

MINISTRY FOR EDUCATION AND EMPLOYMENT

POST OF TEACHER WITHIN THE MINISTRY FOR EDUCATION AND EMPLOYMENT

The Ministry for Education and Employment (MEDE) would like to remind all interested applicants that it has zero tolerance policy towards any form of child abuse. MEDE 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.

Nomenclatures denoting the male gender include also the female gender

1.0 Introduction

1.1 The Permanent Secretary, Ministry for Education and Employment (MEDE), invites applications for the post of Teacher within the Ministry for Education and Employment.

1.2 Applicants may wish to apply for the post of Teacher in one or more of the following:

1. Early Childhood Education and Care (ECEC);
2. Primary Education (Migrant Induction Programme);
3. Primary Education (General);

4. Secondary Education (Agribusiness);
5. Secondary Education (Engineering Technology);
6. Secondary Education (Ethics);
7. Secondary Education (Hairdressing and Beauty);
8. Secondary Education (Health and Social Care);
9. Secondary Education (Hospitality);
10. Secondary Education (Information Technology);
11. Secondary Education (Integrated Science);
12. Secondary Education (Migrant Induction Programme);
13. Secondary Education (Media Literacy);
14. Secondary Education (Personal, Social and Career Development - PSCD);
15. Secondary Education (Retail)
16. Secondary Education (Textiles and Fashion)

17. Secondary/Post-Secondary Education (Accounting);
18. Secondary/Post-Secondary Education (Arabic);
19. Secondary/Post-Secondary Education (Art);
20. Secondary/Post-Secondary Education (Biology);
21. Secondary/Post-Secondary Education (Business Studies);
22. Secondary/Post-Secondary Education (Chemistry);

23. Secondary/Post-Secondary Education (Chinese);
24. Secondary/Post-Secondary Education (Computing and/or Information Technology and/or Information and Communication Technology);
25. Secondary/Post-Secondary Education (Dance);
26. Secondary/Post-Secondary Education (Drama);
27. Secondary/Post-Secondary Education (Design and Technology);
28. Secondary/Post-Secondary Education (English);
29. Secondary/Post-Secondary Education (European Studies);
30. Secondary/Post-Secondary Education (French);
31. Secondary/Post-Secondary Education (Geography);
32. Secondary/Post-Secondary Education (German);
33. Secondary/Post-Secondary Education (Graphical Communication);
34. Secondary/Post-Secondary Education (History);
35. Secondary/Post-Secondary Education (Home Economics);
36. Secondary/Post-Secondary Education (Italian);
37. Secondary/Post-Secondary Education (Information and Communication Technology);
38. Secondary/Post-Secondary Education (Maltese);
39. Secondary/Post-Secondary Education (Mathematics);
40. Secondary/Post-Secondary Education (Music);
41. Secondary/Post-Secondary Education (Physical Education);
42. Secondary/Post-Secondary Education (Physics);
43. Secondary/Post-Secondary Education (Religion);
44. Secondary/Post-Secondary Education (Russian);
45. Secondary/Post-Secondary Education (Social Studies);
46. Secondary/Post-Secondary Education (Spanish);

47. Post-Secondary Education (Classical Studies);
48. Post-Secondary Education (Economics);
49. Post-Secondary Education (Engineering Drawing and Computer Aided Design);
50. Post-Secondary Education (Environmental Science);
51. Post-Secondary Education (Marketing);
52. Post-Secondary Education (Philosophy);
53. Post-Secondary Education (Psychology);
54. Post-Secondary Education (Sociology);
55. Post-Secondary Education (Systems of Knowledge);
56. Post-Secondary Education (Theatre and Performance);

1.2.1 Alternative Learning Programme (ALP) Subjects for mainstream education or specific school/s

57. Secondary Education (Agribusiness and Gardening);
58. Secondary Education (Aluminium Worker);
59. Secondary Education (Art & Design);
60. Secondary Education (Auto Mechanics);
61. Secondary Education (Automotive Repair - Body and Paint);

