Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational needs provision
Pre-primary	(ISCED 0)	Pirmsskolas izglītības skolotājs/a (Pirmsskolas izglītības pedagogs)		Pirmsskolas speciālās izglītības skolotājs/a
Primary	(ISCED 1)	Pamatizglītības skolotājs/a		Speciālās izglītības skolotājs/a
Lower secondary	(ISCED 2)	Pamatizglītības skolotājs/a (+) Profesionālās ievirzes izglītības programmu skolotājs/a Ārod(amat) mācības skolotājs/a		Speciālās izglītības skolotājs/a
Upper secondary	(ISCED 3)	Ārod(amat) mācības skolotājs/a Profesionālās ievirzes izglītības programmu skolotājs/a Profesionālās izglītības skolotājs/a Vidējās izglītības skolotājs/a (+)		Speciālās izglītības skolotājs/a
Post-secondary	(ISCED 4)	Profesionālās izglītības skolotājs/a		
Tertiary	(ISCED 5 and 6)	Asociētais profesors/e Docents/e Lektors/e Pasniedzējs/a Profesors/e Viesdocents/e Vieslektors/e Viesprofesors/e	Asistents/e	
Adult education				

## Structures of school and tertiary education institutions, 2000/01



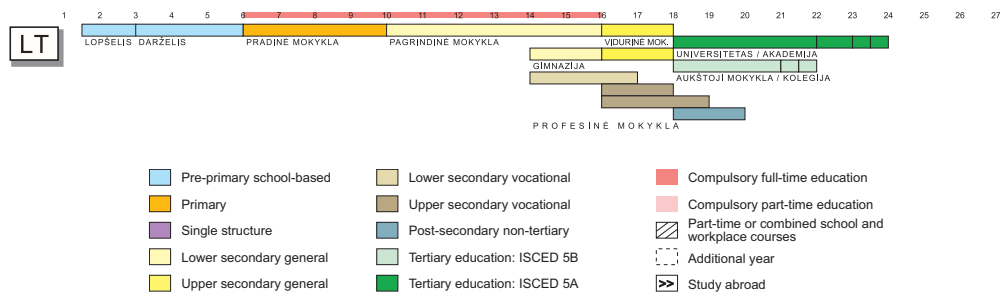
## Lithuania

	<b>Teachers/Instructors</b>	<b>Assistant/auxiliary teachers</b>	<b>Staff involved in special educational provision</b>
<b>Pre-primary</b> (ISCED 0)	Auklėtojas/ja Kūno kultūros pedagogas/gė (Instruktorius/rė) Mokytojas/ja ekspertas/tė Mokytojas/ja metodininkas/kė Muzikos pedagogas/gė (Muzikos vadovas/vė) Priešmokyklinio ugdymo pedagogas/gė Vyresnysis/nioji mokytojas/ja		Specialusis/lioji pedagogas/gė
<b>Primary</b> (ISCED 1)	Kūno kultūros pedagogas/gė Mokytojas/ja ekspertas/tė Mokytojas/ja metodininkas/kė Muzikos pedagogas/gė Pradinių klasių mokytojas/ja Vyresnysis/nioji mokytojas/ja		Specialusis/lioji pedagogas/gė
<b>Lower secondary</b> (ISCED 2)	Bendrojo lavinimo dalyko/kų mokytojas/ja (+) Kūno kultūros pedagogas/gė Mokytojas/ja ekspertas/tė Mokytojas/ja metodininkas/kė Muzikos pedagogas/gė Profesijos mokytojas/ja Vyresnysis/nioji mokytojas/ja		Specialusis/lioji pedagogas/gė
<b>Upper secondary</b> (ISCED 3)	Bendrojo lavinimo dalyko/kų mokytojas/ja (+) Kūno kultūros pedagogas/gė Mokytojas/ja ekspertas/tė Mokytojas/ja metodininkas/kė Muzikos pedagogas/gė Profesijos mokytojas/ja Vyresnysis/nioji mokytojas/ja		Specialusis/lioji pedagogas/gė
<b>Post-secondary</b> (ISCED 4)	Profesijos mokytojas/ja		

