

Immaculate Conception School, Tarxien

POST OF TEACHER

PSCD and Science and Technology

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 Education Regulations 2016) in its recruitment process.

1.1. The Sisters of Charity invites applications for the post of Teacher within Immaculate Conception School, Tarxien.

1.2. Applicants may wish to apply for the post of Teacher in PSCD (major load) and Science and Technology.

Terms and Conditions

2.1. 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 from time to time the Malta Public Service in general. Chosen applicants, engaged by 1st September 2022 and who have not successfully completed their teaching qualification course will have their probation extended accordingly.

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 2022/2023, and shall henceforth be named Temporary Teachers on acceptance. In such cases, this engagement constitutes an objective reason in terms of S.L. 452.81 regarding fixed term contracts, since this recruitment is of a temporary nature. The probationary period shall be for one (1) year and is subject to the rules and regulations governing from time to time the Malta Public Service in general, including deployment according to the exigencies of the service.

2.2. A Temporary Teacher will be placed on the minimum of Salary Scale 9 which in 2022, is €23,353 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 as defined in the section on Student pastoral care. 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 in accordance with Public Service Regulations.

2.3. The salary for the post of 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 €26,037. 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 (€24,845 x €486.83 - €27,766 in 2022) on completion of eight (8) years satisfactory service in the grade and to Salary Scale 7 (€26,438 x €531.17 - €29,625 in 2022) 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 2022, shall be required to attend a pre-service college-based induction session with the Head of College Network, as communicated by the office of the respective Head of College Network during the month of September 2022. Thereafter a selected candidate shall be required to attend the pre-service National Induction Sessions on 20th, 22nd and 23rd of September 2022. These mandatory sessions are part of the induction programme for newly qualified and newly recruited teachers.

2.8. 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 2022. 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 2022, s/he will be appointed as Supply Teacher in terms of the call of Supply Teacher published in 2022. In such instances, the engagement will be on a definite basis, until the end of the scholastic year 2022/2023.

2.9. 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.

2.10. 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).

2.11. A selected candidate will be required to complete an induction process successfully, **as stipulated by the Directorate for 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. Accepting appointment in this grade signifies that any pending applications within the Public Service are automatically considered renounced, unless the latter are applications for SAAC positions or applications for a definite position when the officer concerned holds an indefinite appointment.

Duties

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

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 Citizenship Unit within Community Malta Agency and the Expatriates Unit within 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. Applicants who are offered employment with MEYR must submit an online application for new/renewal of temporary warrant through the following link: <https://education.gov.mt/en/teachingprofession/Pages/CTP.aspx>. 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 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

(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 (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 6/7, 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 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.

(x) Public Officers in the grade of Teacher, whose appointment in such grade has been confirmed, and who wish to be considered to teach at a different cycle and/or to teach a different subject, may apply on condition that besides being in possession of a teaching/pedagogical qualification as per Appendix A, have a minimum of 60 ECTS/ECVET credits at MQF Level 6 in the subject/area applied for, even if their teaching/pedagogical qualification/course is not in the subject/area applied for.

4.2. A table of recognised teaching qualifications or pedagogical course (Appendix A) mentioned above or in Appendix B may be viewed by accessing the following link: <https://education.gov.mt/en/vacancies/Documents/Appendix%20A%20-%20Recognised%20Teaching%20Qualifications.pdf>.

4.3. 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.

4.4. Applicants who are in the final year of the course leading to the award of their appropriate teaching qualification as per paragraphs under section 4.1 may still apply. Such applicants would need to prove the successful completion of the relevant course by 30th November 2022 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 2022, 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 2022/2023, which may be renewed for further periods.

4.5. Applicants are also required to refer to Appendix B by accessing the following link: <https://education.gov.mt/en/vacancies/Documents/Appendix%20B%20-%20Further%20eligibility%20criteria%20for%20Teacher%20call.pdf> 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.

4.6. Public Officers holding a grade in a particular stream, and who were granted Officer in Scale status by virtue of a Grievances Unit decision in the same scale as that of a higher grade in that stream, are eligible to apply for grades open to officers holding such higher grade within the stream that carries the same scale as that of the Officer in Scale status.

The years of service since the effective date of appointment as Officer in Scale are reckonable for the purpose of satisfying any requisite years of service stipulated in calls for applications.

Any other eligibility requisites for the post must be met in terms of this call for applications.

4.7. Public officers who currently hold an appointment as Officer in Grade are considered on a personal basis to pertain to the Class/Stream of their immediately previous substantive grade, and may apply on the basis of their current scale as Officer in Grade, which must be equivalent to, or higher than, what is required by this call for applications.

The years of service since the effective date of appointment as Officer in Grade are reckonable for the purpose of satisfying any requisite years of "service in the grade" as stipulated in calls for applications.

Any other eligibility requisites for the post/position must be met in terms of this call for applications

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

4.9. Applicants must be eligible to take up their due appointment, in terms of 4.1 to 4.8 above, not only by the closing time and date of this call for applications but also on the date of appointment.

