



Call for POSTS OF TEACHER At the Archbishop's Minor Seminary – May 2022

1. This document is based on parameters issued by Ministry for Education (MFED).

The Archbishop's Seminary would like to remind all interested applicants that it has zero tolerance policy towards any form of child abuse. The Archbishop's Seminary adheres to S.L. 327.546 (Recruitment, Initial Training and Continuous Professional Development of Personnel and Protection of Minors in Compulsory Educations Regulations 2016) in its recruitment process.

2. Terms and Conditions

- 2.1. The appointments of **full time Regular Teachers** that are on an indefinite contract, are subject to a probationary period of one (1) year, and are subject to the rules and regulations governing from time to time the Malta Public Service in general and MFED in particular. Chosen applicants, engaged by **1st September 2022** and who have not successfully completed their teaching qualification course mentioned in **Appendix A** in paragraph 4.2 due to re-sits, will have their probation extended accordingly.
- 2.2. The salary for the post of Regular Teacher is pegged to salary scale 9, which in 2022, is €23,353 per annum, rising by annual increments of €447.33 up to a maximum of €26036.98. This salary is supplemented by a Class Allowance of €2,350 per annum together with a Works Resources Fund of €650 per annum as stipulated in the agreement between the Government and the Malta Union of Teachers in January 2018.
- 2.3. A Teacher will progress to Salary Scale 8 on completion of eight (8) years satisfactory service in the grade and to Salary Scale 7 on completion of a further eight (8) years satisfactory service in Salary Scale 8.
- 2.4. Progression of a Teacher to the next salary scale may be accelerated from eight (8) years to (6) six years, if a teacher cumulates an aggregate of 360 hours of recognised self-sought Continuous Professional Development (CPD) time over six (6) years (through the applicable scheme issued by the management). Provided that if such self-sought CPD is compensated through accelerated progression, any qualification arising from such hours may not be further compensated through any other form of qualification allowance.
- 2.5. A Teacher on a **definite contract** will be placed on the minimum of Salary Scale 9 which in 2021, is €22,633 per annum and will be entitled for the teachers' allowance and/or works resources as applicable and established in the section within the Agreement between the Government and the Malta Union of Teachers dated **January 2018**, entitled Allowances.
- 2.6. A selected candidate who proves any teaching experience in accordance with the Agreement to Facilitate Mobility for Educators between Licensed Schools (29th July 2015) shall qualify for an adjustment in salary subject to entitlement.

- 2.7. The appointment as Teacher will be subject to the successful completion of the relevant course mentioned in paragraphs 4.2 (iv) and (v) by 30th November 2021. Failure to provide such evidence will lead to the removal from the result merit list and termination of employment as Teacher.

However, if an applicant engaged has not successfully completed the course mentioned in paragraphs 4.2 (iv) and (v) by 30th November 2021, s/he will be appointed as Supply Teacher in terms of the call of Supply Teacher published in 2021. In such instances, the engagement will be on a definite basis, until the end of the scholastic year 2021/2022.

- 2.8. A selected candidate who is not in possession of a Teacher's Warrant (Permanent), shall be eligible to obtain a Teacher's Warrant (Permanent), in terms of article 24 (2) of the Education Act. Employment beyond this period shall be subject to a possession of such a warrant in accordance with article 24 (1) of the same Act.
- 2.9. The appointment of a selected candidate is subject to the employee being awarded a Teacher's Warrant (Permanent). Failure to obtain the Teacher's Warrant (Permanent) will ipso facto mean revocation of appointment as per Regulation No. 23 of the Public Service Commission Regulations (S.L. Const. 01).
- 2.10. A selected candidate will be required to complete an induction process.

3. Duties

3. The job duties for the post of Teacher may be viewed in Annex A attached to this Circular.

4. Eligibility Requirements

- 4.1. By the closing time and date of the call for applications, applicants must be:

(i) (a) citizens of Malta; **or**

(b) citizens of other Member States of the European Union who are entitled to equal treatment to Maltese citizens in matters of employment by virtue of EU legislation and treaty provisions dealing with the free movement of workers; **or**

(c) citizens of any other country who are entitled to equal treatment to Maltese citizens in matters related to employment by virtue of the application to that country of EU legislation and treaty provisions dealing with the free movement of workers; **or**

(d) any other persons who are entitled to equal treatment to Maltese citizens in matters related to employment in terms of the law or the above-mentioned EU legislation and treaty provisions, on account of their family relationship with persons mentioned in paragraph (a), (b) or (c); **or**

(e) third country nationals who have been granted long-term resident status in Malta under regulation 4 of the "Status of Long-Term Residents (Third Country Nationals) Regulations, 2006" or who have been granted a residence permit under regulation 18(3) thereof, together

with family members of such third country nationals who have been granted a residence permit under the “Family Reunification Regulations, 2007”; **or**

(f) in possession of a residence document issued in terms of the “Residence Status of United Kingdom Nationals and their Family Members in Malta in accordance with the Agreement on the Withdrawal of the United Kingdom and Northern Ireland from the European Union and the European Atomic Energy Community Regulations”.