## Lithuania (continued)

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Tertiary</b> (ISCED 5 and 6)	Asistentas/tė Dėstytojas/ja (aukštesniosios mokyklos) Docentas/tė Dėstytojas/ja ekspertas/tė Lektorius/rė Profesorius/rė Vyresnysis/nioji dėstytojas/ja		
<b>Adult education</b>			

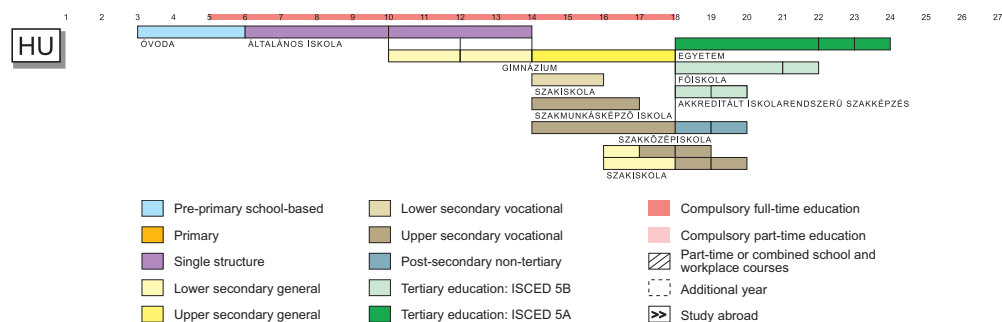
## Structures of school and tertiary education institutions, 2000/01



## Hungary

		Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b>	(ISCED 0)	Óvodapedagógus		Gyógypedagógus
<b>Primary</b>	(ISCED 1)	Tanító		Gyógypedagógus Konduktor
<b>Lower secondary</b>	(ISCED 2)	Könyvtáros-tanár Okleveles tanár (+) Tanár (+)		Gyógypedagógus Konduktor
<b>Upper secondary</b>	(ISCED 3)	Könyvtáros-tanár Okleveles tanár (+) Szakmai tanár (+) Szakoktató (+)		Gyógypedagógus
<b>Post-secondary</b>	(ISCED 4)			
<b>Tertiary</b>	(ISCED 5 and 6)	Egyetemi adjunktus Egyetemi docens Egyetemi tanár Egyetemi tanársegéd Főiskolai adjunktus Főiskolai docens Főiskolai tanár Főiskolai tanársegéd		
<b>Adult education</b>				

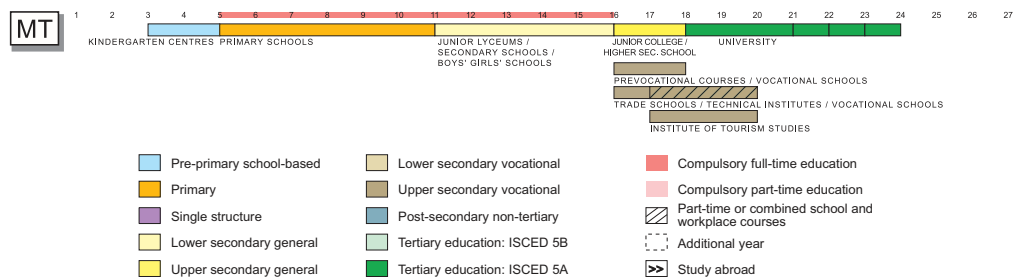
### Structures of school and tertiary education institutions, 2000/01



## Malta

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b> (ISCED 0)		Facilitator Kindergarten assistant	Facilitator
<b>Primary</b> (ISCED 1)	Teacher	Facilitator	Facilitator
<b>Lower secondary</b> (ISCED 2)	Instructor (+) Teacher (+)	Facilitator	Facilitator
<b>Upper secondary</b> (ISCED 3)	Assistant lecturer Instructor (+) Teacher (+)	Facilitator	Facilitator
<b>Post-secondary</b> (ISCED 4)	Assistant lecturer		
<b>Tertiary</b> (ISCED 5 and 6)	Assistant lecturer Associate professor Lecturer Professor Senior lecturer	Teaching assistant	
<b>Adult education</b>	Facilitator Adult Education		

