



Eligibility, Applications and Selection of Candidates for TEACHER POSITIONS at the Archbishop's Minor Seminary – June 2021

Eligibility Requirements

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.

(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**, 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.
2. Qualifications at a level higher than that specified above will be accepted for eligibility purposes, provided they meet any specified subject/area/cycle requirements.
 3. Applicants who are in the final year of the course leading to the award of their appropriate teaching qualification 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. 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 VET 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.

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.
6. Applicants must be of conduct which is appropriate to the post applied for.
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.

Submission of Supporting Documents

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.
 - A Curriculum Vitae, preferably in Europass format.
 - Scanned Copies of the Qualifications that attest the candidate's eligibility as highlighted in this document.
2. Original certificates and/or testimonials are to be invariably produced for verification at the interview.

Selection Procedure

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.
2. The interview will be carried out in both Maltese and English, and the candidate will be expected to answer accordingly in **both languages**.
3. Full details about the interview process will be communicated only to the shortlisted candidates.
4. Following the interviewing process, a successful applicant will be placed in the order of merit. The results will be published, in coded format in a public noticeboard within the Archbishop's Seminary premises. The result will be communicated separately to each candidate.
5. The result is valid for 6 months from the date of the publication of results.

Submission of Applications

1. Applicants are to submit the documents listed in the section titled “Submission of Supporting Documents” using the online form found on the Archbishop’s Minor Seminary website <https://www.maltaseminary.org/> by not later than the date and time stipulated in the advert.
2. Applications which are received after closing date and time (i.e. late applications) will not be considered.
3. All applications will be treated in strict confidentiality.