



**St Jeanne Antide College**  
**Immaculate Conception School Tarxien**  
**POST OF TEACHER - ENGLISH**

Nomenclatures denoting the male gender include also the female gender.

*The Sisters of Charity would like to remind all interested applicants that it has zero tolerance policy towards any form of child abuse. Immaculate Conception 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.*

1.0 Immaculate Conception invites applications for the post of Teacher for the positions indicated in the published advert. Positions vary from part-time to full-time and from indefinite to fixed term contracts according to the need.

**2.0 Terms and Conditions**

2.1. Full-time appointments are subject to a probationary period of one (1) year. However, if and when a vacancy of a temporary nature arises, Immaculate Conception may appoint a teacher on a definite basis, until the end of the scholastic year 2021/2022, and shall henceforth be named Temporary Teachers on acceptance.

2.2. A Temporary Teacher 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 21st December 2017, entitled Allowances. Such employee shall benefit from incremental increases. Provided that temporary teachers may be asked to perform Form Teacher duties and/or other duties. Provided further that if a permanent vacancy arises, Temporary Teachers may be offered the possibility to progress to the grade of teacher on an indefinite contract.

2.3. The salary for the post of Teacher is pegged to salary scale 9, which in 2021, is €22,633 per annum, rising by annual increments of €447.33 up to a maximum of €25,317. 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 dated 21st December 2017.

2.4. A Teacher will progress to Salary Scale 8 (€24,091 x €486.83 - €27,012 in 2021) on completion of eight (8) years satisfactory service in the grade and to Salary Scale 7 (€25,656 x €531.17 - €28,843 in 2021) on completion of a further eight (8) years satisfactory service in Salary Scale 8.

2.5. 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.

2.6. A Selected candidate who proves any teaching experience in accordance with: The Addendum Freedom of Movement of workers within member states of the EU (26th September 2013) and/or 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 of a selected candidate who accepts to start employment on the 1st September 2021, shall be required to attend induction training within the school and at the Secretariat for Catholic Education. These mandatory sessions are part of the induction programme for newly qualified and newly recruited teachers.

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 successfully, as stipulated by the Education Resources (ER). 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.

2.11. In the case of applicants who are successful in this call for applications in more than one (1) subject/area/cycle, s/he shall be employed in the required subject/area/cycle at the discretion of Immaculate Conception School.

### 3.0 Duties

3.1 The job duties for the post of Teacher may be viewed on:

<https://education.gov.mt/en/vacancies/Documents/Annex%20A%20-%20Teacher%202021.pdf>

### 4.0 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 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) 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 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.

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 7, as defined in this call and its appendices, which includes the subject/area/cycle applied for as a main area of study; OR

(vii) have a recognised teaching qualification at MQF Level 6, as defined in this call and its appendices, which includes the subject/area/cycle applied for as a main area of study; OR

(viii) have a recognised qualification (Degree) at MQF Level 6 (subject to a minimum of 180 ECTS/ECVE

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/cycle applied for; OR

(ix) 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

(x) 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

(xi) 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

(xii) 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/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;

(xiii) 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.

4.6. Applicants who are in the final year of the course leading to the award of their appropriate teaching qualification as per paragraphs 4.1 (vi) and (xiv) 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.

4.7. Applicants must be of conduct which is appropriate to the post applied for. Applicants must produce a Certificate of Conduct issued by the Police or other competent authority not earlier than one



(1) month from the date of application.

4.8. Applicants must be eligible to take up their due appointment, not only by the closing time and date of this call for applications but also on the date of appointment.

4.9. Applicants are obliged to immediately inform Immaculate Conception if they change their status of appointment.

4.10. 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 (see link below in paragraph 8.1). 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.

4.11. It is the applicant's responsibility to present a comparability statement issued by the CTP for teaching qualifications confirming the comparability of the qualification.

## 5.0 Submission of Supporting Documents

5.1. Qualifications and experience claimed must be supported by certificates and/or testimonials, copies of which should be sent with the application. 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.

5.2. Original certificates and/or testimonials are to be invariably produced for verification at the interview. Applicants must also produce an updated Employment History issued by Jobsplus or its equivalent, as proof of work experience. Failure to produce this document means no marks will be given for experience.

## 6.0 Selection Procedure

6.1. Eligible applicants will be assessed by a selection board to determine their suitability for the post.

## 7.0 Submission of Applications

7.1. Applications are to be submitted, only electronically to [jobs@sja.mcs.edu.mt](mailto:jobs@sja.mcs.edu.mt), and addressed to Ms Melanie Ungaro, Head of School, by not later than noon (Central European Time) of Thursday 18th November 2021. They will be acknowledged by email. Applications sent by post or delivered by hand will not be considered.

Sr Teresa Tonna  
College Principal