## Structures of school and tertiary education institutions, 2000/01





## Poland

		<b>Teachers/Instructors</b>	<b>Assistant/auxiliary teachers</b>	<b>Staff involved in special educational provision</b>
<b>Pre-primary</b>	(ISCED 0)	Nauczyciel/ka dyplomowany/na Nauczyciel/ka kontraktowy/wa Nauczyciel/ka mianowany/na Nauczyciel/ka stażysta/tka Nauczyciel/ka wychowania przedszkolnego Profesor oświaty		Nauczyciel/ka wspomagający/ca
<b>Primary</b>	(ISCED 1)	Nauczyciel/ka bibliotekarz/rka Nauczyciel/ka dyplomowany/na Nauczyciel/ka kontraktowy/wa Nauczyciel/ka mianowany/na Nauczyciel/ka nauczania początkowego Nauczyciel/ka przedmiotów ogólnokształcących (+) Nauczyciel/ka stażysta/tka Profesor oświaty		Nauczyciel/ka wspomagający/ca
<b>Lower secondary</b>	(ISCED 2)	Nauczyciel/ka bibliotekarz/rka Nauczyciel/ka dyplomowany/na Nauczyciel/ka gimnazjum Nauczyciel/ka kontraktowy/wa Nauczyciel/ka mianowany/na Nauczyciel/ka przedmiotów ogólnokształcących (+) Nauczyciel/ka stażysta/tka Profesor oświaty		Nauczyciel/ka wspomagający/ca

## Poland (continued)

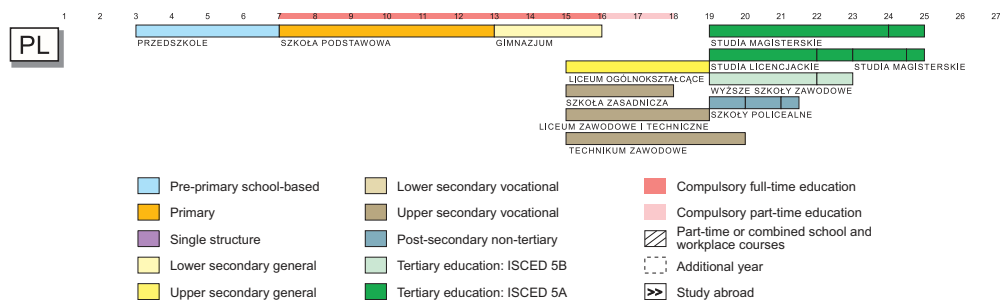
	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Upper secondary</b> (ISCED 3)	Nauczyciel/ka bibliotekarz/rka Nauczyciel/ka dyplomowany/na Nauczyciel/ka kontraktowy/wa Nauczyciel/ka mianowany/na Nauczyciel/ka przedmiotów ogólnokształcących (+) Nauczyciel/ka stażysta/tka Nauczyciel/ka teoretycznych przedmiotów zawodowych (+) Nauczyciel/ka praktycznej nauki zawodu Profesor oświaty		Nauczyciel/ka wspomagający/ca
<b>Post-secondary</b> (ISCED 4)	Nauczyciel/ka bibliotekarz/rka Nauczyciel/ka dyplomowany/na Nauczyciel/ka kontraktowy/wa Nauczyciel/ka mianowany/na Nauczyciel/ka przedmiotów ogólnokształcących (+) Nauczyciel/ka stażysta/tka Nauczyciel/ka teoretycznych przedmiotów zawodowych (+) Nauczyciel/ka praktycznej nauki zawodu Profesor oświaty		

## Poland (continued)

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Tertiary</b> (ISCED 5 and 6)	Adiunkt Asystent Instruktor Lektor Nauczyciel akademicki Profesor Profesor nadzwyczajny Profesor zwyczajny Starszy wykładowca Wykładowca		
<b>Adult education</b>			

**Note:** Terms used to designate staff who teach in institutions for adults are the same as those employed in upper secondary and post-secondary education.