4.10. Applicants are obliged to immediately inform the Selection Board (if result has not yet been published, in which case the application should be withdrawn by the applicant) or the HR Unit within the issuing ministry / department (if result has been published) upon any change in the status of their appointment from the date of submission of their application until the closing date, or upon being called for appointment as a result, of this call for application, as the case may be. Non-observance of this instruction may lead to disciplinary action. On its part, at the start of the interview, the Selection Board will request the candidate to declare any changes in status of his/her current appointment from the date of submission of application.

4.11. 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).

4.12. 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 4.5 and Appendix

A. Holders of a teaching qualification as listed in Appendix A, are exempted from presenting such a comparability statement.

Submission of Supporting Documents

5.1. Qualifications and experience claimed must be supported by certificates and/or testimonials, when you apply. 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.

Selection Procedure

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

6.2. A successful applicant under clause 4.4 will be placed in the order of merit.

Submission of Applications

7.1. Applications are to be submitted only by email to jobs@sja.edu.mt, for the attention of the Head of School. They are to include a Curriculum Vitae (which should include a list of qualifications held by applicant).

Closing date is: July 1st 2022.

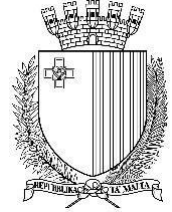
Applications after this date will not be considered.

7.2. Applicants must, together with the application mentioned in paragraph 7.2, submit an online temporary warrant application at: <https://eforms.gov.mt/pdfforms.aspx?fid=est075e>, or renew their temporary warrant online through the following link: <https://eforms.gov.mt/pdfforms.aspx?fid=est077e>.

Annex A

MINISTRY FOR EDUCATION, SPORT, YOUTH,
RESEARCH AND INNOVATION
GREAT SIEGE ROAD, FLORIANA, MALTA

Ministry	Ministry for Education, Sport, Youth, Research and Innovation (MEYR)
Job title	Teacher



Duties and responsibilities

It is the responsibility of a teacher to take charge of providing appropriate relevant, stimulating and engaging learning experiences for all students under his/her responsibility, nurturing wellbeing through sustainable individual as well as collective spiritual, emotional, cognitive and physical growth. The teacher is expected to collaborate with other educators, who may be supporting this endeavour within or beyond the classroom, under the leadership of the school's Senior Management Team, also by engaging in the development of a Community of Professional Educators, including through School Development Planning. In pursuing this, the Teacher is to:

- i. Keep abreast of developments in education, particularly in relation to the respective Cycle and/or area, including but not limited to curriculum, pedagogy, assessment, recording and reporting of learning, content and diverse learner development;
- ii. Create optimal conditions which facilitate a learner's holistic development according to guidelines provided by the national and local designated authorities;
- iii. Plan, create, and evaluate stimulating, enjoyable and positive learning experiences, including through lesson preparation and delivery, development and administration of varied modalities of assessment for and of learning, as well as give feedback also through recording and reporting of learning;
- iv. Address diversity by creating opportunities for all learners to reach their potential without either formally or informally erecting barriers or lowering expectations;
- v. Contribute towards the incremental attainment of the expected outcomes at subject, learning area, and cross-curricular theme level by all students entrusted under his/her care raising the bar of achievement for every individual and narrowing the attainment gaps that may exist in the process facilitating the fulfilment of each learner's potential
- vi. Teach and educate students according to guidelines provided by the National Curriculum Framework under the overall guidance of the competent education authority;
- vii. Teach and educate students according to the educational needs, abilities and attainment potential of individual students entrusted to his/her care by the Head of School or Head of Section;
- viii. Conduct themselves and teach and educate students in accordance with principles set out in the Teachers' Code of Ethics and Practice;
- ix. undertake any other tasks, which the superior may delegate to him/her, as may be required; and
- x. any other duties as directed by the Principal Permanent Secretary.

A detailed job description of the post can be obtained by accessing the following link:

<http://education.gov.mt/en/vacancies/Pages/Vacancies.aspx>

The selected candidate is expected to carry out his/her duties in utmost good faith, with due diligence and to the best of his/her abilities and s/he shall act in all respects according to the instructions and/or directives given to him/her by the Education Directorates, Head of College Network and/or Head of School.

The selected candidate is required to follow professional development courses including an induction course as appropriate to his/her role and functions, and Management driven training programmes, as directed by the Education Directorates, Head of College Network and/or Head of School. This Management driven training programme (or in-service induction) will not be considered as part of the self-sought Community of Professional Educators (CoPE) mentioned in paragraph 2.5 above.

The selected candidate shall adopt and work towards the implementation of the school development plan of the particular school or schools s/he is giving service in.

