



**Unofficial Translation** 

Revised Date: 1 May 2022

# **School Teachers**

School teachers are responsible for teaching students at all key stages to achieve the goals set out in the National Curriculum.

Optional Job Title:					Basic Salar	y (monthly in N	/IVR):	15,416	
Teacher, Rank 5									
	Skill	Public Service		Institutional	Attendance Benefit	Job Allov	wance (month	nly in MVR)	
MISSCO Code	Level	Rank	Job Family	Category	(daily in MVR)	Step 1	Step 2	Step 3	
2330, 2341, 2342, 2351, 2352, 2353, 2354	4	10	Educational Service	3	195	7,194	8,273	9,352	
Licenses and professional trainings		Teaching license iss	ching license issued by Teachers Registration Board.						
Education qualification experience	and work	<ul> <li>(rank 4) post.</li> <li>OR;</li> <li>2. Maldives Natio level 5 or highe Teacher (rank 4 OR;</li> <li>3. Maldives Natio</li> </ul>	nal Qualifications Framework level 7/8 Bachelor's qualifi nal Qualifications Framework level 7/8 Bachelor's qualif r qualification in teaching; and Maldives National Qualifi ) post. nal Qualifications Framework level 7/8 Bachelor's qualif tion in education; and minimum 6 years in Teacher (ranl	ication in a subj cations Framew ication in a subj	ect matter; and ork level 9 quali	Maldives Natio	onal Qualificat ation; and mir	ions Frameworl nimum 6 years ir	

	OR;
	4. Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 10 qualification in education or a subject matter; and minimum 6 years in Teacher (rank 4) post.
	OR;
	<ol> <li>Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 5 or higher qualification in teaching; and Maldives National Qualifications Framework level 10 qualification in education or a subject matter; and minimum 6 years in Teacher (rank 4) post</li> </ol>
	Teaching field
	Teaching (Pre School), Teaching (Primary), Teaching (Primary/Secondary/Higher Secondary – specialized in the subject), Teaching (Special Need Education).
Field of study (recruiting institution to select a field or fields depending	Note: As all teachers are required to hold a Maldives National Qualifications Framework level 5 or higher qualification in teaching, individuals who have completed a Maldives National Qualifications Framework level 5 or higher qualification in general teaching, will be considered as meeting the requirements for eligibility.
on the job description)	Subject field
	A subject prescribed in the national curriculum for teaching in schools.
	Education field
	Education, Education in Leadership & Management, Education Management, Leadership in Education, Education Entrepreneurship, School Management, School Leadership, Inclusive Education, Leadership & Digital Education, Educational Psychology.
	1. Plan and manage mentoring programmes for teacher trainees.
	2. Plan and conduct induction programmes for newly recruited teachers.
	3. Provide necessary teaching assistance to teachers of different ranks.
Examples of care ich duties (note)	4. Provide advice and consultation to various stakeholders in order to improve the skills of teaching.
Examples of core job duties (note: The examples specified here are	5. Provide assistance and cooperation to those conducting teaching research.
possible duties equivalent for a job	6. Perform all necessary teaching and learning activities in the classroom and outside the classroom to achieve the objectives set in the national
at this rank of this job matrix. The recruiting institution is required to	curriculum.
make necessary amendments for 7 each job)	7. Formulate lesson plans, set classroom environment and plan additional activities to achieve the "key competencies" identified in the national
	curriculum.
	8. Oversee the practical work done by the students; and prepare the test papers and administer the tests.
	9. Mark student's books, assessment papers, unit test papers, term test papers and other tests held to assess the achievement or progress of the
	students in relation to the subject taught.

10. Maintain records of student achievement and progress.

11. Share information with parents, school authorities and educators about student progress.

#### Teacher, Rank 5 (SEN)

- 1. Plan and conduct mentoring programmes for teacher trainees in this field.
- 2. Plan and conduct induction programmes for newly recruited teachers in this field.
- 3. Provide necessary assistance to teachers of different ranks in this field.
- 4. Provide advice and consultation to various stakeholders in order to improve the skills of teaching in this field.
- 5. Provide assistance and cooperation to those conducting teaching research in this field.
- 6. Identify areas of special needs for students and tailor lessons to them.
- 7. Consider the student's disability and teach in a way that the student understands.
- 8. Create a comfortable, caring, and safe learning environment for students.
- 9. Mark student assessments and books.
- 10. Oversee student behaviour and safety in and out of the classroom.
- 11. Consult with the appropriate authorities regarding the student's disability.
- 12. Share information to parents and school officials regarding the student's learning.
- 13. Consult with the teachers of students who are in a regular classroom and record their progress.
- 14. Assist the school in conducting extracurricular, teaching-related activities.



