

Ministry for Education and Sport

Post of Teacher to serve in the European School in the Ministry for Education and Sport

Nomenclatures denoting the male gender include also the female gender.

The Ministry for Education and Sport (MES) would like to remind all interested applicants that it has zero tolerance policy towards any form of child abuse. MES 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 Permanent Secretary, Ministry for Education and Sport, invites applications for the post of Teacher to primarily teach Maltese as a first language and English as a second language in the European School in Luxembourg or Brussels, for this scholastic year.

1.2. This engagement will be on a secondment basis as per “Regulations for Members of the Seconded Staff of the European School” Ref: 2011-04-D-14-en-30, which can be accessed from <https://www.eursec.eu/BasicTexts/2011-04-D-14-en-30.pdf>

Terms and Conditions

2.1 The salary for the post of Teacher is pegged to the selected candidate's substantive grade, if a public officer or the pertinent Salary Scale starting from Salary Scale 8, which in 2026, is €30,405.02 per annum, rising by annual increments of €486.83 up to a maximum of €33,326.00, if the selected candidate is not a public officer.

2.2 The selected candidate's basic salary will be supplemented by a remuneration package, which includes a household allowance, a spouse's income allowance (if applicable), dependent child allowances, education allowances, expatriation allowance, daily subsistence allowance, installation allowance, and a resettlement allowance. This package also includes, reimbursement of expenditure in the form of travel and removal expenses. Details of the allowances and reimbursement of expenditure can be obtained from the European Schools website <https://www.eursec.eu/BasicTexts/2011-04-D-14-en-30.pdf> (Official document may be updated). Other conditions of work, including school holidays, leave etc are also available from the sources mentioned in this paragraph.

2.3 The appointment, which is subject to a probationary period of one year for selected applicants who are not public officers, is on a full-time basis and is subject to the rules and regulations governing from time to time in the Malta Public Service in general and MES in particular, and involves liability to deployment according to the exigencies of the Malta Public Service.

2.4 A selected candidate will be given a two (2) year assignment, to serve as a Teacher at the said school, which can be renewed for a further three (3) year period and maybe renewable for a further four (4) year period. The assignment will be subject to a two (2) year probationary period. The total period of secondment of a member of the teaching may not be more than nine (9) years, except notwithstanding national provisions, in special, duly specified case, on request of the Director or on request of the seconding authority, an extension up to a maximum period of another three (3) years may be granted. The secondment may be terminated at any time for a valid reason by the decision of the joint board of inspectors of European Schools in accordance with the arrangements laid down in the Implementing Regulations.

2.5 The remuneration package indicated in paragraph 2.2 is strictly tied to the duties of Teacher to be performed in any European School, and as such it will cease to be paid when the assignment of the selected officers ends or is terminated.

2.6 If a selected candidate is not a serving public officer in the Maltese Public Service, s/he shall be appointed in the substantive grade of Teacher within MES and concurrently with the above-mentioned two-(2)-year probationary period on the assignment (see paragraph 2.4) he/she will also be required to complete a probationary period of one (1) year in the said substantive grade. If not confirmed in the said substantive Grade his/her employment with MES as well as with the Maltese Government will be discontinued. However, if confirmed

in the said substantive Grade but his/her assignment ends or is terminated, he/she will resume teaching duties in a state college, according to the local exigencies of MES and the Malta Public Service.

2.7 A selected candidate will be eligible to apply for posts/positions and will retain progression rights as stipulated in the collective agreement for teaching grades. Service performing duties at the European School, will be considered as teaching experience and consequently the selected candidate will retain all rights of his/her substantive grade.

2.8 Selected candidates must be of conduct which is appropriate to the post/position applied for. Prior to appointment, selected candidates from outside the Public Service must produce a Certificate of Conduct issued by the Criminal Records Office or other competent authority not earlier than six (6) months from the closing date of this call for applications, which should be submitted by the selected candidate within one (1) week from the date of the notification of appointment.

2.9 In terms of the requirements emanating from Directive 16, regarding the “Governing Framework for Preventing and Managing Conflicts of Interest in the Public Administration”, issued by the Principal Permanent Secretary on 27th November 2023 and which came into force on 1st February 2024, the Selection Board will assess candidates’ previous employments to assess potential conflicts of interest. In this respect, candidates are to provide a completely updated CV, including qualifications and employment history with their application. Any potential conflict of interest matters noted will be reported to the respective Permanent Secretary, to ensure that should the candidate be recruited, such conflicts of interest would be appropriately managed.

a. Moreover, selected candidates are to report any known actual, potential or apparent conflicts of interest prior to accepting an appointment, through the prescribed Declaration available at Appendix 1 to Directive 16 (available [here](#)).

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 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.

In addition applicants must be:

ii. must be proficient in both Maltese and English Languages;.

AND

iii.