62. Secondary Education (Basic Engineering);
63. Secondary Education (Building Services Trades);
64. Secondary Education (Care Work);
65. Secondary Education (Carpentry);
66. Secondary Education (Customer Care and Sales);
67. Secondary Education (Electrical Installations and Basic Electronics);
68. Secondary Education (Oil and Water Gilding);
69. Secondary Education (Hairdressing);
70. Secondary Education (Multi-Media & ICT Applications);
71. Secondary Education (Paper Making and Book Binding);
72. Secondary Education (Personal and Beauty Care);
73. Secondary Education (Plumbing);
74. Secondary Education (Pottery and Ceramics);
75. Secondary Education (Sheet Metal/Blacksmith);
76. Secondary Education (Welding and Fabrication);

1.2.2 Special Education as provided in Resource Centres/Resource Classes

77. Special Education (Design and Technology);
78. Special Education (General);
79. Special Education (Home Economics);
80. Special Education (Information Communication Technology);
81. Special Education (Integrated Science);
82. Special Education (Personal, Social and Career Development);
83. Special Education (Physical Education);

1.2.3 According to the exigencies of the Malta Public Service, a selected candidate whose main area of specialisation is:

- Accounting or Economics may also be required to teach Business Studies and/or Retail;
- Biology, Chemistry or Physics may also be required to teach Integrated Science;
- Engineering Drawing and Computer Aided Design (CAD) may also be required to teach Graphical Communication;
- English may also be required to teach English as a Foreign Language (EFL) in the Primary/Secondary Cycle;
- Graphical Communication may also be required to teach Design and Technology;

- Home Economics with ECTS/ECVET credits relevant to Textiles may also be required to teach Home Economics and/or Textiles Studies and/or Textiles and Fashion;
- Textiles Studies with ECTS/ECVET credits related to Home Economics may also be required to teach Textiles Studies and/or Textiles and Fashion and/or Home Economics;
- 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;
- Maltese may also be required to teach Maltese as a Foreign Language (MFL) in the Primary/Secondary Cycle.

1.3 A selected candidate whose main area of specialisation is Art, Ethics, Integrated Science, Music, PE or PSCD (Secondary/Post-Secondary) may also be required to teach the respective subject in the Primary Cycle.

1.4 A selected candidate whose main area of specialisation is any of the subjects taught at Secondary and/or Post-secondary level in clause 1.2 above may also be required to teach the respective subject in Learning Support Centres and/or schools offering Alternative Learning Programmes.

1.5 A selected candidate who is engaged to teach the Migrant Induction Programme may be required to teach more than one subject within the programme.

1.6 If a subject which is currently taught at a particular cycle and starts being taught at a different cycle, a selected candidate may be deployed accordingly.

1.7 A selected candidate may be required to undergo any special training as deemed necessary.

2.0 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 and MEDE in particular, including deployment according to the exigencies of the service. Chosen applicants, engaged after by 1st September 2019 and who have not successfully completed the course mentioned in paragraphs 4.2 (iv) and (v) by 30th September 2019, will have their probation extended accordingly.

- 2.2 (a) However, if and when a vacancy of a temporary nature arises, MEDE may appoint a teacher on a definite basis, until the end of the scholastic year 2019/2020, 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 and MEDE in particular, including deployment according to the exigencies of the service.
- (b) A Temporary Teacher will be placed on the minimum of Salary Scale 9 which in 2019, is €21,252.00 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 2019, is €21,252.00 per annum, rising by annual increments of €447.33 up to a maximum of €23,936.00. This salary is supplemented by a Class Allowance of €1,528 per annum together with a Works Resources Fund of €423 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 (€22,645.00 x €486.83 - €25,566.00) on completion of eight (8) years satisfactory service in the grade and to Salary Scale 7 (€24,153.00 x €531.17 - €27,340.00) 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 2019, shall be required to attend a pre-service college-based induction session with the Head of College Network/College Principal, as communicated by the office of the respective Head of College Network/College Principal between 2nd and 17th September 2019. Thereafter a selected candidate shall be required to attend the pre-service National Induction Sessions on the 18th, 19th and 20th of September 2019. These sessions are part of the two-year 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 2019. 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 2019, s/he will be appointed as Supply Teacher in terms of the call of Supply Teacher published in 2019. In such instances, the engagement will be on a definite basis, until the end of the scholastic year 2019/2020.
- 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) 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.
- 2.10 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).
- 2.11 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.
- 2.12 Conditions and procedures regarding the acceptance for the post of Teacher, which can be accessed via http://education.gov.mt/en/Documents/Vacancies/Acceptance_procedure_for_ne

[w_teachers.pdf](#) will apply, if and when a successful candidate is contacted by the MEDE.