The advice of the Department of Citizenship and Expatriate Affairs within the Identity Malta Agency should be sought as necessary in the interpretation of the above provisions.

The appointment of candidates referred to at (b), (c), (d) and (e) above would necessitate the issue of an employment licence in so far as this is required by the Immigration Act and subsidiary legislation. Jobsplus should be consulted as necessary on this issue.

- (ii) be able to communicate in both Maltese and English; **and**
- (iii) be in possession of a Teacher’s Warrant (Permanent) issued by the Council for the Teaching Profession (CTP) under article 24 (2) of the Education Act;

However, candidates not in possession of a Teacher’s Warrant issued by the CTP (Permanent) but who will eventually qualify for one in accordance with article 24 (2) of the Education Act may also apply. Their appointment as Teacher is conditioned to their being awarded a Teacher’s Warrant (Permanent/Temporary) in accordance with the relevant articles of the same Act.

- (iv) Candidates must also
 - be in possession of a recognised teaching qualification/pedagogical course at MQF Level 6, as defined in this call and its appendices; **OR**
 - have a Teacher’s Certificate or have successfully completed the Graduate Teacher’s Course, both at MQF Level 6 organised by the Education Division with the subject applied for taken as the main subject in the Teacher’s Training Course; **OR**
 - have a recognised teaching qualification at MQF Level 7, as defined in this call and its appendices, which includes the subject area applied for as a main area of study; **OR**
 - have a recognised teaching qualification at MQF Level 6, as defined in this call and its appendices, which includes the subject area applied for as a main area of study; **OR**
 - have a recognised qualification (Degree) at MQF Level 6 (subject to a minimum of 180 ECTS/ECVET credits or equivalent*) which includes the subject applied for as a main area of study, and a recognised teaching qualification or pedagogical course at MQF level 6, as defined in this call and its appendices, in the subject area applied for; **OR**
 - have a recognised teaching qualification at MQF Level 6, as defined in this call and its appendices, in the subject/s taught at the secondary cycle, plus an adaptation course recognised by the Education Authorities and four (4) scholastic years full-time teaching

experience in the primary cycle in a licensed school offering compulsory education. Applicants who have the requirements stipulated in this paragraph but do not have this adaptation course will still be eligible to apply on condition that, if successful, the applicant will be required to follow this course when requested by the Education Authorities; **OR**

- have a recognised (Masters) qualification at MQF Level 7 in the subject applied for, after having completed a recognised qualification at MQF Level 6 together with a recognised teaching qualification or a recognised pedagogy course at MQF Level 6, as defined in this call and its appendices; **OR**
- have a recognised qualification (Degree) at MQF level 6 with a minimum of 60 ECTS/ECVET credits or equivalent* in the area/subject applied for together with a recognised teaching qualification or a recognised pedagogy course at MQF level 6, as defined in this call and its appendices, in the subject/area applied for; **OR**
- have a teaching/pedagogical qualification as defined in this call and its appendices and has a minimum of 60 ECTS/ECVET credits at MQF Level 6 in the subject applied for, even if their teaching/pedagogical qualification/course, as defined in this call and its appendices, is not in the subject/area applied for; **OR**
- Applicants who have registered for, and subsequently awarded, a recognised (Masters) qualification at MQF Level 7 with a minimum of 60 ECTS/ECVET credits or equivalent* in the subject applied for, before **29th July 2008**, and have been awarded a Teacher's Warrant (Permanent) in accordance with article 41 of the Education Act, must also have a recognised teaching qualification at MQF Level 6, as defined in this call and its appendices, in the subject/area/cycle applied for.

However, if an applicant is in possession of a Teacher's Warrant (Permanent), but is not in possession of a recognised teaching qualification at MQF Level 6/7, as defined in this call and its appendices, s/he is still eligible to apply on condition that the applicant provides documented evidence that s/he has been confirmed, (i.e. no longer under probation/ worked for a full scholastic year) in the grade of Teacher, and has taught the subject/area/cycle applied for, in a licensed school offering compulsory education.