(a) be in possession of a recognised (Master's) teaching qualification at MQF Level 7 (subject to a minimum of 90 ECTS credits and 20 ECTS credits in Teaching Practice (TP)) with a specialisation in Maltese; and an Advanced Matriculation Level (minimum Grade E) recognised qualification at MQF Level 4 in English or a recognised qualification (Certificate) at MQF Level 4 in Teaching English as a Foreign Language (TEFL Cert);

OR

(b) be in possession of a recognised (Master's) teaching qualification at MQF Level 7 (subject to a minimum of 90 ECTS credits and 20 ECTS credits in Teaching Practice (TP)) with a specialisation in English; and an Advanced Matriculation Level (minimum Grade E) recognised qualification at MQF Level 4 in Maltese or a recognised qualification (Certificate) at MQF Level 5 (subject to a minimum of 30 ECTS credits, or equivalent*) in Qari tal-Provi bil-Malti;

OR

(c) be in possession of a recognised Bachelor's degree at MQF Level 6 (subject to a minimum of 240 ECTS credits, or equivalent, which includes 16 ECTS credits or equivalent in Teaching Practice (TP), or equivalent in school experience*) in Education with a specialisation in Maltese and Early and Middle Years (EMY) as subsidiary;

OR

(d) be in possession of a recognised Bachelor's degree at MQF Level 6 (subject to a minimum of 180 ECTS credits or equivalent**) with a specialisation in English and Maltese; and a recognised pedagogical qualification at MQF Level 6 (subject to a minimum of 60 ECTS credits equivalent, which includes 12 ECTS credits, or equivalent in Teaching Practice (TP) and 6 ECTS, credits or equivalent in school experience*) in Maltese;

OR

(e) be in possession of a recognised Bachelor's degree at MQF Level 6 (subject to a minimum of 180 ECTS credit or equivalent**) with a specialisation in English and Maltese; and recognised pedagogical qualification at MQF Level 6 (subject to a minimum of 60 ECTS credits, or equivalent which includes 12 ECTS credits or equivalent in Teaching Practice (TP) and 6 ECTS, credits or equivalent in school experience*) in English;

OR

(f) be in possession of a recognised Bachelor's degree at MQF Level 6 (subject to a minimum of 240 ECTS credits, or equivalent, which includes 16 ECTS credits, equivalent in Teaching Practice (TP) and 8 ECTS credits, or equivalent in school experience*) in Education with a specialisation in Maltese; and a recognised qualification (Certificate) at MQF Level 4 in Teaching English as a Foreign Language (TEFL) or Advanced Matriculation Level (minimum Grade E) recognised qualification at MQF Level 4 in English;

OR

(g) be in possession of a recognised Bachelor's degree at MQF Level 6 (subject to a minimum of 240 ECTS credits, or equivalent, which includes 16 ECTS credits, equivalent in Teaching Practice (TP) and 8 ECTS credits, or equivalent in school experience*) in Education with a specialisation in English and a recognised qualification (Certificate) at MQF Level 5 (subject to a minimum of 3 ECTS credits, or equivalent*) in Qari ta' Provi bil-Malti, or an Advanced Matriculation Level (minimum Grade E) recognised qualification at MQF Level 4 in Maltese;

OR

Should no successful candidate be found fulfilling the criteria above, the following qualifications may be considered. The following requirements apply exclusively if the teaching load at a specific European School will primarily consist of the teaching of Maltese and one of these subjects.

iv. (a) (i) be in possession of a recognised Bachelor's degree at MQF Level 6 (subject to a minimum of 240 ECTS credits or equivalent*) with specialisation in French or German, which includes 16 ECTS credits or equivalent in Teaching Practice (TP); and an Advanced Matriculation Level (minimum Grade E) recognised qualification at MQF Level 4 in Maltese or a recognized qualification (Certificate) at MQF Level 5 (subject to a minimum of 30 ECTS, credits or equivalent*) in Qari ta' Provi bil-Malti;

OR

(ii) be in possession of a recognised Bachelor's degree at MQF Level 6 (subject to a minimum of 180 ECTS credits or equivalent**) with a specialisation in French or German and a recognised pedagogical qualification at MQF Level 6 (subject to a minimum of 60 ECTS credits or equivalent, which includes 12 ECTS credits or equivalent in Teaching Practice (TP) and 6 ECTS credits or equivalent in school experience*) in language teaching;

OR

(b) be in possession of a recognised Bachelor's degree at MQF Level 6 (subject to a minimum of 180 ECTS credit or equivalent**) in Inclusive Education; and an Advanced Matriculation Level (minimum Grade E) recognised qualification at MQF Level 4 in Maltese or a recognized qualification (Certificate) at MQF Level 5 (subject to a minimum of 30 ECTS credits, or equivalent*) in Qari ta' Provi bil-Malti;