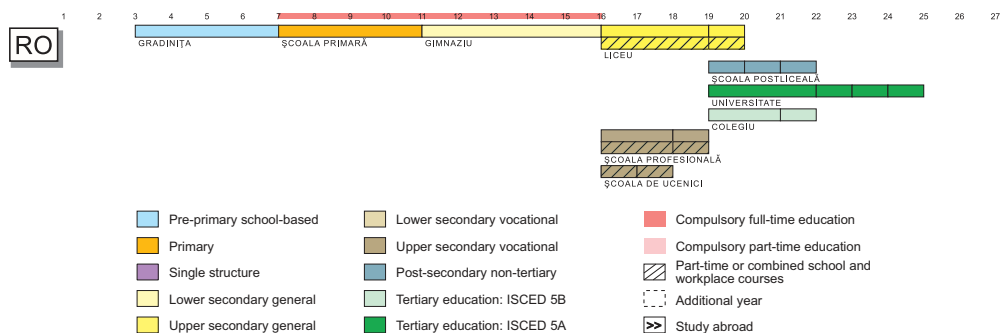
## Structures of school and tertiary education institutions, 2000/01



## Romania

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b> (ISCED 0)	Educator/oare Institutor/oare		Educator/oare Institutor/oare
<b>Primary</b> (ISCED 1)	Institutor/oare Învățător/oare		Institutor/oare Învățător/oare Profesor/oară de educație specială
<b>Lower secondary</b> (ISCED 2)	Profesor/oară (+)		Profesor/oară (+) Profesor/oară de educație specială
<b>Upper secondary</b> (ISCED 3)	Profesor/oară (+)		Profesor/oară (+) Profesor/oară de educație specială
<b>Post-secondary</b> (ISCED 4)	Profesor/oară (+)		Profesor/oară (+)
<b>Tertiary</b> (ISCED 5 and 6)	Conferențiar universitar Lector universitar Profesor universitar	Asistent/ă universitar/ă Preparator universitar	
<b>Adult education</b>			