- 2.13 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 the MEDE.
- 2.14 MEDE has the right to assign and/or deploy a successful applicant to serve in any College, School, and Educational Institution including on a shared basis in Malta or Gozo, according to the exigencies of the Malta Public Service.

3.0 Duties

- 3.1 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, recoding 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. perform any other duties according to exigencies of the Public Service 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>

- 3.2 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/College Principal, and/or Head of School.
- 3.3 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/College Principal 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.
- 3.4 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.

4.0 Eligibility Requirements

- 4.1 By the closing date and time 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”.

The advice of the Citizenship and Expatriates Department 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 license 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;
- (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. Applicants are to apply online through the following link: <https://eforms.gov.mt/pdfforms.aspx?fid=est075e>, or renew their temporary warrant through the following link: <https://eforms.gov.mt/pdfforms.aspx?fid=est077e>.

- (iv) 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 they satisfy the eligibility requirements for the subject/cycle/area they are applying for. MEDE shall deploy teachers who prove successful in such cases according to the exigencies of the service.

4.2 Apart from satisfying the eligibility requirements under paragraph 4.1 above, applicants must further satisfy one of the following:

- (i) be in possession of a Teacher's Warrant (Permanent) plus a recognised pedagogical course at MQF Level 6 (subject to a minimum of 60 ECTS/ECVET credits or equivalent with regards to programmes starting from 2008) and have accrued not less than fifteen (15) years teaching experience, teaching the subject/area/cycle applied for in a licensed school; **OR**
- (ii) 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**
- (iii) have a recognised Teacher's qualification (Certificate in Education) awarded by the Colleges of Education, Mater Admirabilis College, or St Michael's, together an Advanced Level at MQF Level 4, (minimum Grade C) in the subject/area applied for; **OR**
- (iv) (a) have a recognised teaching qualification at MQF Level 6, (see table below) which includes the subject/area applied for as a main area of study; **OR**
(b) have a recognised qualification 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 qualification in Pedagogy at MQF level 6 in the subject/area applied for.

Provided, that, where the University of Malta did not run a Bachelor of Education or a Post-Graduate Certificate in Education (PGCE) course before 2016 in that particular subject in the last three (3) years before the issue of this call, any recognised teaching qualification in Education at MQF Level 6, or any recognised qualification in Pedagogy with any subject specialisation will qualify an applicant who also has a recognised qualification at MQF Level 6 in which the subject applied for is a main area of study at MQF Level 6, with a minimum of 180 ECTS/ECVET credits, or equivalent; **OR**

- (v) have a recognised Master's in Teaching and Learning at MQF Level 7 in the subject/area/cycle applied for as a main area of study; **OR**
- (vi) have a recognised teaching qualification at MQF Level 6 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**

- (vii) (a) have a recognised (Masters) qualification at MQF Level 7 in the subject applied for, with a minimum of 60 ECTS/ECVET credits or equivalent, after having completed a recognised qualification at MQF Level 6 with a minimum of 180 ECTS/ECVET credits, or equivalent together with a recognised qualification in pedagogy at MQF Level 6 having a minimum of 60 ECTS/ECVET credits or equivalent in accordance with article 24 (2) (d) (iii) of the Education Act; **OR**
- (b) qualified for a recognised (Masters) qualification as a mature student at MQF Level 7 with a minimum of 60 ECTS/ECVET credits or equivalent in the subject applied for, after having completed a recognised qualification at MQF Level 6 with a minimum of 180 ECTS/ECVET credits, or equivalent together with a recognised qualification in pedagogy having a minimum of 60 ECTS/ECVET credits or equivalent in accordance with article 24 (2) (d) (iii) of the Education Act.
- (viii) 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, after having completed a recognised qualification at MQF Level 6, are exempted from producing a recognised qualification in pedagogy at MQF level 6, in accordance with article 24 (2) (d) (iii) of the Education Act, on condition that they are eligible or in possession of a Teacher's Warrant (Permanent).