OR

(c) be in possession of a recognised teaching qualification with a specialisation in Maltese, and an Advanced Matriculation Level (minimum Grade E) recognised qualification at MQF Level 4 in History or, Geography, or Philosophy or Economics or Physical Education;

v. Besides the requisites stipulated in 4.1 above, applicants must further satisfy the following, be:

(a) in possession of a Teacher's Warrant (Permanent Warrant) as per section 24 (2) of the Education Act (Cap.327) and

(b) currently a Teacher; and

(c) have not less than three (3) scholastic years teaching experience in the last six (6) years, as a regular teacher in a licensed school offering compulsory education; and

(d) have been teaching in the two (2) years immediately preceding the issue of this call for applications in a licensed school offering compulsory education; and

(e) in addition to English and Maltese, have a thorough knowledge of a second Community language. Knowledge of the language of the place of employment is desirable;

vi. Any reference to a Teaching/pedagogical qualification/course mentioned in this call is to be deemed as recognised by the CTP in terms of article 24 (2) (d) (iv) of the Education Act.

*A recognised qualification comparable to 6, 8, 12, 16, 30, 60, 240 ECTS credits as applicable, is only accepted subject to an MQRIC formal recognition statement being submitted with the application (subject to the provisions of clause 5.4 of the General Provisions document).

**A recognised comparable Bachelor's Qualification, as applicable, is only accepted subject to an MQRIC formal recognition statement being submitted with the application (subject to the provisions of clause 5.4 of the General Provisions document). A recognised Bachelor's qualification from the University of Malta (awarded pre-2009) with less than 180 ECTS credits is acceptable provided that it is verified by MQRIC or the University of Malta that the workload is comparable to the minimum of 180 ECTS credits.

Public Officers applying for this post must be confirmed in their current appointment, unless the current appointment is in a different class/career stream or in a definite position, but may apply for a lower grade/position even if not confirmed and whether in the same stream or not. Reversion to previous unconfirmed appointment is not possible.

Submission of Supporting Documents

5.1 Qualifications and experience claimed must be supported by certificates/transcripts and/or testimonials, copies of which are to be scanned and sent through the Education Recruitment Portal <https://edurecruitment.gov.mt>.

5.2 Original certificates and/or testimonials are to be invariably produced for verification at the interview

Selection Procedure

6.1 Eligible applicants will be required to sit for a proficiency test in the Maltese and English languages organised by MES. The maximum mark for this selection process is 800 and the pass mark is 560. The Proficiency Tests have a maximum mark of 400 and a pass mark of 280, while the interview carries a maximum mark of 400 and a minimum of 200.

6.2 Preference will be given to applicants in possession of a proficiency Level minimum B2 of CEFRL in a second Community language (EU). Knowledge of the language of the place of employment is desirable.

6.3. Only candidates who obtain at least 70% of the marks allocated for each proficiency test will be interviewed by a Selection Board to determine their suitability for the post. At the interview applicants are expected to present a professional portfolio highlighting aspects of the teaching and learning process including teaching resources and a brief five minutes presentation of a topic alongside their portfolio. They are also expected to have a basic knowledge of the European Schools structure and organisations which can be accessed on

<http://eursc.org/>.

6.4. The proficiency tests of one hour each duration, will be held within MES. An e-mail with date / time and place will be sent to eligible applicants

Submission of Applications

7.1. Applications are to be submitted, for the attention of the Ministry for Education and Sport, through the Online Education Recruitment Portal only at the following address: <https://edurecruitment.gov.mt>. Applications are to include a Curriculum Vitae, completely up-to-date (which should include a list of qualifications held by applicant and the employment history). The closing date of the receipt of applications is **1.30 pm (Central European Time) of Tuesday, 15th September, 2026**. A computer-generated email will be sent as an acknowledgement of the application. Further details concerning the submission of applications are contained in the general provisions referred to below.

7.2. However should the order of merit list be exhausted and new vacancies arise, other applicants may be interviewed without recourse to a new call for applications, provided they would have submitted their application by **5.15 pm (Central European Time) of Friday, 31st December 2027**.

7.3 It is the responsibility of the applicants not to leave until the last moment for submission of their application.

7.4 Applications which are received after closing date and time (i.e. late applications) are not allowed.

7.5 Applicants are granted up to two (2) working days after closing date and time of this call for applications, to submit any incorrect or incomplete or missing documents.

Other General Provisions

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

- applicable benefits, conditions and rules/regulations;
- lateral applications;
- reasonable accommodation for registered persons with disability;
- submission of recognition statements in respect of qualifications;
- qualifications at a higher level;
- comparative level of public sector employees;
- renouncement of pending applications;
- publication of the result;
- medical examination;
- the process for the submission of petitions concerning the result;
- access to application forms and related details;
- retention of documents;

may be viewed by accessing the

address https://peopleandstandards.gov.mt/media/PDFs/Resourcing/GenProvs/GeneralProvisions_ENG.pdf

These general provisions are to be regarded as an integral part of this call for applications.