### Structures of school and tertiary education institutions, 2000/01



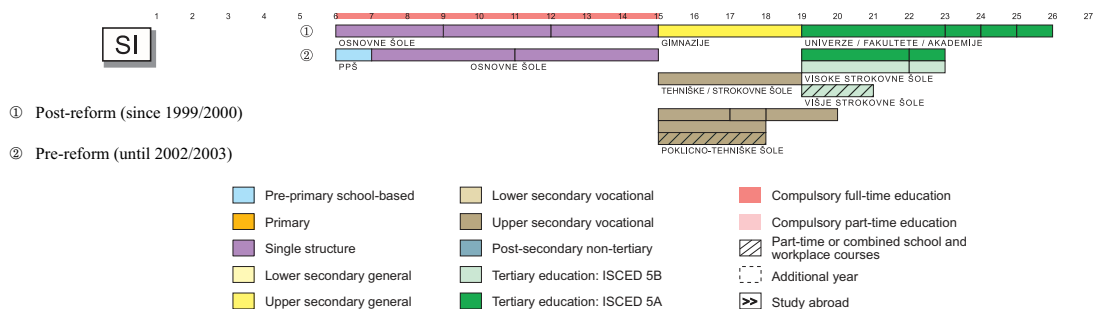
## Slovenia

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational needs provision
<b>Pre-primary</b> (ISCED 0)	Mentor/ica Svetnik/ica Svetovalec/lka Vzgojitelj/ica predšolskih otrok (Vzgojitelj/ica)	Pomočnik/ica vzgojitelja/ljice predšolskih otrok (Pomočnik/ica vzgojitelja/lice)	Mentor/ica Pomočnik/ica vzgojitelja/ljice predšolskih otrok (Pomočnik/ica vzgojitelja/lice) Svetnik/ica Svetovalec/lka Vzgojitelj/ica predšolskih otrok (Vzgojitelj/ica)
<b>Primary</b> (ISCED 1)	Mentor/ica Osnovnošolski/ka učitelj/ica Svetnik/ica Svetovalec/lka Učitelj/ica razrednega pouka or Učitelj/ica RP (Razredni/na učitelj/ica)	Šolski/ka knjižničar/ka	Mentor/ica Osnovnošolski/ka učitelj/ica Svetnik/ica Svetovalec/lka Šolski/ka knjižničar/ka Učitelj/ica razrednega pouka (Razredni/na učitelj/ica)
<b>Lower secondary</b> (ISCED 2)	Mentor/ica Osnovnošolski/ka učitelj/ica Predmetni/na učitelj/ica (+) or PRU (Učitelj/ica predmetnega pouka) Svetnik/ica Svetovalec/lka	Šolski/ka knjižničar/ka	Mentor/ica Osnovnošolski/ka učitelj/ica Predmetni/na učitelj/ica (+) or PRU (Učitelj/ica predmetnega pouka) Svetnik/ica Svetovalec/lka Šolski/ka knjižničar/ka
<b>Upper secondary</b> (ISCED 3)	Mentor/ica Srednješolski/ka učitelj/ica Svetnik/ica Svetovalec/lka Učitelj/ica (+)	Šolski/ka knjižničar/ka	Mentor/ica Svetnik/ica Svetovalec/lka Šolski/ka knjižničar/ka Učitelj/ica (+)
<b>Post-secondary</b> (ISCED 4)	Mentor/ica Srednješolski/ka učitelj/ica Svetnik/ica Svetovalec/lka Učitelj/ica (+)	Šolski/ka knjižničar/ka	

## Slovenia (continued)

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational needs provision
<b>Tertiary</b> (ISCED 5 and 6)	Docent/ka (Doc.) Izredni/na profesor/ica (Izr. prof., Izr. profesor/ica) Lektor/ica Mentor/ica Predavatelj/ica (Pred.) Predavatelj/ica višje šole (Predavatelj/ica višje strokovne šole) Redni/na profesor/ica (Red. prof., Red. profesor) Svetnik/ica Svetovalec/lka Višji/ja predavatelj/ica (Viš. pred., Viš. predavatelj/ica) Visokošolski/ka učitelj/ica Zaslužni/na profesor/ica	Asistent/ka (As., Asist.) Strokovni/na sodelavec/vka (Strok. sod., Strok. sodelavec/vka) Strokovni/na svetnik/ica (Strok. svet., Strok. svetnik/ica) Šolski/ka knjižničar/ka Učitelj/ica veščin Višji/ja strokovni/na sodelavec/vka (Viš. strok. sod., Viš. strok. sodelavec/vka) Visokošolski/ka sodelavec/vka	
<b>Adult education</b>	Mentor/ica Predmetni/na učitelj/ica (+) (Učitelj/ica predmetnega pouka) Svetnik/ica Svetovalec/lka Organizator/ica izobraževanja odraslih (Vodja izobraževanja odraslih, Andragog/inja) Učitelj/ica (+)	Šolski/ka knjižničar/ka	

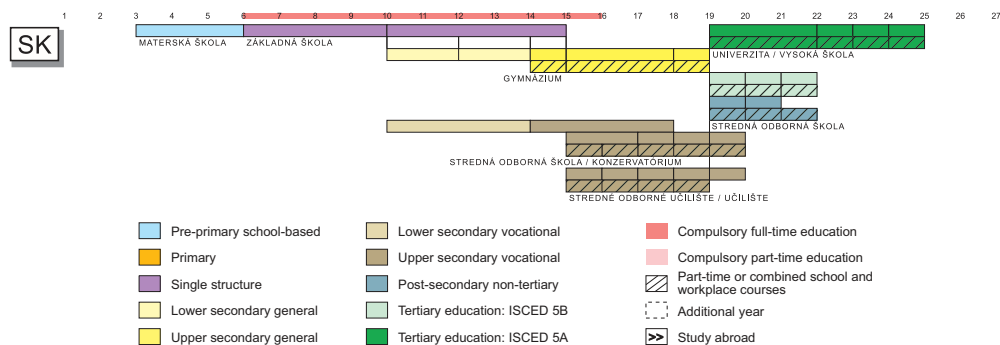
## Structures of school and tertiary education institutions, 2000/01