Any reference to a Teaching Qualification or a pedagogical qualification/course mentioned above or in Appendix A 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. Holders of a Master's in Teaching and Learning, Bachelor of Education or a PGCE awarded by the University of Malta are exempt from presenting such a comparability statement. These include:

University of Malta Teaching Qualification	MQF level	Minimum of ECTS/ ECVET credits	Minimum of Teaching Practice (TP) /school experience	
1 Master's in Teaching and Learning**	7	120	TP	20 ECTS/ECVET credits

2	Bachelor of Education	6	240	TP	16 ECTS/ECVET credits
				School experience in the subject/area	8 ECTS/ECVET credits
3	Bachelor of Education (ECEC)	6	180	TP	16 ECTS/ECVET credits
				School experience in the subject/area	8 ECTS/ECVET credits
4	Qualification in the subject/area + Pedagogical Qualification (PGCE)* Post-Graduate Certificate in Education	6	180		
				TP	12 ECTS/ECVET credits
		6	60	School experience in the subject/area	6 ECTS/ECVET credits
5	Master's* + Qualification in the subject/area + Pedagogical	7	60		
				6	180
		6	60	TP	12 ECTS/ECVET

Qualification (PGCE)* Post-Graduate Certificate in Education			School experience in the subject/area	credits 6 ECTS/ECVET credits
<p>The above are for all programmes commencing as from October 2003</p> <p>* For programmes commencing as from October 2008</p> <p>** For programmes commencing as from October 2016</p> <p>Any reference to a teaching qualification or pedagogical course/qualification mentioned in this call, is referring to one of the above qualifications</p>				

- 4.3 Qualifications at a level higher than that specified above will be accepted for eligibility purposes, provided they meet any specified subject/area/cycle requirements.
- 4.4 Apart from satisfying any of the requisites stipulated in paragraphs 4.1 and 4.2 above, applicants in possession of a teaching qualification in Early Childhood Education and Care or in the Primary must also be in possession of:
- (i) 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 at MQF Level 6 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 (paragraph 4.4) 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.
 - (ii) Applicants who entered one of the courses stipulated in paragraphs 4.4 (i) as mature students and successfully completed such courses, are exempt from the provisions of paragraph 4.4 (i) provided they produce a testimonial to this effect from the awarding institution.
- 4.5 Applicants who are in the final year of the course leading to the award of the appropriate qualification as per paragraphs in 4.2 (iv) u (v) may still apply. Such applicants would need to prove the successful completion of the relevant course

by 30th November 2019. 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 2019, 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 2019/2020, which may be renewed for further periods.

- 4.6 Applicants are also required to refer to Appendix A 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 A, should refer to paragraph 4.2 to 4.5 for the eligibility requirements.
- 4.7 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.

- 4.8 Applicants must be of conduct which is appropriate to the post applied for (applicants who are already in the Malta Public Service must produce a Service and Leave Record Form (GP 47); those applying from outside the Service 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 and state whether they have ever been in Government Service, giving details).
- 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 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 in accordance with paragraph 4.2 to 4.5 and Appendix A. Holders of

a Bachelor of Education degree or a PGCE or MTL awarded by the University of Malta are exempt from presenting such a comparability statement.

5.0 Submission of Supporting Documentation

- 5.1 Qualifications and experience claimed must be supported by certificates and/or testimonials, copies of which should be uploaded on the edurecruitment portal <https://edurecruitment.gov.mt>, 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.

6.0 Selection Procedure

- 6.1 Eligible applicants will be assessed by a Selection Board to determine their suitability for the post. The maximum mark for this selection process is 800 and the pass mark is 400. As part of the interview eligible applicants are expected to:
- a. 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.
 - b. 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. The Assessment Criteria can be accessed on: <http://education.gov.mt/en/Pages/vacancies.aspx>

- 6.2 A successful applicant under clause 4.5 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, by 30th November 2019. Failure to satisfy any one of the above conditions will lead to the removal from the merit list.