Optional Job Title:	Basic Salary (monthly in MVR):	13,822
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### Teacher, Rank 4

					Attendance	Job Allow	ance (monthly	in MVR)
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Benefit (daily in MVR)	Step 1	Step 2	Step 3
2330, 2341, 2342, 2351, 2352, 2353, 2354	4	9	Educational Service	3	175	6,451	7,419	8,387
Licenses and professiona	Il trainings	Teaching license issue	d by Teachers Registration Board.					
Education qualification experience	and work	<ul> <li>level 9 qualification</li> <li>OR;</li> <li>2. Maldives National level 5 or higher quin Teacher (rank 3 OR;</li> <li>3. Maldives National level 9 qualification OR;</li> <li>4. Maldives National 10 qualification in OR;</li> <li>5. Maldives National level 5 or higher</li> </ul>	Qualifications Framework level 7/8 Bachelor's qualification in education or teaching; and minimum 6 years in Teaching; and minimum 6 years in Teaching; and Maldives National Qualification in teaching; and Maldives National Qualification in teaching; and Maldives National Qualification in education; and minimum 6 years in Teacher (rank 3 on in education; and minimum 6 years in Teacher (rank 3 on in educations Framework level 7/8 Bachelor's qualifications framework level 7/8 Bachelor's qualification or teaching; and minimum 6 years in Teacher (rank 3 education or teaching; and minimum 6 years in Teacher (rank 6 years) in teaching; and Maldives National Qualification in teaching; and Maldives National Qualification framework level 7/8 Bachelor's qualification in teaching; and Maldives National Qualification framework level 7/8 Bachelor's qualification in teaching; and Maldives National Qualification framework level 7/8 Bachelor's qualification framework level 7/8 Bachelor's qualification in teaching; and Maldives National Qualification framework level 7/8 Bachelor's qualification in teaching; and Maldives National Qualification framework level 7/8 Bachelor's qualification framework level 7/8 Bachelor's qualification in teaching; and Maldives National Qualification framework level 7/8 Bachelor's qualificat	cher (rank 3) po tion in a subject tions Framewor tion in a subject ) post. tion in educatio (rank 3) post.	st. matter; and M k level 9 qualifi matter; and M on; and Maldive	aldives Nationa cation in educa aldives Nationa es National Qua aldives Nationa	l Qualifications tion; and minir l Qualifications lifications Fran	s Framewor num 6 year s Framewor nework leve
Field of study (recruiting institution to select a field or fields depending on the job description)       Teaching field         Teaching (Pre School), Teaching (Primary), Teaching (Primary/Secondary/Higher Secondary – specialized in the subject), Teaching (Secondary).				pecial Nee				

	Note: As all teachers are required to hold a Maldives National Qualifications Framework level 5 or higher qualification in teaching, individuals who have completed a Maldives National Qualifications Framework level 5 or higher qualification in general teaching, will be considered as meeting the requirements for eligibility.
	Subject field
	A subject prescribed in the national curriculum for teaching in schools.
	Education field
	Education, Education in Leadership & Management, Education Management, Leadership in Education, Education Entrepreneurship, School Management, School Leadership, Inclusive Education, Leadership & Digital Education, Educational Psychology.
	1. Conduct mentoring programmes for teacher trainees.
	2. Conduct induction programmes for newly recruited teachers.
	3. Perform all necessary teaching and learning activities in the classroom and outside the classroom to achieve the objectives set in the national curriculum.
	4. Formulate lesson plans, set classroom environment and plan additional activities to achieve the "key competencies" identified in the national
	curriculum.
	5. Oversee the practical work done by the students; and prepare the test papers and administer the tests.
	6. Mark student's books, assessment papers, unit test papers, term test papers and other tests held to assess the achievement or progress of the
Examples of core job duties (note:	students in relation to the subject taught.
The examples specified here are possible duties equivalent for a job	7. Maintain records of student achievement and progress.
at this rank of this job matrix. The recruiting institution is required to	8. Share information with parents, school authorities and educators about student progress.
make necessary amendments for each job)	Teacher, Rank 4 (SEN)
	1. Conduct mentoring programmes for teacher trainees in this field.
	2. Conduct induction programmes for newly recruited teachers in this field.
	3. Identify areas of special needs for students and tailor lessons to them.
	4. Consider the student's disability and teach in a way that the student understands.
	5. Create a comfortable, caring, and safe learning environment for students.
	6. Mark student assessments and books.
	7. Oversee student behaviour and safety in and out of the classroom.
	8. Consult with the appropriate authorities regarding the student's disability.



