MINISTRY FOR EDUCATION AND EMPLOYMENT

POST OF MANAGER I (STRATEGY) IN THE MINISTRY FOR EDUCATION AND EMPLOYMENT

Nomenclatures denoting the male gender include also the female gender.

The Ministry for Education and Employment (MEDE) would like to remind all interested applicants that it has zero tolerance policy towards any form of child abuse. MEDE 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. The Permanent Secretary, Ministry for Education and Employment invites applications for the post of Manager I (Strategy) in the Ministry for Education and Employment.

Terms and Conditions

2.1 This appointment is subject to a probationary period of twelve (12) months.

2.2 During the probationary/trial period, appointees must successfully complete appropriate induction programmes organised by the Institute for Public Service to be eligible for confirmation of appointment.

2.3 The salary for the post of Manager I (Strategy) is Salary Scale 10, which in year 2019 is €19,958.00 per annum, rising by annual increments of €407.67 up to a maximum of €22,404.00.

2.4 A Manager I (Strategy) will progress to Salary Scale 9 (€21,252.00 x €447.33 - €23,936.00 in 2019) on completion of two (2) years' service in the grade in Salary Scale 10, subject to satisfactory performance.

2.5 A Manager I (Strategy) will progress to Salary Scale 8 (€22,645.00 x €486.83 - €25,566.00 in 2019) on completion of five (5) years' service in the grade in Salary Scale 9, subject to satisfactory performance.

2.6 A Manager I (Strategy) will progress to Salary Scale 7 (€24,153.00 x €531.17 - €27,340.00 in 2019) on completion of three (3) years' service in the grade in Salary Scale 8, subject to satisfactory performance.

2.7 Selected candidates will also be entitled to the payment of an annual performance bonus of up to a maximum of 10% of his/her basic salary, subject to satisfactory performance and subject to Central Administration's policies in force from time to time.

2.8 On being appointed, a successful candidate would be requested to renounce to other applications currently in process within the Public Service which is/are pending at the time of this appointment, without prejudice to SAAC calls (including Assistant Directors).

2.9 Lateral applications by public officers who already hold an appointment in the same grade being advertised are allowed only if the area of specialisation of the vacancy is different to the one held by the applicant and requires a specific related qualification as an eligibility requirement, which the applicant must satisfy.

   a. Successful candidates are to serve in this post for a minimum of two (2) years, without prejudice to applications for SAAC calls (including Assistant Directors).

2.10 It will not be possible to request a transfer before a two (2) year period from date of appointment. On the lapse of a two (2) year period, appointees may only be transferred at own request to carry out duties elsewhere in their area of specialisation, subject to availability of vacancies and the exigencies of management.

2.11 The result will be valid for a period of two (2) years from the date of publication.

Duties
3. The duties of Manager I (Strategy) include:

i. Communicate with and coordinate the various sections falling directly under Line Manager
ii. Support and assist in the preparation of Business Plans, Estimates and Annual Reports.
iii. Coordinate, prepare and monitor programmes in liaison with the various Departments and Directorates within the Ministry.
iv. Ensuring that data protection legislation and policies are adhered to;
v. Providing ongoing support to institutions of oversight such as the Public Accounts Committee, the Ombudsman, the National Audit Office and the Internal Audit and Investigations Directorate;
vi. Assist in the coordination of the setting of the strategic direction and the administration of the Ministry’s Budget.
viii. Assist in provision of senior policy direction on the preparation and implementation of operational plans and budgets within the Office of the Line Manager.
ix. Provide leadership to the staff of the Line Manager, and manage their performance, in part by agreeing personal performance plans with them, evaluating their performance, providing regular feedback, and pointing out areas for improvement.
x. Review, the utilisation of the resources of the Office of the Line Manager, and ensure that these are used fully and effectively in a manner encouraging client confidence.
xi. Alert the Permanent Secretary and/or Line Manager to any issues, problems and unmet administrative requirements that require their attention and make appropriate recommendations.
xii. Advise the Permanent Secretary and/or Line Manager on the operational implications of new administrative policies or changes to existing policies.
xiii. Assist in undertaking longer term policy and operational planning and carry out any research as may be required.
xiv. Assist the Permanent Secretary and/or Line Manager in the running of the organisation by providing timely and accurate information and tendering appropriate advice as required.
xv. Make proposals to the Permanent Secretary and/or Line Manager to enable the Section to achieve better performance and to improve accountability.
xvi. Assist fully in the successful implementation of approved reform initiatives throughout the Ministry.
xvii. Organise, attend and keep minutes of meetings with the Permanent Secretary and/or Line Manager as may be requested.
xviii. Coordinate the collation of the necessary information in respect of correspondence, requests for information, Parliamentary Questions and Audit Queries and draft replies thereof.
xix. Ensure that all parliamentary questions with proper responses are forwarded to the Permanent Secretary in a timely manner.
xx. Provide support as required to the various committees/working groups set up within the Ministry.
xi. Any other duties according to the exigencies of the Malta Public Service as directed by the Principal Permanent Secretary.

