



POST OF TEACHER

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 Teacher on full-time indefinite/definite basis and in the absence of the above, Supply/Supply Graduate Teacher on full-time indefinite/definite basis with effect from scholastic year 2026/27. The Teacher shall be answerable to the Head of Sector or delegate.

Applicants engaged as Supply/Supply Graduate Teacher are to apply through this call to progress to a regular Teacher 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 **Regular Teacher** position, candidates must be:

- a) 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. Candidates not in possession of a Teacher's Warrant (Permanent) issued by the Council for the Teaching Profession (CTP) but who will eventually qualify for one in accordance with Article 24 (2) of the Education Act may also apply; OR
- b) have a Teacher's Certificate or have successfully completed the Graduate Teacher's Course, both at MQF Level 6 with the subject applied for taken as the main subject in the Teacher's Training Course; OR
- c) have a recognised teaching qualification at MQF Level 6/7, which includes the subject/area applied for as a main area of study; OR
- d) 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; OR
- e) have a recognised teaching qualification/pedagogical course at MQF Level 6, 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, is not in the subject/area applied for; OR
- f) have registered for and subsequently awarded, a recognised (Master) qualification at MQF Level 7 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 and must also have a recognised teaching qualification at MQF Level 6/7. 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, they are 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 one full scholastic year) in the grade of Teacher, and has taught the subject/area/cycle applied for, in a licensed school offering compulsory education.
- g) in possession of a teaching qualification in Early Childhood Education and Care or in the Primary, must also be in possession of: (a) Three (3) Secondary Education Certificate (SEC grade 1-5) and/or Ordinary Level ("O" Level grade A-C or 9-4) at MQF Level 3



or a recognised pertinent comparable qualification in Maltese language, English language and Mathematics. Provided that an applicant who does not satisfy these requirements would still be eligible to apply if they are 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. Applicants who entered one of the courses stipulated above as mature students and successfully completed such courses, are exempt from the provisions of the O levels provided they produce a testimonial to this effect from the awarding institution.

For a **Supply Graduate Teacher position (non-pedagogical MQF level 6/7)**, candidates must be in possession of:

- a) a non-pedagogical qualification at Degree, Master's, Postgraduate Diploma or Postgraduate Certificate level at MQF level 6 (minimum of 180 ECTS) or MQF Level 7 (in the subject area or a comparable qualification).

For a **Supply Teacher position (MQF level 5)**, candidates must be in possession of:

- a) a recognised qualification at MQF Level 5 OR
- b) a recognised pertinent comparable qualification in the cycle/subject/area applied for and four (4) passes at Secondary Education Certificate (SEC grade 1-5) and/or Ordinary Level ("O" Level grade A-C or 9-4) (MQF Level 3), OR
- c) a recognised pertinent comparable qualification, which must include Mathematics, English language and Maltese language.

For a **Supply Teacher position (MQF level 4)**, candidates must be in possession of a:

- a) recognised qualification at MQF Level 4 or a recognised pertinent comparable qualification in the cycle/subject/area applied for and four (4) passes at Secondary Education Certificate (SEC grade 1-5) and/or Ordinary Level ("O" Level grade A-C or 9-4) (MQF Level 3), or a recognised pertinent comparable qualification, which must include Mathematics, English language and Maltese language; OR
- b) two (2) subjects at Advanced Matriculation Level) (MQF Level 4) or a recognised pertinent comparable qualification, where one (1) subject of the Advanced Matriculation Level or an Award at MQF Level 4 or a recognised pertinent comparable qualification, must be in the subject/area applied for and four (4) passes at Secondary Education Certificate (SEC grade 1-5) and/or Ordinary Level ("O" Level grade A-C or 9-4) (MQF Level 3), or a recognised pertinent comparable qualification, which must include Mathematics, English language and Maltese language.

Terms & Conditions (2026)

- A probationary period of twelve (12) months applies for Regular Teacher/Supply Graduate Teacher/Supply Teacher.
- A **Teacher** with a full teaching qualification (minimum 90 ECTS) at Masters level (MQF Level 7) shall be placed in 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



shall proceed 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 two (2) years satisfactory service in the grade and to Salary Scale 7 which is equivalent to €32,158 rising by annual increments of €531 up to a maximum of €35,345 per annum on completion of a further five (5) years satisfactory service in Salary Scale 8.

