



POST OF LEARNING SUPPORT EDUCATOR (LSE)

San Anton School is an equal-opportunity employer. Additionally, it has a zero-tolerance policy towards any form of abuse. The School adheres to S.L. 605.09 (Recruitment, Initial Training and Continuous Professional Development of Personnel and Protection of Minors in Compulsory Education Regulations) in its recruitment process

San Anton School is seeking to recruit LSE (Degree), LSE (Diploma), LSE (Certificate) on full-time indefinite basis and in the absence of the above, Supply LSE on full-time definite basis with effect from scholastic year 2026/27. The LSEs shall be answerable to the Diverse Learning Coordinators of the respective sectors and shall be ultimately accountable to the Head of Sectors or delegate.

Applicants engaged as Supply LSE are to apply through this call to progress to a LSE grade.

Eligibility Requirements

By the closing date and time of this call for applications, applicants must be able to communicate in the Maltese and English languages in order to sufficiently and adequately carry out the duties applied for and satisfy any of the criteria below.

For a Learning Support Educator position (Certificate, Diploma, Degree), candidates must be:

- a) in possession of a recognised full qualification (Degree) at MQF Level 6 or higher (subject to a minimum of 180 ECTS/ECVET credits, or equivalent) in Inclusive Education or a comparable qualification; OR
- b) in possession of a recognised full qualification (Diploma) at MQF Level 5 (subject to a minimum of 60 ECTS/ECVET credits, or equivalent) in Inclusive Education or a comparable qualification; OR
- c) in possession of a recognised full qualification (Certificate) at MQF Level 5 (subject to a minimum of 30 ECTS/ECVET credits or equivalent) in Inclusive Education or a comparable qualification.

For a Supply LSE position, candidates must be in possession of:

- a) a recognised qualification (Degree) at MQF Level 6 or a comparable qualification; OR
- b) a recognised qualification (Certificate) at MQF Level 5 or a comparable qualification AND in possession of an Ordinary level "O" Level grade (A-C) and/or Secondary Education Certificate (SEC grade 1-5) at MQF Level 3 or have been successful in the qualifying exams held by the Examinations Department in English language, Maths and Maltese AND any other pass at Ordinary level "O" Level grade (A-C) and/or Secondary Education Certificate (SEC grade 1-5) at MQF Level 3; OR
- c) a recognised qualification at MQF Level 4 or a comparable qualification AND in possession of an Ordinary level "O" Level grade (A-C) and/or Secondary Education Certificate (SEC grade 1-5) at MQF Level 3 or have been successful in the qualifying exams held by the Examinations Department in English language, Maths and Maltese AND any other pass at Ordinary level "O" Level grade (A-C) and/or Secondary Education Certificate (SEC grade 1-5) at MQF Level 3; OR
- d) any subject at Advanced Matriculation Level "A" Level (A-E) recognised qualifications at MQF Level 4 AND in possession of an Ordinary level "O" Level grade (A-C) and/or Secondary Education Certificate (SEC grade 1-5) at MQF Level 3 or have been



successful in the qualifying exams held by the Examinations Department in English language, Maths and Maltese AND any other pass at Ordinary level “O” Level grade (A-C) and/or Secondary Education Certificate (SEC grade 1-5) at MQF Level 3.

Terms & Conditions

- A probationary/trial period of twelve (12) months applies for Learning Support Educator (Degree) and a probationary period of six (6) months applies for Learning Support Educator (Certificate) and Learning Support Educator (Diploma, external recruitment).
- The salary for the post of **Learning Support Educator (Degree)** for 2026 is Salary scale 9 which is equivalent to €28,701.02 per annum, rising by annual increments of €447.33 up to a maximum of €31,385.00 and will further progress to Salary Scale 8 which is equivalent to €30,405.02 rising by annual increments of €486.83 up to a maximum of €33,326 per annum on completion of five (5) years of service in Salary Scale 8, subject to satisfactory performance. Salary scale 9 is also supplemented by an annual class allowance of €5,850 and an annual work resource allowance of €650.
- The salary for the post of **Learning Support Educator (Diploma)** for 2026 is Salary Scale 11 which is equivalent to €25,435 per annum rising by annual increments of €375.17 up to a maximum of €27,686.02 per annum and will further progress to Salary Scale 10 which is equivalent to €27,055.98 rising by annual increments of €407.67 up to a maximum of €29,502 per annum, on completion of five (5) years of service in Salary Scale 11, subject to satisfactory performance, and further progress to Salary Scale 9 which is equivalent to €28,701.02 per annum rising by annual increments of €447.33 up to a maximum of €31,385.00. Salary scale 11 is also supplemented with a class allowance of €4,925 and a work resource allowance of €575 per annum.
- The salary for the post of a **Learning Support Educator (Certificate)** for 2026 is Salary Scale 13 which is equivalent to €22,217 per annum rising by annual increments of €335.50 up to a maximum of €24,230 per annum and will further progress to Salary Scale 12 which is equivalent to €23,816 per annum rising by annual increments of €354 up to a maximum of €25,940 per annum on completion of five (5) years of service in Salary Scale 13, subject to satisfactory performance, and will further progress to Salary Scale 11 which is equivalent to €25,435 per annum rising by annual increments of €375.17 up to a maximum of €27,686.02 per annum upon attainment of ten (10) years of satisfactory service in the Learning Support Educator stream. Salary scale 13 is also supplemented with a class allowance of €3,975 and a work resource allowance of €525 per annum.
- The salary for the post of a **Supply Learning Support Educator (SLSE)** for 2026 is equivalent to the minimum of Salary Scale 14 which is equivalent to €20,645.02 per annum together with a class allowance of €1,400 per annum.