7.0 Submission of Applications

- 7.1 Applicants may apply for more than one of the options listed in clause 1.2 above, by applying separately for every subject/cycle/area. However, it is the prerogative of MEDE to select under which option to offer employment to the selected candidates, according to the exigencies of the Malta Public Service and MEDE.
- 7.2 Applications are to be submitted through the edurecruitment portal **only** at the following address: <http://edurecruitment.gov.mt>. Applications are to include a Curriculum Vitae (which should include a list of qualifications held by the applicant), and an updated Service and Leave Record Form (GP 47) / Certificate of Conduct as applicable, in pdf format, which are to be uploaded through the edurecruitment portal. The closing date of the receipt of applications is **noon (Central European Time) of Friday, 17th April 2020**. A computer generated e-mail will be sent as an acknowledgement of the application. Should you require assistance with the application kindly contact Edu Servizz.gov on telephone number 153.
- 7.3 However, due to the exigencies of MEDE, the selection process will initially consider, applications received by **noon (Central European Time) of Monday, 25th March 2019**. Successful candidates in every cycle/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 the cycle/subject/area mentioned in paragraph 1.2, other applicants may be assessed without recourse to a new call for applications, provided they would have submitted their application by **noon (Central European Time) of Friday, 17th April 2020**. Should you require assistance with the application kindly contact Edu Servizz.gov on telephone numbers 153.
- 7.4 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>. The acknowledgement of this application/renewal is to be submitted through the Online Education Recruitment Portal (<https://edurecruitment.gov.mt>). Applications for a temporary warrant/renewal will be processed by the CTP, only if an applicant is offered employment with MEDE.
- 7.5 Applicants are strongly advised not to wait until the last day to submit their applications since heavy internet traffic or a fault with the internet connection could lead to difficulties in submission. MEDE cannot be held responsible for any delay due to such difficulties.

7.6 Further details concerning the submission of applications are contained in the General provisions referred to below.

8.0 Other General Provisions

8.1 Other general provisions concerning this call for applications, with particular reference to:

- applicable benefits, conditions and rules/regulations;
- reasonable accommodation for registered persons with disability;
- submission of recognition statements in respect of qualifications;
- publication of the result;
- the process for the submission of petitions concerning the result;
- medical examination;
- access to application forms and related details (not applicable in view of paragraph 7.2);
- retention of documents,

may be viewed by accessing the website of the People and Standards Division at the address <https://opm.gov.mt/en/PSD/RESOURCING/Pages/Forms%20and%20Templates/Forms-and-Templates.aspx> . These general provisions are to be regarded as an integral part of this call for applications.

Further eligibility criteria for Teacher call

Appendix A

Any of the Teaching qualifications listed hereunder or any other recognised appropriate qualification are required to be deemed as comparable by the CTP in terms of article 24 (2) (d) (iv) of the Education Act. Holders of a Master's in Teaching and Learning or a Bachelor of Education degree or a PGCE**** awarded by the University of Malta are exempt from presenting such a comparability statement. For the purpose of the table below:

- a Master's in Teaching and Learning (MTL)* is a recognised qualification in pedagogy at MQF level 7 with a minimum of 120 ECTS/ECVET credits or equivalent which includes 20 ECTS in Teaching Practice (TP) or equivalent;
- a Bachelor in Education (B.Ed. Hons)** is a recognised qualification in Education at MQF Level 6 with a minimum of 240 ECTS/ECVET credits or equivalent which includes 16 ECTS/ECVET credits in Teaching Practice (TP) or equivalent and 8 ECTS/ECVET credits or equivalent in school experience in the subject/cycle;
- a Degree* is a recognised qualification at MQF Level 6 with a minimum of 180 ECTS/ECVET credits or equivalent;
- a Qualification in Pedagogy - Post-Graduate Certificate in Education (PGCE)*** is a recognised qualification in Education at MQF Level 6 having a minimum of 60 ECTS/ECVET credits or equivalent including 12 ECTS/ECVET credits or equivalent in Teaching Practice (TP) and 6 ECTS/ECVET credits or equivalent in school experience in the subject/cycle;
- a Diploma is a recognised qualification at MQF Level 5 with a minimum of 60 ECTS/ECVET credits or equivalent;
- Advanced Level is a recognised qualification at MQF Level 4 (minimum Grade E);
- Intermediate Level is a recognised qualification at MQF Level 4 (minimum Grade E);

* with regards to programmes commencing as from October 2016.