APPENDIX A **RECOGNISED TEACHING QUALIFICATION BY THE COUNCIL FOR THE TEACHING PROFESSION (CTP)**

Any reference to a Teaching /pedagogical qualification/course mentioned in this call or in Appendix B is required to be as indicated in the table hereunder and is required to be deemed as comparable by the CTP in terms of article 24 (2) (d) (iv) of the Education Act. **Any of the below teaching/pedagogical qualifications are exempt from presenting such a comparability statement.**

RECOGNISED TEACHING QUALIFICATION BY THE COUNCIL FOR THE TEACHING PROFESSION (CTP)							
Name of Teaching Qualification	Type of Qualification	Provider / Awarding Body	Programme Status	MQF / EQF Level	ECTS / ECVET CREDITS	PRACTICUM ECTS / ECVETS TP / SE / EL*	Leads to a Warrant
1. Bachelor of Education (Honours)	Full	University of Malta	no longer available	6	240	TP 16 SE 08	Yes
2. Bachelor of Education	Full	University of Malta	no longer available	6	180	TP 30 EL 06	Yes
3. Bachelor of Education ECEC	Full	University of Malta	no longer available	6	180	TP 16 SE 08	Yes
4. First cycle degree in relevant area of study +	Full	University of Malta or other Institution	available	6	180	n/a	n/a
Postgraduate Certificate in Education (PGCE)	Full	University of Malta	no longer available	6	60	TP 12 SE 06	Yes

*TP – Teaching Practice SE – School Experience EL – Experiential Learning

The above are for all programmes commencing as from October 2003 onwards. Any reference to a teaching/pedagogical course/qualification mentioned in this call, is referring to one of the above qualifications

APPENDIX A **RECOGNISED TEACHING QUALIFICATION BY THE COUNCIL FOR THE TEACHING PROFESSION (CTP)**

Name of Teaching Qualification	Type of Qualification	Provider / Awarding Body	Programme Status	MQF / EQF Level	ECTS / ECVET CREDITS	PRACTICUM ECTS / ECVETS TP / SE / EL*	Leads to a Warrant
5. First cycle degree in relevant area of study +	Full	University of Malta or other Institution	available	6	180	n/a	n/a
Master's in Teaching & Learning	Full	University of Malta	available	7	120	TP 20	Yes
6. First cycle degree in relevant area of study	Full	University of Malta or other Institution	available	6	180	n/a	n/a
Postgraduate Diploma in Teaching & learning	Exit qualification	University of Malta	available	7	60	TP 10	Yes
7. Bachelor of Education (Honours)	Full	Institute for Education	available	6	180	TP 30	Yes
8. First cycle degree in relevant area of study +	Full	Any Institution	available	6	180	n/a	n/a

*TP – Teaching Practice SE – School Experience EL – Experiential Learning

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APPENDIX A **RECOGNISED TEACHING QUALIFICATION BY THE COUNCIL FOR THE TEACHING PROFESSION (CTP)**

Name of Teaching Qualification	Type of Qualification	Provider / Awarding Body	Programme Status	MQF / EQF Level	ECTS / ECVET CREDITS	PRACTICUM ECTS / ECVETS TP / SE / EL*	Leads to a Warrant
Master's in Education	Full	Institute for Education	available	7	90	TP 20	Yes
9. First cycle degree in relevant area of study + Postgraduate Diploma in Education	Full	Any Institution	available	6	180	n/a	n/a
	Exit qualification	Institute for Education	available	7	60	TP 20	Yes
10. Bachelor of Vocational Education & Training Honours (BVET)	Full	MCAST	available	6	180	TP 18 SE 06	Yes
11. First cycle degree in relevant area of study + Master's in Vocational Education Applied Research (MVEAR)	Full	Any Institution	available	6	180	n/a	n/a
	Full	MCAST	available	7	120	TP 12	Yes

*TP – Teaching Practice SE – School Experience EL – Experiential Learning

The above are for all programmes commencing as from October 2003 onwards. Any reference to a teaching/pedagogical course/qualification mentioned in this call, is referring to one of the above qualifications

APPENDIX A **RECOGNISED TEACHING QUALIFICATION BY THE COUNCIL FOR THE TEACHING PROFESSION (CTP)**

The following courses are not considered as teaching qualifications								
Name	Type of Qualification	Provider / Awarding Body	Programme Status	MQF / EQF Level	ECTS / ECVET CREDITS	PRACTICUM ECTS / ECVETS TP / SE / EL / I*	Leads to a Warrant	Further info
Postgraduate Certificate Education (Conversion)	top-up for those already in possession of a teaching qualification	University of Malta	available	7	30	TP 10	Not applicable	This programme is for those already in possession of a teaching qualification and wish to specialise in another subject / area /cycle
Postgraduate Certificate in Education (Conversion)	top-up for those already in possession of a teaching qualification	Institute for Education	available	7	30	TP 10	Not applicable	This programme is for those already in possession of a teaching qualification and wish to specialise in another subject / area /cycle

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*TP – Teaching Practice SE – School Experience EL – Experiential Learning

The above are for all programmes commencing as from October 2003 onwards. Any reference to a teaching/pedagogical course/qualification mentioned in this call, is referring to one of the above qualifications