



Call for Applications for the **POST OF TEACHER OF GENERAL SCIENCE** at the Archbishop's Minor Seminary

5th December 2020

The Headmaster of the Archbishop's Seminary invites applications for the post of **Teacher of General Science** within the Archbishop's Minor Seminary.

Terms and Conditions

- 1 The appointment, which is subject to a probationary period of one (1) year, is on a full-time indefinite basis and is subject to the rules and regulations governing Church Schools.
- 2 The salary for the post of Regular Teacher is pegged to salary scale 9, which in 2020, is €21,933.00 per annum, rising by annual increments of €447.33 up to a maximum of €24,617.00. This salary is supplemented by a Class Allowance of €1,998 per annum together with a Works Resources Fund of €553 per annum as stipulated in the agreement between Church Schools and the Malta Union of Teachers in 2018.
- 3 A Teacher will progress to Salary Scale 8 (€23,358.00 x €486.83 - €26,279.00) on completion of eight (8) years satisfactory service in the grade and to Salary Scale 7 (€24,894.00 x €531.17 - €28,081.00) on completion of a further eight (8) years satisfactory service in Salary Scale 8.
- 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.
- 5 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.
- 6 A selected candidate who is not in possession of a Teacher's Warrant (Permanent), shall be eligible to obtain a Teacher's Warrant (Permanent) to practise the profession within two years of his/her appointment as Teacher, 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.

- 7 The appointment of a selected candidate is subject to the employee being awarded a Teacher's Warrant (Permanent) within twenty-eight (28) months from the actual date of employment. 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).
- 8 A selected candidate will be required to complete a two-year induction process successfully. 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.
- 9 Conditions, procedures regarding the acceptance for the post of Teacher and duties are available within the website post for the call for the post of teacher on the website of the Archbishop's Seminary.
- 10 According to the exigencies of the School, a selected candidate whose main area of specialisation is:
 - Integrated Science with ECTS/ECVET credits relevant to Chemistry may also be required to teach Chemistry;
 - Integrated Science with ECTS/ECVET credits relevant to Biology may also be required to teach Biology;
 - Integrated Science with ECTS/ECVET credits relevant to Physics may also be required to teach Physics;
- 11 The selected candidate may also be required to teach a minor section of his/her lesson load in the Primary School.

Eligibility Requirements

- 12 By the closing time and date of this call for applications, applicants must be compliant with all the of the following three clauses below, marked as (i), (ii), (iii) and (iv).
 - (i) The applicant must be:
 - 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”.

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) proficient in both 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 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, provided that, when successful candidates are offered employment, they will have submitted an application for a Temporary Teacher's Warrant. 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; and

- (iv) be in possession of a recognised teaching qualification/pedagogical course at MQF Level 6, as defined in this call; OR
 - a 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
 - b have a recognised teaching qualification at MQF Level 7, as defined in this call , which includes the subject/area/cycle applied for as a main area of study; OR
 - c have a recognised teaching qualification at MQF Level 6, as defined in this call , which includes the subject/area/cycle applied for as a main area of study; OR
 - d have a recognised qualification (Degree) at MQF Level 6 (subject to a minimum of 180 ECTS/ECVET credits or equivalent, with regards to programmes starting from 2003) 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 , in the subject/area/cycle applied for; OR
 - e 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 ; OR
 - f have a recognised qualification (Degree) at MQF level 6 with a minimum of 60 ECTS/ECVET/ credit 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 , in the subject/area applied for; OR

- g have a teaching/pedagogical qualification as defined in this call 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, is not in the subject/area applied for;

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 24 of the Education Act, must also have a recognised teaching qualification at MQF Level 6, as defined in this call, in the subject/area/cycle applied for.

14. A table of recognised teaching qualification or pedagogical course mentioned above may be viewed by accessing the website call for application post.
15. Qualifications at a level higher than that specified above and in paragraph 15 will be accepted for eligibility purposes, provided they meet any specified subject/area/cycle requirements.
16. Applicants must be of conduct which is appropriate to the post applied. Eventually, the chosen candidate must produce a Certificate of Conduct issued by the Police or other competent authority not earlier than one (1) month from the date of the interview results.
17. Prospective applicants should note the requirement to produce MQRIC recognition statements in respect of their qualifications from MQRIC, or other designated authorities, as applicable, as per provisions applicable to this call for applications. 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.
18. It is the applicant's responsibility to present a comparability statement issued by the CTP for teaching qualifications confirming the comparability of the qualification. Holders of a teaching qualification or pedagogical course found in the table of "*Appendix A - Recognised Teaching qualifications*" (found in the website call for applications) are exempt from presenting such a comparability statement.

Selection Process

19. Eligible applicants will be assessed by a Selection Board to determine their suitability for the post through an interview.
20. As part of the interview eligible applicants are expected to show professional knowledge, competences and attitudes through a series of questions in both Maltese and English.
21. The interview results will be published in coded form to safeguard the applicants' identity, and will be valid for a maximum period of 6 months.

Submission of Applications

22. Applicants are to send:

- a. A Covering Letter, and
- b. Curriculum Vitae (CV), preferably in Europass format

through email (on vacancies@maltaseminary.org) or snail mail addressed to the Human Resources Officer but not later than noon of Tuesday 15th December 2020.

General

- The Archbishop's Seminary (School) would like to remind all interested applicants that it has zero tolerance policy towards any form of child abuse. The School 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.
- All applications will be treated in strict confidence.