- Applicants in possession of a teaching qualification in **Early Childhood Education and Care or in the Primary**, as defined in this call and its appendices, must also be in possession of:
 - Three (3) Ordinary Levels at MQF Level 3 (minimum Grade C or 5) or a recognised comparable qualification in Maltese Language, English Language and Mathematics.
 - An Advanced Level at MQF Level 4 (minimum Grade E), or comparable, or a pass in the respective subject module taken as part of a recognised qualification shall be accepted as an alternative to Ordinary Level MQF Level 3, unless otherwise stated.
 - Provided that an applicant who does not satisfy these requirements would still be eligible to apply if s/he is in possession of a Permanent Teacher's Warrant and has been in a full-time teaching position in a licensed school for a period of not less than five (5) scholastic years in the last ten (10) scholastic years.

A table of recognised teaching qualification or pedagogical course (Appendix A) mentioned above or in Appendix B

- 4.2. Qualifications at a level higher than that specified above and in paragraph 4.2's link for Appendix A and in Appendix B, will be accepted for eligibility purposes, provided they meet any specified subject/area/cycle requirements.
- 4.3. Applicants who are in the final year of the course leading to the award of their appropriate teaching qualification as per paragraphs 4.1 may still apply. Such applicants would need to prove the successful completion of the relevant course by 30th November 2021 or any other further date determined per current circumstances related to COVID-19. Failure to provide such evidence will lead to the removal from the result merit list and if such an applicant is engaged before 30th September 2021, his/her appointment as Teacher will be changed to that of a Supply Teacher and the engagement will be on a definite basis for scholastic year 2021/2022, which may be renewed for further periods.
- 4.4. Applicants for the post of **teacher of Agribusiness** require any teaching qualification and an MQF Level 4 (Award subject to a minimum of 30 ECTS/ECVET or equivalent) in Agribusiness and a Certificate Course in the Learning and Assessment of the VET Agribusiness organised by MFED. Applicants not in possession of the Certificate Course in the Learning and Assessment of the VET subjects organised by MFED may still apply on condition that they have attained this qualification.
- 4.5. Applicants for the post of teacher of ICT in the Secondary School are to be in possession of:
- a teaching qualification with area of specialisation in a subject taught at the Secondary cycle; **AND**
 - Pass in all seven (7) modules of the European Computer Driving Licence (ECDL); **AND at least one of the following**
 - Advanced Level (Minimum Grade E) in Computing or Information Technology; **OR**
 - Four (4) modules of the European Computer Driving Licence (ECDL) Advanced; **OR**
 - Higher National Diploma or a comparable qualification at MQF Level 5 in ICT, or IT, or Computing.
- 4.6. Applicants must be of conduct which is appropriate to the post applied for
- 4.7. Teaching qualifications not issued by the University of Malta are required to be deemed as comparable by the CTP in terms of article 24 (2) (d) (iv) of the Education Act.
- 4.8. It is the applicant's responsibility to present a comparability statement issued by the CTP for teaching qualifications confirming the comparability of the qualification in accordance with paragraph 4.1 (iv) to 4.1 (xv) and Appendix B. Holders of a teaching qualification or pedagogical course found in the table of Appendix A referred to in paragraph 4.2, are exempt from presenting such a comparability statement.

5. Submission of Supporting Documents

- 5.1. At application stage, the candidate will be required to submit:
- A covering letter, stating the candidate's interest in applying for one or more posts at the Archbishop's Seminary.
 - An updated Curriculum Vitae, preferably in Europass format.

- Scanned Copies of the Qualifications that attest the candidates eligibility as highlighted in Section 4 of this document.
 - A transcript in English, showing the Degree obtained and the final classification, must accompany any diploma/Degree/Post Graduate certificates or comparable qualifications.
 - Applicants wishing to produce supporting documentation over and above that required by this call, including teaching practice reports, are to produce such documentation, if and when called for an interview.

5.2. Original certificates and/or testimonials are to be invariably produced for verification at the interview.

6. Selection Procedure

- 6.1. Eligible applicants will be assessed by a Selection Board to determine their suitability for the post. The shortlisted candidates will be eventually called for at least one interview.
- 6.2. The interview will be carried out in both Maltese and English, and the candidate will be expected to answer accordingly in both languages.
- 6.3. Full details about the interview process will be communicated only to the shortlisted candidates, in due course.
- 6.4. A successful applicant under clause 4.4 will be placed in the order of merit, subject to the condition that s/he is either fully qualified or has successfully completed his/her teaching qualification, by 30th November 2022 or any other further date determined per current circumstances. Failure to satisfy any one of the above conditions will lead to the removal from the merit list.

Submission of Applications

- 7.1. Applicants may are to submit the documents listed in section 5 of this document through the online form found on the Archbishop's Minor Seminary website <https://www.maltaseminary.org/> by not later that the date and time stipulated in the advert.
- 7.2. Applications which are received after closing date and time (i.e. late applications) will not be considered.