** with regards to programmes commencing as from October 2003.

*** with regards to programmes commencing as from October 2008.

Subject	Eligibility Requirements	Further Details
	Applicants applying under section 4	

Primary Education (Migrant Induction Programme)	B. ED/MTL/PGCE in Primary/ECEC;	
Secondary Education (Migrant Induction Programme)	Any B. ED/MTL/PGCE in a secondary subject	
Accounting/Business Studies/Economics	A recognised qualification at MQF level 6 in Accounting and/or Business Studies and/or Economics and a PGCE in Accounting and/or Business Studies and/or Economics; OR B.Ed in Accounting and Economics; OR MTL in Business Education;	
Arabic	Advanced Level at MQF Level 4 in Arabic (Minimum Grade E); AND Studied Arabic as a main area of study in a recognised qualification MQF level 6 with a minimum of 60 ECTS/ECVET credits or equivalent in Arabic Language	
Computing and/or Information Technology	MTL in Computing; OR Any B.Ed. (Hons) and an MQF level 5 qualification in Computing Education; OR Any recognised qualification (degree) at	The Diploma in Information Technology in Education (IT Applications) (Dip.IT.Ed - 1998-2000), and the Diploma in Computer Studies Education (Dip.C.S.Ed - 2000-2002;

	<p>MQF level 6, with any PGCE, and an MQF level 5 in Computing Education;</p> <p>OR</p> <p>A recognised qualification (degree) at MQF level 6 in Computing and a PGCE with a specialisation in Computing Education.</p>	<p>2002-2004), both offered by the University of Malta with the Education Division, are recognised appropriate comparable qualifications in Computing Education</p>
Classical Studies	<p>A recognised qualification (degree) at MQF level 6 in Classical Studies</p>	
Dance	<p>Any B. Ed/MTL/PGCE. and a minimum of MQF Level 4 in the subject applied for;</p>	
Design and Technology	<p>MTL in Design & Technology;</p> <p>OR</p> <p>B. ED (Hons) where the main area of specialisation is in Technical Subjects;</p> <p>OR</p> <p>Physics with ECTS/ECVET credits in Electronics/Material Technology and an MQF level 3 in Graphical Communication or Design and Technology.</p> <p>The selected candidate will be expected</p>	

	to attend an upgrading course to enhance his/her knowledge and skills in the subject.	
Drama	MTL in Drama; OR Any B. Ed/PGCE. and a minimum of MQF Level 4 in Drama;	
Engineering Drawing and Computer Aided Design (CAD)	Advanced Level in Graphical Communication / Engineering Drawing; AND City & Guilds 2D AutoCAD at MQF level 4; AND/OR City & Guilds 3D Auto CAD at MQF level 4	Applicants who sat for the Engineering Drawing Advanced Level from 2011 onwards are exempt from City & Guilds 2D AutoCAD AND City & Guilds 3D AutoCAD since this includes components in CAD
Environmental Science	A recognised qualification (degree) at MQF level 6 in a science subject, preferably in Biology or Chemistry; OR A recognised qualification (degree) at MQF level 6 in Environmental Science; OR A recognised qualification (degree) at	

	MQF level 6 in Geography.	
Ethics in Schools	PGCE/MTL in the Teaching of Ethics in Schools.	
Graphical Communication	<p>B.Ed./PGCE/MTL with area of specialisation in a subject taught at the Secondary cycle and an Advanced Level (Minimum Grade E) or higher in Graphical Communication;</p> <p>AND/OR</p> <p>B. Ed/PGCE/MTL with area of specialisation in a subject taught at the Secondary cycle and an Advanced Level (Minimum Grade E) or higher in Engineering Drawing (the selected candidate will be required to attend an upgrading course to enhance his/her knowledge in the subject).</p>	
Information and Communication Technology	<p>B.Ed./PGCE/MTL with area of specialisation in a subject taught at the Secondary cycle; AND</p> <p>Pass in all seven (7) modules of the European Computer Driving Licence (ECDL); AND</p> <p>Advanced Level (Minimum Grade E) in Computing or Information Technology;</p>	

