



## School Teachers

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

<b>Optional Job Title:</b>						<b>Basic Salary (monthly in MVR):</b>		15,416	
<b>Teacher, Rank 5</b>									
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Attendance Benefit (daily in MVR)	Job Allowance (monthly 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	
<b>Licenses and professional trainings</b>		Teaching license issued by Teachers Registration Board.							
<b>Education qualification and work experience</b>		<ol style="list-style-type: none"> <li>Maldives National Qualifications Framework level 7/8 Bachelor's qualification AND level 9 qualification in teaching; and minimum 6 years in Teacher (rank 4) post. OR;</li> <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 9 qualification in education; and minimum 6 years in Teacher (rank 4) post. OR;</li> <li>Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 9 qualification in education; and minimum 6 years in Teacher (rank 4) post.</li> </ol>							



	<p>OR;</p> <p>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.</p> <p>OR;</p> <p>5. 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</p>
<p><b>Field of study (recruiting institution to select a field or fields depending on the job description)</b></p>	<p><u>Teaching field</u></p> <p>Teaching (Pre School), Teaching (Primary), Teaching (Primary/Secondary/Higher Secondary – specialized in the subject), Teaching (Special Need Education).</p> <p>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.</p> <p><u>Subject field</u></p> <p>A subject prescribed in the national curriculum for teaching in schools.</p> <p><u>Education field</u></p> <p>Education, Education in Leadership &amp; Management, Education Management, Leadership in Education, Education Entrepreneurship, School Management, School Leadership, Inclusive Education, Leadership &amp; Digital Education, Educational Psychology.</p>
<p><b>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)</b></p>	<ol style="list-style-type: none"> <li>1. Plan and manage mentoring programmes for teacher trainees.</li> <li>2. Plan and conduct induction programmes for newly recruited teachers.</li> <li>3. Provide necessary teaching assistance to teachers of different ranks.</li> <li>4. Provide advice and consultation to various stakeholders in order to improve the skills of teaching.</li> <li>5. Provide assistance and cooperation to those conducting teaching research.</li> <li>6. 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>7. Formulate lesson plans, set classroom environment and plan additional activities to achieve the "key competencies" identified in the national curriculum.</li> <li>8. Oversee the practical work done by the students; and prepare the test papers and administer the tests.</li> <li>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.</li> </ol>

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	
<b>Teacher, Rank 4</b>									
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Attendance Benefit (daily in MVR)	Job Allowance (monthly 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	
<b>Licenses and professional trainings</b>		Teaching license issued by Teachers Registration Board.							
<b>Education qualification and work experience</b>		<ol style="list-style-type: none"> <li>Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 9 qualification in education or teaching; and minimum 6 years in Teacher (rank 3) post. OR;</li> <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 9 qualification in education; and minimum 6 years in Teacher (rank 3) post. OR;</li> <li>Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 9 qualification in education; and minimum 6 years in Teacher (rank 3) post. OR;</li> <li>Maldives National Qualifications Framework level 7/8 Bachelor's qualification in education; and Maldives National Qualifications Framework level 10 qualification in education or teaching; and minimum 6 years in Teacher (rank 3) post. OR;</li> <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 teaching; and minimum 6 years in Teacher (rank 3) post.</li> </ol>							
<b>Field of study (recruiting institution to select a field or fields depending on the job description)</b>		<u>Teaching field</u> Teaching (Pre School), Teaching (Primary), Teaching (Primary/Secondary/Higher Secondary – specialized in the subject), Teaching (Special Need Education).							

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.

**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)**

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 students in relation to the subject taught.
7. Maintain records of student achievement and progress.
8. Share information with parents, school authorities and educators about student progress.

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.



Optional Job Title:						Basic Salary (monthly in MVR):		12,409	
<b>Teacher, Rank 3</b>									
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Attendance Benefit (daily in MVR)	Job Allowance (monthly 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	
<b>Licenses and professional trainings</b>		Teaching license issued by Teachers Registration Board.							
<b>Education qualification and work experience</b>		<ol style="list-style-type: none"> <li>1. Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 9 qualification in education or teaching; and minimum 4 years in Teacher (rank 2) post. OR;</li> <li>2. 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 9 qualification in education; and minimum 4 years in Teacher (rank 2) post. OR;</li> <li>3. Maldives National Qualifications Framework level 7/8 Bachelor's qualification in a subject matter; and Maldives National Qualifications Framework level 9 qualification in education; and minimum 4 years in Teacher (rank 2) post. OR;</li> <li>4. Maldives National Qualifications Framework level 7/8 Bachelor's qualification in education; and Maldives National Qualifications Framework level 10 qualification in education or teaching. OR;</li> <li>5. 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 teaching.</li> </ol>							



