

**POST OF SUBJECT TEACHER
IN THE GOZO CHURCH PRIMARY SECTOR
- SCHOLASTIC YEAR 2016/17**

1.0 Introduction

1.1 The Bishop's Conservatory Primary School invites applications for the post of Subject Teacher with Gozo Church Primary Schools.

1.2 The subjects, applicants may wish to apply for, are as follows:

- Physical Education (PE)
- Science

1.3 Applicants applying for any of the two subjects mentioned above, may if chosen, also be asked to teach any of the two (2) subsidiary subjects below:

- Information Technology (IT)
- Personal and Social Development (PSD)

1.4 Selected candidates 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 year, is on a full-time indefinite basis and is subject to the rules and regulations of Church Schools.

2.2 The salary for the post of Teacher is pegged to salary scale 9 which in 2016, is €19,320 per annum, rising by annual increments of €447.33 up to a maximum of €22,004. This salary is supplemented by an All-Inclusive Allowance of €600 per annum to cover extra duties assigned to them by the Head of School/s.

2.3 A teacher will progress to Scale 8 (€20,619.02 x €486.83 - €23,540) on completion of 8 years service in the grade and to Salary Scale 7 (€22,043.98 x €531.17 - €25,231) on completion of a further 8 years service in the grade, in both instances subject to satisfactory performance.

2.4 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.

2.5 Unless the selected candidate is in possession of a Teacher's Warrant (Permanent), s/he 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, and employment beyond this period shall be subject to possession of such a warrant in accordance with article 24(1) of the same Act.

2.6 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 result *ipso facto* in the revocation of the appointment.

2.7 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 process.

2.8 In the case of applicants who are successful in this call for applications in more than one (1) subject/area, s/he shall be employed in the required subject/area at the discretion of the Gozo Church Primary Schools.

3 Duties

3.1 The overall functions of a Teacher shall include:

- teaching and educating students according to guidelines provided by the National Curriculum Framework under the overall guidance of the competent education authority;
- teaching and educating students according to the educational needs, abilities and attainment potential of individual students entrusted to his/her care by the Head of School/s;
- any other duties according to exigencies of the schools.

A detailed job description of the post will be given on appointment.

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 he/she shall act in all respects according to the instructions and/or directives given to him/her by the Head/s 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/or in-service training programmes, as directed by the Education Directorates, Secretariat for Catholic Education and/or the Head/s of School.

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 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. The Employment and Training Corporation 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 Warrant) 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 Warrant) but who will eventually qualify for one in accordance with section 24(2) of the Education Act may also apply, provided that, when successful candidates are offered employment, they will be required to produce documented evidence from the Council for the Teaching Profession in Malta that they 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;

- (iv) of good moral character. 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;

4.2 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 Warrant) plus a recognised pedagogical course at MQF Level 6 with a minimum of 60 ECTS/ECVETS or equivalent and have accrued not less than fifteen (15) years teaching experience, teaching the subject/area 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 with a pass at Advanced Level at MQF Level 4 (Grade C or better in the subject/area applied for); **OR**
- (iv) (a) have a recognised teaching qualification at MQF Level 6, which includes the subject/area applied for as the main area of study; **OR**

(b) have a recognised qualification at MQF Level 6, with a minimum of 180 ECTS/ECVETS or equivalent, which includes the subject applied for as a main area of study, and a qualification in pedagogy at MQF Level 6 in the subject applied for.

Provided that, where the University of Malta did not run a B. Ed. or P.G.C.E. course 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/ECVETS, or equivalent; **OR**

- (v) (a) have a recognised (Master's) qualification at MQF Level 7 in the subject applied for, with a minimum of 90 ECTS/ECVETS or equivalent, after having completed a recognised qualification at MQF Level 6 with a minimum of 180 ECTS/ECVETS, together with a recognised qualification in pedagogy at MQF Level 6 having a minimum of 60 ECTS/ECVET or equivalent in accordance with article 24(2)(d)(iii) of the Education Act; **OR**

(b) qualified for a recognised (Master's) qualification at MQF Level 7 with a minimum of 90 ECTS/ECVETS in the subject applied for, after having completed a recognised qualification at MQF Level 6 with a minimum of 180 ECTS/ECVETS, together with a recognised qualification in pedagogy having a minimum of 60 ECTS/ECVET or equivalent in accordance with article 24(2)(d)(iii) of the Education Act.