9. Share information to parents and school officials regarding the student's learning.
10. Consult with the teachers of students who are in a regular classroom and record their progress.
11. Assist the school in conducting extracurricular, teaching-related activities.
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Optional Job Title:	Basic Salary (monthly in MVR):	12,409
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## Teacher, Rank 3

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MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Benefit (daily in MVR)	Step 1	Step 2	Step 3
2330, 2341, 2342, 2351, 2352, 2353, 2354	4	8	Educational Service	3	157	5,791	6,660	7,529
Licenses and professiona	Il trainings	Teaching license issue	d by Teachers Registration Board.					
Education qualification and work experience		level 9 qualificatio OR; 2. Maldives Nationa	Qualifications Framework level 7/8 Bachelor's qualification in education or teaching; and minimum 4 years in Teac Qualifications Framework level 7/8 Bachelor's qualificational in teaching; and Maldives National Qualification in teach	cher (rank 2) po tion in a subject	st. matter; and Ma	aldives Nationa	l Qualifications	Framework
			Qualifications Framework level 7/8 Bachelor's qualification in education; and minimum 4 years in Teacher (rank 2		matter; and Ma	aldives Nationa	l Qualifications	Framework
		10 qualification in OR;	Qualifications Framework level 7/8 Bachelor's qualification or teaching.					
			Qualifications Framework level 7/8 Bachelor's qualificat ualification in teaching; and Maldives National Qualificat	-				

	Teaching field Teaching (Pre School), Teaching (Primary), Teaching (Primary/Secondary/Higher Secondary – specialized in the subject), Teaching (Special Need
	Education).
Field of study (recruiting institution to select a field or fields depending	Note: As all teachers are required to hold a Maldives National Qualifications Framework level 5 or higher qualification in teaching, individuals who have completed a Maldives National Qualifications Framework level 5 or higher qualification in general teaching, will be considered as meeting the requirements for eligibility.
on the job description)	Subject field
	A subject prescribed in the national curriculum for teaching in schools.
	Education field
	Education, Education in Leadership & Management, Education Management, Leadership in Education, Education Entrepreneurship, School Management, School Leadership, Inclusive Education, Leadership & Digital Education, Educational Psychology.
	1. Perform all necessary teaching and learning activities in the classroom and outside the classroom to achieve the objectives set in the national
	curriculum.
	2. Formulate lesson plans, set classroom environment and plan additional activities to achieve the "key competencies" identified in the national
	curriculum.
	3. Oversee the practical work done by the students; and prepare the test papers and administer the tests.
	4. Mark student's books, assessment papers, unit test papers, term test papers and other tests held to assess the achievement or progress of the
Examples of core job duties (note:	students in relation to the subject taught.
The examples specified here are	5. Maintain records of student achievement and progress.
possible duties equivalent for a job at this rank of this job matrix. The	6. Share information with parents, school authorities and educators about student progress.
recruiting institution is required to make necessary amendments for	Teacher, Rank 3 (SEN)
each job)	1. Identify areas of special needs for students and tailor lessons to them.
	2. Consider the student's disability and teach in a way that the student understands.
	3. Create a comfortable, caring, and safe learning environment for students.
	4. Mark student assessments and books.
	5. Oversee student behaviour and safety in and out of the classroom.
	6. Consult with the appropriate authorities regarding the student's disability.
	7. Share information to parents and school officials regarding the student's learning.



