

Post of Teacher

within the Archbishop's Minor Seminary, Secondary Section

Nomenclatures denoting the male gender include also the female gender.

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

1. The AMS Principal invites applications for the post of Teacher within the AMS.
2. Terms and Conditions
 - 2.1. Full-time indefinite basis appointments are subject to a probationary period of of one (1) year . However, if and when a vacancy of a temporary nature arises, AMS may appoint a Teacher on a definite basis, until the end of the scholastic year 2025/2026, and shall henceforth be named Temporary Teacher on acceptance.
 - 2.2. A Temporary Teacher will be placed on the minimum of Salary Scale 9, which in the year 2025, is €27,145.02 per annum and will be entitled to such other benefits and subject to such other conditions and obligations as stipulated in the Agreement between the Church and the Malta Union of Teachers (MUT) signed in 2025. Such employee shall benefit from incremental increases.
 - 2.3. The salary for the post of Teacher is Salary Scale 9, which in the year 2025, is equivalent to €27,145.02 per annum, rising by annual increments of €447.33 up to a maximum of €29,829.00. This salary is supplemented by such other benefits and subject to such other conditions and obligations as stipulated in the Agreement between the the Church and the Malta Union of Teachers (MUT) dated siged in 2025.
 - 2.4. A Teacher with a full teaching qualification (subject to a minimum of 90 ECTS/ECVET credits, or equivalent*) at Masters Level (MQF Level 7) will progress to Salary Scale 8 (€28,792.02 x €486.83 - €31,713.00 in the year 2025) on completion of two (2) years satisfactory service in the grade, and to Salary Scale 7 (€30,506.98 x €531.17 - €33,694.00 in the year 2025) on completion of a further five (5) years satisfactory service in Salary Scale 8.

*A recognised Masters qualification with a minimum of 60 ECTS/ECVET credits is only accepted subject to an MQRIC formal Masters recognition statement being submitted with the application. A recognised Masters qualification from the University of Malta (awarded pre-2009) with less than 60 ECTS/ECVET credits is

acceptable provided that it is verified by MQRIC that the workload is comparable to at least 60 ECTS/ECVET credits.

- 2.5. A Teacher with a Post Graduate Certificate in Education (PGCE) attained in 2016 or before, or with a Bachelor of Education (Hons.) from University of Malta attained in 2019 or before will progress to Salary Scale 8 (€28,792.02 x €486.83 - €31,713.00 in the year 2025) on completion of two (2) years satisfactory service in the grade, and to Salary Scale 7 (€30,506.98 x €531.17 - €33,694.00 in the year 2025) on completion of a further five (5) years satisfactory service in Salary Scale 8.
- 2.6. A Teacher with full teaching qualification (subject to a minimum of 180 ECTS/ECVET credits, or equivalent**) at Degree Level (MQF Level 6) will progress to Salary Scale 8 (€28,792.02 x €486.83 - €31,713.00 in the year 2025) on completion of three (3) years satisfactory service in the grade, and to Salary Scale 7 (€30,506.98 x €531.17 - €33,694.00 in the year 2025) on completion of a further five (5) years satisfactory service in Salary Scale 8.
- 2.7. A Teacher with a First Degree MQF Level 6 (subject to a minimum of 180 ECTS/ECVET credits, or equivalent**) and a teaching qualification as recognised by Management from time to time, will progress to Salary Scale 8 (€28,792.02 x €486.83 - €31,713.00 in the year 2025) on completion of three (3) years satisfactory service in the grade, and to Salary Scale 7 (€30,506.98 x €531.17 - €33,694.00 in the year 2025) on completion of a further five (5) years satisfactory service in Salary Scale 8.

**A recognised qualification comparable to 180 ECTS/ECVET credits, as applicable is only accepted subject to an MQRIC formal recognition statement being submitted with the application.
- 2.8. A Selected candidate who proves any teaching experience in accordance with:
 - 2.8.1. The Addendum Freedom of Movement of workers within member states of the EU (26th September 2013) and/or
 - 2.8.2. The Agreement to Facilitate Mobility for Educators between Licensed Schools (29th July 2015)
 - 2.8.3. shall qualify for an adjustment in salary subject to entitlement.
- 2.9. A selected candidate who accepts to start employment on the 1st September 2025, shall be required to attend a three day induction seminar organized by the Secretariate for Catholic Education during the month of September 2025, and a day seminar at AMS in the same week. Exact dates are still in discussion at the time of publication of this call.
- 2.10. 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 warrant in accordance with article 24 (1) of the same Act.

- 2.11. The appointment of a selected candidate is subject to obtaining a Teacher's Warrant (Permanent). Failure to obtain the Teacher's Warrant (Permanent) means ipso facto revocation of appointment according to Regulation No. 23 of the Public Service Commission Regulations (S.L. Const. 01).
- 2.12. A selected candidate will be required to complete an induction process successfully, as stipulated by the Secretariat for Catholic Education. The granting of the confirmation of appointment, usually after one year, and/or the awarding of a Teacher's Warrant (Permanent) in accordance with article 24 or 41 of the Education Act, do not exempt a selected candidate from completing successfully the induction training.
- 2.13. Selected candidates must be of conduct which is appropriate to the post/position applied for. Prior to appointment, selected candidates from outside the Public Service must produce a Certificate of Conduct issued by the Criminal Records Office or other competent authority not earlier than six (6) months from the closing date of this call for applications, which should be submitted by the selected candidate within one (1) week from the date of the notification of appointment.