## Slovakia

	Teachers/Instructors	Assistant/auxiliary teachers	Staff involved in special educational provision
<b>Pre-primary</b> (ISCED 0)	Učiteľ'/ka materskej školy		
<b>Primary</b> (ISCED 1)	Učiteľ'/ka základnej školy pre 1-4 ročník		Učiteľ'/ka špeciálnej školy
<b>Lower secondary</b> (ISCED 2)	Učiteľ'/ka základnej školy pre 5-9 ročník (+)		Učiteľ'/ka špeciálnej školy
<b>Upper secondary</b> (ISCED 3)	Učiteľ'/ka odborných predmetov Učiteľ'/ka všeobecnovzdelávacích predmetov strednej školy (+)		Učiteľ'/ka špeciálnej školy
<b>Post-secondary</b> (ISCED 4)			
<b>Tertiary</b> (ISCED 5 and 6)	Asistent/ka Docent/ka Lektor/ka Odborný/ná asistent/ka Profesor/ka Učiteľ'/ka na vysokej škole		
<b>Adult education</b>			

## Structures of school and tertiary education institutions, 2000/01





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## EURYDICE EUROPEAN UNIT

**Coordination of the study:** Arlette Delhaxhe

**Authors:** Renata Kosinska, Stéphanie Oberheidt

**English-Language Editor:** Brian Frost-Smith

**Technical coordination and proof-reading:** Gisèle De Lel, Brian Frost-Smith

## EURYDICE NATIONAL UNITS

### National contributions

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<ul style="list-style-type: none"> <li>French Community</li> <li>German-speaking Community</li> <li>Flemish Community</li> </ul>	Joint responsibility of the Unit Joint responsibility of the Unit Joint responsibility of the Unit
Danmark	Joint responsibility of the Unit
Bundesrepublik Deutschland	
<ul style="list-style-type: none"> <li>Bund</li> <li>Länder</li> </ul>	Joint responsibility of the Unit Joint responsibility of the Unit
Ellada	Antigoni Faragoulitaki, Anastasia Liapi
España	Irene Arrimadas, Mercedes Lucio-Villegas
France	Aziza Ouardani with the assistance of the Direction des personnels enseignants (Sous-direction des statuts et de la réglementation)
Ireland	Joint responsibility of the Unit
Italia	Joint responsibility of the Unit
Luxembourg	Joint responsibility of the Unit
Nederland	Joint responsibility of the Unit
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Suomi/Finland	Joint responsibility of the Unit
Sverige	Joint responsibility of the Unit
United Kingdom	
<ul style="list-style-type: none"> <li>England, Wales and Northern Ireland</li> <li>Scotland</li> </ul>	Joint responsibility of the Unit Joint responsibility of the Unit
<b>EFTA/EEA countries</b>	
Island	Joint responsibility of the Unit
Liechtenstein	Joint responsibility of the Unit
Norge	Joint responsibility of the Unit
<b>Pre-accession countries</b>	
Bългария	Joint responsibility of the Unit
Česká Republika	Joint responsibility of the Unit
Eesti	Joint responsibility of the Unit
Kypros	Christina Pappasolomontos, Cyprus Pedagogical Unit
Latvija	Joint responsibility with the Ministry of Education and Science
Lietuva	Joint responsibility with Ministry officials and the Research and Higher Education Department
Magyarország	Katalin Zoltán (National responsible), Department of Public Education and Department of Higher Education of the Ministry of Education
Malta	G. Cachia
Polska	Magdalena Fells
România	Alexandru Modrescu, Tinca Modrescu
Slovenija	Andrej Žižmond
Slovenská Republika	Joint responsibility of the Unit