- (vi) Applicants who have registered for, and subsequently been awarded, a recognised (Master’s) qualification at MQF Level 7 with a minimum of 90 ECTS/ECVETS 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, or an appropriate comparable qualification, on condition that they are eligible or in possession of a Teacher’s Warrant (Permanent).

Any of the qualifications listed above 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 Bachelor of Education degree or 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/ECVETS	Minimum of Teaching Practice (TP)/school experience	
Bachelor of Education	6	240	TP	16 ECTS/ECVETS
			School experience in the subject/area	8 ECTS/ECVETS
Bachelor of Education (ECEC)	6	180	TP	16 ECTS/ECVETS
			School experience in the subject/area	8 ECTS/ECVETS
Qualification in the subject/area	6	180	TP	12 ECTS/ECVETS
+ Pedagogical Qualification (PGCE) Post-Graduate Certificate in Education	6	60	School experience in the subject/area	6 ECTS/ECVETS
Master’s + Qualification in the Subject/area	7	90	TP	12 ECTS/ECVETS
+ Pedagogical Qualification	6	180	School experience in the	6 ECTS/ECVETS

(PGCE) Post-Graduate Certificate in Education	6	60	subject/area	
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4.3 Apart from satisfying any of the requisites stipulated in paragraphs 4.1 and 4.2 above, applicants must also be in possession of:

- (i) 3 Ordinary Levels at MQF Level 3 (minimum Grade C or 5) or a recognized 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 recognized qualification at MQF Level 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 4.3) 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 4.2 as mature students and successfully completed such courses, are exempt from the provisions of paragraph 4.3 (i) provided they produce a testimonial to this effect from the awarding institution.

4.4 Applicants who are in the final year of the course leading to the award of the appropriate qualification as per paragraph 4.2 (iv) (a) and (b) may still apply. Such applicants would need to prove the successful completion of the relevant course by the 31st July 2016. Failure to provide such evidence will lead to the removal from the result merit list.

4.5 In the case that no suitable applicant will be found for the post, applicants who are in possession of a first degree in any of the subjects at 1.2 and 1.3 will be considered for the post on condition that

- (i) they satisfy 4.1(i), 4.1(ii) and 4.1(iv) **and**
- (ii) on condition that they are eligible for a Temporary Warrant as per Education Act.
(Salary Scale 10)

4.6 In the case that no suitable applicant will be found for the post, applicants who are in possession of 2 'A' Levels (or comparable) in the subject at 1.2 and 1.3 and 5 'O' levels (or comparable) which include English, Mathematics and Maltese will be considered for the post on condition that

- (i) they satisfy 4.1(i), 4.1(ii) and 4.1(iv) **and**

(ii) on condition that they are eligible for a Temporary Warrant as per Education Act.
(Salary Scale 12)

4.7 Any of the qualifications listed above 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.

4.8 Applicants are to note that CTP requires a minimum of eight (8) weeks to issue or otherwise a comparability statement. Holders of a Bachelor of Education degree or PGCE awarded by the University of Malta are exempt from presenting such a comparability statement.

5.0 Submission of Supporting Documentation

5.1 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. Such supporting documentation is to be produced during the interview in both original format for verification and in photocopy format to be kept by the selection board.

5.2 Prospective applicants should note the requirement to produce recognition statements in respect of their qualifications from the Malta Qualifications and Recognition Information Centre (MQRIC), or other designated authorities, as applicable, unless the awarding institution for the qualification being produced has already been recognised by the National Commission for Further and Higher Education (NCFHE) and published on their website. This list is accessible on the following link: <http://www.ncfhe.org.mt/content/home-malta-qualifications-recognition-information-centre/52002817/>.

5.2 Diploma/Degree/Post-Graduate certificates or comparable qualifications must be accompanied by a transcript in English (Diploma/Certificate supplement), showing the qualification obtained and the final classification.

6.0 Selection Procedure

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

6.2 Preference will be given to candidates qualified to teach both the subjects in 1.2 and 1.3.

6.3 A successful applicant under clause 4.4 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 31st July, 2016. 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 A letter of application in own handwriting, accompanied by a CV, will be received in the first instance by the Bishop's Conservatory Primary School (Archbishop P. Pace Str., Victoria), by not later than **noon of 31st May, 2016**. Applications by post should be sent by registered mail in sufficient time to ensure delivery by the above-mentioned closing date. **ALL** applications will be acknowledged by the Bishop's Conservatory Primary School.

7.2 The results will be published within fifteen (15) working days of the interviews.