Key Responsibilities

The LSE/sLSE shall be required to work according to the particular needs of a learner or learners with a statement of needs attending an Independent School of the caliber and standing of San Anton School with the following duties and responsibilities of a LSE/sLSE:



Learning Support:

- Supports and collaborates with the class teacher and other colleagues in the best interest of the learner. Under the guidance of the Diverse Learning Coordinator and the class teacher in consultation with the Diverse Learning Coordinator, the LSE/s/LSE shall assist the learner/s with individual educational needs so that his/their individual curricular entitlement and learning needs are ensured and catered for.
- Participates fully in Making Action Plans sessions (MAPs).
- Is responsible for the development, writing and implementation of the Individual Educational Programme (IEP) in consultation with the class teacher, also by drawing up the Individual Educational Programme (IEP) and adapting lesson plans and resources.
- Attends and actively participates in IEP and Individual Transition Plan (ITP) meetings.
- Reviews IEPs, and on a regular basis reports progress to interested stakeholders with regards to the implementation of the IEP.
- Assists in the preparation of educational material and takes an active part in all the components of the instructional and the educational process in class under the direction of the teacher in class adhering always to school policy.
- In collaboration with the class teacher, participates in observing and assessing the performance and behaviour of the learner/s and documents such observations and assessments.
- Participates in the respective individual transition programmes as the learner/s move/s from one educational level to another, from one school to another, and from school to work, handing over to other/s/LSEs and personnel all relevant information and documentation so as to ensure a smooth transition for the learner.
- Promotes an inclusive community of learners, in collaboration with the Diverse Learning Coordinator, resource workers, teachers, specialists, parents, students and other stakeholders, where all learners are valued and respected. This will include collaborating in the work at school and with other agencies, such as the Child Development Assessment Unit (CDAU), resource centres, NGOs and other educational and therapeutic environments.
- Participates in hydrotherapy, multi-sensory, sensory-integration and other sessions, in school, resource centres or other centres where such services are available, so as to ensure access to all educational and personal entitlements of the learner.
- Promotes at all times the aims, ethos, and policies of San Anton School, and actively works as a member of the staff team.



- Assists in the preparation, dissemination and use of teaching resources and at the same time ensuring their upkeep in class and in school.
- Supports the learner during activities held outside the school premises, including experiences in the community, workplaces, and other further and higher educational establishments.
- Encourages participation in EU projects and other projects in accordance with the targets set by the school and as agreed with the Senior Leadership Team of the school.

Personal Support:

The LSE/sLSE shall support the learner with special needs in his personal care and hygiene.

This shall include:

- Toileting - cleaning and washing:
 - accompanying the learner to the toilet.
 - undressing and dressing.
 - cleaning, washing and showering.
 - changing of sanitary towels and incontinence pads.
- Mobility, posture and seating needs:
 - lifting of the learner.
 - pushing learner in a wheelchair according to Health and Safety Regulations issued under the Health and Safety Authority Act taking into consideration international guidelines.

The present guidelines shall be:

1. Lifting: up to 27 kilograms shall be undertaken by one LSE/sLSE; lifting up to 54 kilograms shall be undertaken by 2 persons; beyond 54 kilograms, a mechanical lift is to be used.
2. Pushing wheelchairs: up to 45 kilograms occasionally; up to 28 kilograms frequently; and up to 9 kilograms as necessary.

The LSE/sLSE shall ensure the maximum educational benefit and safety for the individual learner at all times by providing him/her with assistance during physical education sessions, games, excursions and therapy sessions, as well as normal feeding during breakfast where applicable, all break times and at other times as it is required.

Transport-related Duties:

Without prejudice to the obligations of the owner and driver of the vehicle concerned regarding the safety of passengers and the full observance of the law and regulations related to transport matters, a LSE/sLSE may be required to carry out transport-related duties should the



requirement be indicated by the statement or by the parent/guardian and the Head of School or any other competent authority.

In such cases, the LSE/sLSE shall:

- Assist in the boarding and un-boarding of the learner. In the case of a learner who is a wheelchair/buggy user, the LSE/sLSE should ensure that he/she puts on the restraints on the wheelchair/buggy and also puts on the passenger restraint on the learner to ensure safety during transportation;
- Carry out transport supervision duties to and from school when the transportation of learners during normal school hours is necessary.

Assessment Criteria and Selection Process

The assessment criteria that shall be adopted during the selection process include the following:

- Vision of the role;
- Professional maturity and fitness for purpose;
- Related additional experience;
- Additional Qualifications.

Submission of Applications

Applicants need to submit the below:

- A letter of application detailing the motivation for the application.
- Full CV in Europass format;
- Any other supporting documentation in e-version/scan, including of highest qualifications;
- Details and contacts of two (2) referees

This is an open call for applications.

The letter of application along with all accompanying/supporting documents is to be submitted through email on careers@sananton.edu.mt or directly through the school's website.

The school reserves the right to close the call once all vacancies have been filled.

Selection Procedure

All applications will be acknowledged, vetted and short-listed. Shortlisted eligible candidates will be requested to attend an interview.