- A Teacher with a post-graduate certificate in Education (PGCE) attained in 2016 or before or with a Bachelor of Education (Hons) attained from the University of Malta attained in 2019 or before shall be placed in 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 shall proceed 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 two (2) years satisfactory service in the grade and to Salary Scale 7 which is equivalent to €32,158 rising by annual increments of €531 up to a maximum of €35,345 per annum on completion of a further five (5) years satisfactory service in Salary Scale 8.
- A Teacher with a full teaching qualification at Degree level shall be placed in 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 shall proceed 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 three (3) years satisfactory service in the grade and to Salary Scale 7 which is equivalent to €32,158 rising by annual increments of €531 up to a maximum of €35,345 per annum on completion of a further five (5) years satisfactory service in Salary Scale 8.
- A Teacher with a First Degree MQF Level 6 (minimum 180 ECTS) and a teaching qualification as recognised by Management from time to time, shall be placed in 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 shall proceed 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 three (3) years satisfactory service in the grade and to Salary Scale 7 which is equivalent to €32,158 rising by annual increments of €531 up to a maximum of €35,345 per annum on completion of a further five (5) years satisfactory service in Salary Scale 8.
- A **Supply Graduate Teacher (MQF levels 6/7)** shall be placed in 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 together with class allowance differential allowance. A Supply Graduate Teacher with MQF Level 6 or 7, does not progress from one scale to another unless a recognised pedagogical qualification is obtained.
- A **Supply Teacher (MQF level 5)** shall be placed in 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 together with a class allowance and a differential allowance. A Supply Teacher with MQF Level 5 does not progress from one scale to another unless a higher qualification is obtained.



- A **Supply Teacher (MQF level 4)** shall be placed in 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 together with a class allowance and a differential allowance. A Supply Teacher with MQF Level 4, does not progress from one scale to another unless a higher qualification is obtained.

Allowances (2026)

Regular Teacher/ Supply Graduate Teacher/Supply Teacher will benefit from the Class and Works Resources allowances on an annual basis as per below.

Nomenclature	Salary Scale	Class Allowance (€, for 2026)	Work Resources Allowance (€, for 2026)
Teacher	9	6,850	650
Teacher	8	7,325	675
Teacher	7	7,800	700
Supply Graduate Teacher	9	2,100	650
Supply Teacher	10	1,825	625
Supply Teacher	11	1,575	575

Duties and Responsibilities of a full-time teacher:

- Planning and preparing schemes of work and preparing lesson material;
- Advising and cooperating with the Head of School/Assistant Head of Sector and other teachers during normal working hours on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and evaluation;
- Coordinate adapted examination papers for students with individual educational needs with the assistance of the LSA concerned and the school INCO.
- Keeping methods of teaching and programmes of work under review and modifying them as the need arises or as directed by the Head of School;
- Teaching the pupils assigned to him/her, according to their educational needs;
- Proper and timely setting and marking of work in school to be carried out by pupils in school and elsewhere;



- Assessing, recording and reporting on the development, progress and attainment of pupils;
- Participating in arrangements for preparing students for examinations and in assessing pupils and recording their achievements;
- Setting and marking of examination papers; supervising candidates under examination conditions during normal working hours;
- Preparing supplementary exam papers, with due coordination with LSAs and marking the exam papers against payment;
- Supervising the work of persons and professionals engaged to provide support for the normal teaching programme and coordination with the same and with the INCO where necessary to ensure the best possible educational experience for all his students (ex. LSAs and teachers' assistants);
- Maintaining good order and discipline among pupils and following appropriate procedures for their safety;
- Consulting with the parents of pupils and providing professional advice;
- Attending and participating in all school functions during normal school hours, including Sports Day, staff meetings (to be held once per term outside school hours on a rotary basis) and in two Parents' Meetings, each held over one school day, one during the first and the other during the second term respectively. Provided that, in Senior Sector, Parents' Meetings will run from 8:30am till 5:30pm with two half-hour breaks.

Duties and Responsibilities of a part-time teacher:

A part time teacher should follow the full-time teacher's job description. A part time teacher will be paid pro-rata of the appropriate scale, and receives a pro-rata of the teacher's allowance.

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.