	8. Consult with the teachers of students who are in a regular classroom and record their progress.	٦
	9. Assist the school in conducting extracurricular, teaching-related activities.	
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Optional Job Title:	Basic Salary (monthly in MVR):	11,564
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## Teacher, Rank 2

					Attendance	Job Allov	vance (monthly	in MVR)
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Benefit (daily in MVR)	Step 1	Step 2	Step 3
2330, 2341, 2342, 2351, 2352, 2353, 2354	4	7	Educational Service	3	146	5,397	6,207	7,017
Licenses and professiona	al trainings	Teaching license issued	d by Teachers Registration Board.					
Education qualification       1. Maldives National Qualifications Framework level 7/8 Bachelor's qualification in education.         OR;       2. Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 7/8 Bachelor's qualificat				Framewo				
Field of study (recruiting to select a field or fields on the job description)		Education). Note: As all teachers a completed a Maldiver requirements for eligit <u>Subject field</u>	, Teaching (Primary), Teaching (Primary/Secondary/Hi re required to hold a Maldives National Qualifications Fr s National Qualifications Framework level 5 or highe pility.	ramework level	5 or higher qua	lification in tea	aching, individua	ils who ha
Examples of core job du The examples specified possible duties equivales at this rank of this job r recruiting institution is r make necessary amend each job)	I here are nt for a job natrix. The required to	curriculum. 2. Formulate lessor curriculum.	ssary teaching and learning activities in the classroom plans, set classroom environment and plan additiona tical work done by the students; and prepare the test pa	l activities to a	chieve the "key		-	

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- 4. Mark student's books, assessment papers, unit test papers, term test papers and other tests held to assess the achievement or progress of the students in relation to the subject taught.
- 5. Maintain records of student achievement and progress.
- 6. Share information with parents, school authorities and educators about student progress.

#### Teacher, Rank 2 (SEN)

- 1. Identify areas of special needs for students and tailor lessons to them.
- 2. Consider the student's disability and teach in a way that the student understands.
- 3. Create a comfortable, caring, and safe learning environment for students.
- 4. Mark student assessments and books.
- 5. Oversee student behaviour and safety in and out of the classroom.
- 6. Consult with the appropriate authorities regarding the student's disability.
- 7. Share information to parents and school officials regarding the student's learning.
- 8. Consult with the teachers of students who are in a regular classroom and record their progress.
- 9. Assist the school in conducting extracurricular, teaching-related activities.



Optional Job Title:					Basic Salar	Basic Salary (monthly in MVR): 9,214			
Teacher, Rank 1									
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Attendance Benefit (daily in MVR)	Job Allow Step 1	vance (month Step 2	hly in MVR) Step 3	
3611, 3612, 3620, 3630	3	5	Educational Service	3	75	2,764	3,179	3,594	
Licenses and professional trainings		Teaching license issued by Teachers Registration Board.							
Education qualification		Maldives National Qualifications Framework level 5/6 qualification in teaching.							
Field of study (recruiting institution to select a field or fields depending on the job description)		Teaching field Teaching (Pre School), Teaching (Primary), Teaching (Primary/Secondary/Higher Secondary – specialized in the subject), Teaching (Special Need Education).							
Examples of core job duties (note: The examples specified here are possible duties equivalent for a job at this rank of this job matrix. The recruiting institution is required to make necessary amendments for each job)		<ol> <li>Perform the following duties:         <ul> <li>a) Perform all necessary teaching and learning activities in the classroom and outside the classroom to achieve the objectives set in the national curriculum.</li> <li>b) Formulate lesson plans, set classroom environment and plan additional activities to achieve the "key competencies" identified in the national curriculum.</li> <li>c) Oversee the practical work done by the students; and prepare the test papers and administer the tests.</li> <li>d) Mark student's books, assessment papers, unit test papers, term test papers and other tests held to assess the achievement or progress of the students in relation to the subject taught.</li> <li>e) Maintain records of student achievement and progress.</li> <li>f) Share information with parents, school authorities and educators about student progress.</li> </ul> </li> </ol>							
		2. In the absence of the teacher, perform the duties of the teacher as instructed by the school management.							

Teacher, Rank 1 (SEN)						
1. Perform the following duties:						
a) Identify areas of special needs for students and tailor lessons to them.						
b) Consider the student's disability and teach in a way that the student understands.						
c) Create a comfortable, caring, and safe learning environment for students.						
d) Mark student assessments and books.						
e) Oversee student behaviour and safety in and out of the classroom.						
f) Consult with the appropriate authorities regarding the student's disability.						
g) Share information to parents and school officials regarding the student's learning.						
h) Consult with the teachers of students who are in a regular classroom and record their progress.						
i) Assist the school in conducting extracurricular, teaching-related activities.						
2. In the absence of the teacher, perform the duties of the teacher as instructed by the school management.						