<p><b>Field of study (recruiting institution to select a field or fields depending on the job description)</b></p>	<p><u>Teaching field</u></p> <p>Teaching (Pre School), Teaching (Primary), Teaching (Primary/Secondary/Higher Secondary – specialized in the subject), Teaching (Special Need Education).</p> <p>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.</p> <p><u>Subject field</u></p> <p>A subject prescribed in the national curriculum for teaching in schools.</p> <p><u>Education field</u></p> <p>Education, Education in Leadership &amp; Management, Education Management, Leadership in Education, Education Entrepreneurship, School Management, School Leadership, Inclusive Education, Leadership &amp; Digital Education, Educational Psychology.</p>
<p><b>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)</b></p>	<ol style="list-style-type: none"> <li>1. 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>2. Formulate lesson plans, set classroom environment and plan additional activities to achieve the "key competencies" identified in the national curriculum.</li> <li>3. Oversee the practical work done by the students; and prepare the test papers and administer the tests.</li> <li>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.</li> <li>5. Maintain records of student achievement and progress.</li> <li>6. Share information with parents, school authorities and educators about student progress.</li> </ol> <p><u>Teacher, Rank 3 (SEN)</u></p> <ol style="list-style-type: none"> <li>1. Identify areas of special needs for students and tailor lessons to them.</li> <li>2. Consider the student's disability and teach in a way that the student understands.</li> <li>3. Create a comfortable, caring, and safe learning environment for students.</li> <li>4. Mark student assessments and books.</li> <li>5. Oversee student behaviour and safety in and out of the classroom.</li> <li>6. Consult with the appropriate authorities regarding the student's disability.</li> <li>7. Share information to parents and school officials regarding the student's learning.</li> </ol>





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 Salary (monthly in MVR):		11,564	
<b>Teacher, Rank 2</b>									
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Attendance Benefit (daily in MVR)	Job Allowance (monthly 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	
<b>Licenses and professional trainings</b>		Teaching license issued by Teachers Registration Board.							
<b>Education qualification</b>		<ol style="list-style-type: none"> <li>Maldives National Qualifications Framework level 7/8 Bachelor's qualification in education. OR;</li> <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.</li> </ol>							
<b>Field of study (recruiting institution to select a field or fields depending on the job description)</b>		<p><u>Teaching field</u></p> <p>Teaching (Pre School), Teaching (Primary), Teaching (Primary/Secondary/Higher Secondary – specialized in the subject), Teaching (Special Need Education).</p> <p>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.</p> <p><u>Subject field</u></p> <p>A subject prescribed in the national curriculum for teaching in schools.</p>							
<b>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)</b>		<ol style="list-style-type: none"> <li>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>Formulate lesson plans, set classroom environment and plan additional activities to achieve the "key competencies" identified in the national curriculum.</li> <li>Oversee the practical work done by the students; and prepare the test papers and administer the tests.</li> </ol>							

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 Salary (monthly in MVR):		9,214	
<b>Teacher, Rank 1</b>									
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Attendance Benefit (daily in MVR)	Job Allowance (monthly in MVR)			
						Step 1	Step 2	Step 3	
3611, 3612, 3620, 3630	3	5	Educational Service	3	75	2,764	3,179	3,594	
<b>Licenses and professional trainings</b>		Teaching license issued by Teachers Registration Board.							
<b>Education qualification</b>		Maldives National Qualifications Framework level 5/6 qualification in teaching.							
<b>Field of study (recruiting institution to select a field or fields depending on the job description)</b>		<u>Teaching field</u> Teaching (Pre School), Teaching (Primary), Teaching (Primary/Secondary/Higher Secondary – specialized in the subject), Teaching (Special Need Education).							
<b>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)</b>		<ol style="list-style-type: none"> <li>1. Perform the following duties: <ol style="list-style-type: none"> <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> </ol> </li> <li>2. In the absence of the teacher, perform the duties of the teacher as instructed by the school management.</li> </ol>							



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.