## Eurydice Network

### Editing of the document

Eurydice European Unit  
Avenue Louise 240  
B-1050 Brussels  
Tel. (32 2) 600 53 53  
Fax (32 2) 600 53 63  
E-mail: [info@eurydice.org](mailto:info@eurydice.org)  
Internet: <http://www.eurydice.org>

## EUROPEAN UNION

### BELGIQUE / BELGIË

Unité francophone d'Eurydice  
Ministère de la Communauté française  
Direction générale des Relations internationales  
Bureau 6A/002  
Boulevard Leopold II 44  
1080 Bruxelles

Vlaamse Eurydice-Eenheid  
Ministerie van de Vlaamse Gemeenschap  
Departement Onderwijs  
Afdeling Beleidscoördinatie  
Hendrik Consciencegebouw 5C13  
Koning Albert II - laan 15  
1210 Brussel

Ministerium der Deutschsprachigen Gemeinschaft  
Agentur Eurydice / Agentur für Europäische Programme  
Quartum Centre  
Hütte 79 / Bk 28  
4700 Eupen

### DANMARK

Eurydice's Informationskontor i Danmark  
Institutionsstyrelsen  
Undervisningsministeriet  
Frederiksholms Kanal 25D  
1220 København K

### BUNDESREPUBLIK DEUTSCHLAND

Eurydice-Informationsstelle beim  
Bundesministerium für Bildung, Wissenschaft, Forschung und  
Technologie  
Hannoversche Strasse 28-30  
10115 Berlin

Eurydice-Informationsstelle der Länder  
im Sekretariat der Kultusministerkonferenz  
Lennéstrasse 6  
53113 Bonn

### ELLADA

Ministry of National Education and Religious Affairs  
Direction CEE – Section C  
Eurydice Unit  
Mitropoleos 15  
10185 Athens

### ESPAÑA

Ministerio de Educación, Cultura y Deporte (MECD)  
CIDE – Centro de Investigación y Documentación Educativa  
Unidad de Eurydice  
c/General Oráa 55  
28006 Madrid

### FRANCE

Unité d'Eurydice  
Ministère de l'Éducation nationale,  
Délégation aux relations internationales et à la coopération  
Centre de ressources pour l'information internationale  
Rue de Grenelle 110  
75357 Paris

### IRELAND

Eurydice Unit  
International Section  
Department of Education and Science  
Marlborough Street  
Dublin 1

### ITALIA

Ministero della Pubblica Istruzione  
c/o INDIRE – Istituto Nazionale di Documentazione per  
l'Innovazione e la Ricerca Educativa (ex BDP)  
Unità di Eurydice  
Via M. Buonarroti 10  
50122 Firenze

### LUXEMBOURG

Unité d'Eurydice  
Ministère de la Culture, de l'Enseignement supérieur et de la  
Recherche (CEDIES)  
Route de Longwy 280  
1940 Luxembourg

### NEDERLAND

Eurydice Eenheid Nederland  
Afd. Informatiediensten D073  
Ministerie van Onderwijs, Cultuur en Wetenschappen  
Postbus 25000 – Europaweg 4  
2700 LZ Zoetermeer

### ÖSTERREICH

Bundesministerium für Bildung, Wissenschaft  
und Kultur – Abt. I/6b  
Eurydice-Informationsstelle  
Minoritenplatz 5  
1014 Wien

### PORTUGAL

Unidade de Eurydice  
Ministério da Educação  
Departamento de Avaliação, Prospectiva e Planeamento  
(DAPP)  
Av. 24 de Julho 134  
1350 Lisboa

### SUOMI / FINLAND

Eurydice Finland  
National Board of Education  
P.O. Box 380  
00531 Helsinki

### SVERIGE

Eurydice Unit  
Ministry of Education and Science  
Drottninggatan 16  
103 33 Stockholm