3. Duties

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 this 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 citizen 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 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 National 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 Citizenship Unit within Community Malta Agency and the Expatriates Unit with Identity 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) able to communicate in the Maltese and English languages;

AND

(iii) 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 (Permanent) issued by the CTP 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. Applicants who are offered employment with MEYR must submit an online application for a new warrant or renewal of temporary warrant through the following link: <https://education.gov.mt/public-bodies/council-for-the-teaching-profession/>

The temporary warrant always expires on 31st August and must be renewed every school year.

AND

(iv) be in possession of a Teacher’s Warrant (Permanent) plus a recognised teaching qualification/pedagogical course at MQF Level 6, as defined in this call and its appendices and have accrued not less than fifteen (15) years teaching experience, teaching the subject/area/cycle applied for in a licensed school;

OR

(v) 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

(vi) have a recognised teaching qualification at MQF Level 6/7, as defined in this call and Appendix A, which includes the subject/area applied for as a main area of study and satisfying further eligibility as defined in Appendix B if applicable, for the subject/area/cycle applied for;

OR

(vii) 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;

OR

(viii) have a recognised teaching qualification/pedagogical course at MQF Level 6, as defined in this call and its appendices, and has a minimum of 60 ECTS/ECVET credits at MQF Level 6 in the subject/area 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

(ix) applicants who have registered for, and subsequently awarded, a recognised (Master) 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 6/7, as defined in this call and Appendix A, 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 and worked for one full scholastic year) in the grade of Teacher, and has taught the subject/area/cycle applied for, in a licensed school offering compulsory education.

(x) 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:

(a) Three (3) Secondary Education Certificate (SEC grade 1-5) and/or Ordinary Level ("O" Level grade A-C or 9-4) at MQF Level 3 or a recognised

pertinent comparable qualification in Maltese language, English language and Mathematics.

Provided that an applicant who does not satisfy these requirements (paragraph x(a)) 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.

(b) Applicants who entered one of the courses stipulated in paragraph (x) and Appendix A as mature students and successfully completed such courses, are exempt from the provisions of paragraph (x)(a) provided they produce a testimonial to this effect from the awarding institution.

*A recognised qualification comparable to 60 ECTS/ECVET credits, as applicable is only accepted subject to an MQRIC formal recognition statement being submitted with the application.

Public Officers applying for this post must be confirmed in their current appointment, unless the current appointment is in a different class/career stream or in a definite position, but may apply for a lower grade/position even if not confirmed and whether in the same stream or not. Reversion to previous unconfirmed appointment is not possible.

- 4.2. Any reference to recognised teaching qualifications or pedagogical course Appendix A mentioned above. Moreover applicants are also required to refer to Appendix B of this call for applications, which indicates further details and eligibility requirements within the area of eligibility of the listed subjects in paragraph 1.2.

Applicants, who wish to apply for subjects which are not listed in Appendix B, should refer to paragraphs in section 4.1 and Appendix A for the eligibility requirements.

- 4.3. Qualifications at a level higher than that specified above and in paragraphs 4.1 and 4.2 will be accepted for eligibility purposes, provided they meet any specified subject/area/cycle requirements.
- 4.4. 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 paragraphs 4.2 to 4.4 and Appendix A. Holders of a teaching qualification as listed in Appendix A, are exempted from presenting such a comparability statement.

5. Submission of Supporting Documents

- 5.1. Qualifications and experience claimed must be supported by certificates/transcripts and/or testimonials, copies of which are to be scanned and sent through the Recruitment Form found on the AMS website <https://www.maltaseminary.org>

- 5.2. 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. Diploma/Degree/Post-Graduate certificates or comparable qualifications must be accompanied by a transcript (Diploma/Certificate supplement) in English, showing the Degree obtained and the final classification.
- 5.3. Original certificates and/or testimonials are to be invariably produced for verification at the interview.

6. Selection Procedure

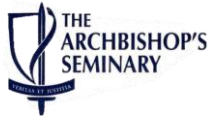
- 6.1. Eligible applicants will be assessed by a Selection Board to determine their suitability for the post, and will most likely asked to:
 - 6.1.1. Give a 5 to 7-minute digital presentation in English showing the ability to demonstrate mastery in pedagogy and assessment in an inclusive environment in the subject/area/cycle applied for.
 - 6.1.2. Show professional knowledge, competences and attitudes through case study/studies and a series of questions in Maltese. Eligible applicants are to bring their own laptop/tablet and to provide the selection board with a printed version of the presentation. In the absence of a laptop/tablet, candidates are required to have access to the presentation through a memory stick.
- 6.2. 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, within one year of their appointment date. Failure to satisfy any one of the above conditions will lead to the removal from the merit list.

7. Submission of Applications

- 7.1. Applicants may apply for more than one of the options listed in Recruitment Form at one go.
- 7.2. Applications are to be submitted, for the attention of the Principal of the Archbishop's Minor Seminary only through the Recruitment Form on <https://www.maltaseminary.org>.
- 7.3. Applications are to include a Curriculum Vitae, completely up-to-date (which should include a list of qualifications held by applicant and the employment history).

The closing date of the receipt of applications is noon of Thursday 26th June 2025. A computer-generated copy of the submission will be sent as an acknowledgement of the application on the email address entered by the candidate in the form.

- 7.4. Successful candidates in every subject area will be placed in an order of merit list which will remain valid for one (1) year from the date of publication or until the



result list is exhausted, whichever is earlier. However, should the order of merit list be exhausted as a result of additional vacancies in each subject, other applicants may be assessed without recourse to a new call for applications, provided they would have submitted their application by the deadline mentioned above.

- 7.5. It is the responsibility of the applicants not to leave until the last moment for submission of their application.
- 7.6. Applications which are received after closing date and time (i.e. late applications) will not be considered.
- 7.7. All applications will be treated in strict confidence.

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