	<p>OR</p> <p>Four (4) modules of the European Computer Driving Licence (ECDL) Advanced;</p> <p>OR</p> <p>Higher National Diploma or a comparable qualification at MQF Level 5 in ICT, or IT, or Computing</p>	
Integrated Science	Studied Biology, Chemistry or Physics as a main area of study in their recognised qualification (degree) at MQF level 6.	
Music	<p>B. ED or MTL in Music;</p> <p>OR</p> <p>1st degree + PGCE in Music;</p> <p>Those applying with a Fellowship Diploma in Music MQF level 7 must have a teaching qualification (pedagogical course) in Music</p> <p>Those applying with an MQF Level 7 in Music before 2008 are exempted from being in possession of an MQF Level 6 qualification in the area.</p>	

Philosophy	<p>Minimum of 60 ECTS/ECVET credits or equivalent in Philosophy;</p> <p>OR</p> <p>A recognised qualification (degree) at MQF level 6 in Philosophy</p>	
Primary/ECEC	<p>Must also have “O” levels in English, Maths, and Maltese</p>	
Psychology	<p>A recognised qualification (degree) at MQF level 6 in Psychology;</p> <p>AND</p> <p>any PGCE/MTL</p>	
Special Education (General)	<p>Any B. ED/MTL/PGCE</p>	<p>Preference shall be given to persons in possession, or who have been approved for the award, of a Post-Graduate Diploma or higher in the education of students with special needs, or a recognised appropriate comparable qualification, issued by an institution of higher education duly recognised by the competent authorities.</p> <p>A selected candidate will be required to undergo special</p>

		training and/or attend courses (locally or abroad) to enhance his/her expertise in areas related to Special Education.
Religion	Require also a Certificate of suitability for the teaching of Religion from the Archbishop's Curia (Malta)	
Social Studies	MTL in Social Studies; OR Studied Sociology or Social Studies as a main area of study in their recognised qualification (degree) at MQF level 6 AND/OR any PGCE/MTL	
Sociology	Minimum of 60 ECTS/ECVET credits or equivalent in Sociology; OR A recognised qualification (degree) at MQF level 6 in Sociology	
Systems of Knowledge	A recognised qualification (degree) at MQF level 6 in Sociology, Philosophy or	An applicant who does not satisfy these requirements

	<p>Art; AND</p> <p>An Intermediate Level in Physics, Chemistry, Biology or Environmental Science;</p> <p>OR</p> <p>A recognised qualification (degree) at MQF level 6 having Science, Biology, Physics or Chemistry as a main area of study; AND</p> <p>An Intermediate Level in Sociology, Philosophy, Art or History; OR</p> <p>An Intermediate Level in Sociology, Philosophy, Art or History.</p>	<p>would still be eligible to apply if s/he is in possession of a recognised qualification (degree) at MQF level 6 in one of the mentioned subjects and has been in a full-time teaching position teaching Systems of Knowledge in a licensed school at Post-Secondary level.</p> <p>Evidence of interdisciplinary studies/components, including Thesis/Dissertation work in the degree will be considered an asset. Due consideration will be given to, applicants who, in addition to the requested qualifications, have previous experience in teaching the subject Systems of Knowledge.</p>
Theatre and Performance	<p>A recognised qualification (degree) at MQF level 6 in Drama Studies; AND</p> <p>Any B. Ed/MTL/PGCE</p>	
ALP Subjects: Agribusiness & Gardening Aluminium Worker Art & Design, Auto Mechanics	<p>Any B. Ed/MTL/PGCE. and a minimum of MQF Level 4 in the subject applied for</p>	

<p>Automotive Repair (Body and Paint) Basic Engineering Building Services Trades Care Work Carpentry Customer Care & Sales Electrical Installations & Basic Electronics Oil and Water Gilding Hairdressing Multimedia & ICT Applications Paper Making & Book Binding Personal & Beauty Care Plumbing Pottery & Ceramics Sheet Metal/Blacksmith Welding & Fabrication</p>		
<p>Other Subjects: Agribusiness, Engineering Technology Hairdressing & Beauty Hospitality Health and Social Care Information Technology Media Literacy Retail Textiles</p>	<p>Any B. Ed/ MTL/PGCE and a minimum of an MQF Level 4 qualification in the subject applied for</p>	<p>Applicants not in possession of the Certificate Course in the Learning and Assessment of the VET subjects organised by MEDE may still apply on condition that they have attained this qualification by 23rd September 2019.</p>

Qualifications at a higher level than those specified above will be accepted for eligibility purposes, provided they meet any specified subject requirements.