### UNITED KINGDOM

Eurydice Unit for England, Wales and Northern Ireland  
National Foundation for Educational Research (NFER)  
The Mere, Upton Park  
Slough, Berkshire SL1 2DQ

Eurydice Unit Scotland  
International Relations Branch  
Scottish Executive Education Department  
Area 1 - B (CP)  
Victoria Quay  
Edinburgh EH6 6QQ

## EFTA/EEA COUNTRIES

### ÍSLAND

Ministry of Education, Science and Culture  
Division of Evaluation and Supervision  
Eurydice Unit  
Sölvhólsgrata 4  
150 Reykjavík

### LIECHTENSTEIN

National Unit of Eurydice  
Schulamt  
Herrengasse 2  
9490 Vaduz

## Pre-accession countries

### BĂLGARIJA

Eurydice Unit  
Equivalence and Information Centre  
International Relations Department  
Ministry of Education and Science  
2A, Krjaz Dondukov Bld  
1000 Sofia

### ČESKÁ REPUBLIKA

Eurydice Unit  
Institute for Information on Education – ÚIV/IIIE  
Senovážné nám. 26  
Praha 06, 11006

### EESTI

Eurydice Unit  
Estonian Ministry of Education  
9/11 Tonismägi St.  
15192 Tallinn

### MALTA

Education Officer (Statistics)  
Eurydice Unit  
Department of Planning and Development  
Education Division  
Floriana CMR 02

### KYPROS

Ministry of Education and Culture  
Pedagogical Institute  
Eurydice Unit  
Latsia  
P.O. Box 12720  
2252 Nicosia

### LATVIJA

Eurydice Unit  
Ministry of Education and Science  
Department of European Integration & Coordination of  
International Assistance Programmes  
Valnu 2  
1050 Riga

### NORGE

Royal Norwegian Ministry of Education,  
Research and Church Affairs  
Eurydice Unit  
P.O. Box 8119 Dep.  
0032 Oslo

### LIETUVA

Eurydice Unit  
Ministry of Education and Science  
A. Volano 2/7  
2691 Vilnius

### MAGYARORSZÁG

Eurydice Unit  
Ministry of Education  
Szalay u. 10-14  
1054 Budapest

### POLSKA

Eurydice Unit  
Foundation for the Development of the Education System  
Socrates Agency  
Mokotowska 43  
00-551 Warsaw

### ROMÂNIA

Eurydice Unit  
Socrates National Agency  
1 Schitu Magureanu – 2<sup>nd</sup> Floor  
70626 Bucharest

### SLOVENIJA

Ministry of Education, Science and Sport  
Eurydice Unit  
Župančičeva 6  
1000 Ljubljana

### SLOVENSKÁ REPUBLIKA

Slovak Academic Association for International Cooperation  
Eurydice Unit  
Staré grunty 52  
842 44 Bratislava

## Production

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## **EURYDICE**, the information network on education in Europe

The **EURYDICE** Network produces reliable, readily comparable information on national education systems and policies. **EURYDICE** also acts as an observatory, highlighting both the diversity of systems and their common features.

Working on behalf of policy-makers and the world of education, **EURYDICE** prepares and publishes:

- regularly updated descriptive analyses of the organization of education systems;
- comparative studies on specific topics of European interest;
- indicators on the various levels of education from pre-primary to tertiary education.

**EURYDICE** also has its own database, *EURYBASE*, which constitutes a further highly detailed reference source on education systems in Europe.

By circulating the results of its work, **EURYDICE** promotes better mutual understanding of these systems and the common issues that run through them.

Established in 1980, **EURYDICE** is an integral part of Socrates, the Community action programme in education. The Network comprises National Units and a European Unit. National Units set up by the corresponding education ministries now exist in 30 countries, namely the 15 EU Member States, the three EFTA/EEA countries, ten central and eastern European countries, Cyprus and Malta. These Units provide and check the basic information needed to sustain network activity. The Brussels-based European Unit set up by the European Commission is responsible for management of the network, co-ordination of its activities, preparation of the comparative analyses, and database design and administration.

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