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
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”.

The advice of the Department of Citizenship and Expatriate Affairs within the Identity Malta Agency 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.

ii. able to communicate in Maltese and English Languages;

AND

iii. in possession of a recognised Bachelor’s qualification at MQF Level 6 (subject to a minimum of 180 ECTS/ECVET credits, or equivalent, with regard to programmes commencing as from October 2003) in Business Administration, Business Management, Public Management, Public Administration, Public Policy, Work & Human Resources Management, Training and Development, Project Management, Management Studies, Communications, Creativity and Innovation or Quality Assurance Management or a comparable professional qualification.

Public Officers applying for the post must be confirmed in their current appointment.

4.2 Qualifications at a level higher than that specified above will be accepted for eligibility purposes, provided they meet any specified subject requirement. A Master’s qualification at MQF Level 7, or equivalent, must comprise a minimum of 60 ECTS/ECVET credits with regard to programmes commencing as from October 2008.

Moreover, candidates who have not yet formally obtained any of the qualifications as indicated in paragraph 4.1 (iii) will still be considered, provided that they submit evidence that they have obtained the qualifications in question, or successfully completed the necessary ECTS/ECVET credits, or equivalent, taken as part of a higher recognized MQF level program of study, as required in the afore-mentioned eligibility criteria, by the closing time and date of the call for applications.

4.3 Applicants must be of conduct which is appropriate to the post applied for (applicants who are already in the Malta Public Service must produce a Service and Leave Record Form (GP 47) which has to be issued not earlier than one (1) month from the date of publication; those applying from outside the Service must produce a Certificate of Conduct issued by the Police or other competent authority not earlier than one (1) month from the date of application and state whether they have ever been in Government Service, giving details).

4.4 Applicants must be eligible to take up their due appointment, in terms of 4.1 to 4.3 above, not only by the closing time and date of this call for applications but also on the date of appointment.

4.5 Prospective applicants should note the requirement to produce MQRIC recognition statements in respect of their qualifications from MQRIC, or other designated authorities, as applicable, as per provisions applicable to this call for applications (see link below).

Submission of Supporting Documentation

5.1 Qualifications and experience claimed must be supported by certificates and/or testimonials copies of which are to be scanned and sent through the Edurecruitment Portal on 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 assessed by a Selection Board to determine their suitability for the post. The
maximum mark for this selection process is 100% and the pass mark is 50%.

6.2 Due consideration will be given to applicants who, besides the requisites indicated in paragraphs 4.1 - 4.3, have proven relevant work experience.

Submission of Applications

7.1 Applications are to be submitted, for the attention of the Permanent Secretary, Ministry for Education and Employment, through the Edurecruitment Portal only at the following address: https://edurecruitment.gov.mt. Applications are to include a curriculum vitae (which should include a list of qualifications held by applicant), and an updated Service and Leave Record Form (GP47) / Certificate of Conduct as applicable, which has been issued not earlier than one (1) month from the date of application in pdf format and which are to be uploaded through the Portal. The closing date of the receipt of applications is noon (Central European Time) of Monday 2nd December 2019. A computer-generated e-mail will be sent as an acknowledgement of the application. Should you require assistance with the application kindly contact Edu Servizz.gov.mt on telephone number 153. Further details concerning the submission of applications are contained the general provisions referred to below.

7.2 Applicants are granted up to two (2) working days after closing date or up to two (2) working days from date of notification, whichever is the later, to submit any incorrect or incomplete documents.

7.3 Applicants are strongly advised not to wait until the last day to submit their applications since heavy internet traffic or a fault with the internet connection could lead to difficulties in submission. MEDE cannot be held responsible for any delay due to such difficulties.

Other General Provisions

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

- applicable benefits, conditions and rules/regulations;
- reasonable accommodation for registered persons with disability;
- submission of recognition statements in respect of qualifications;
- 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 website of the People & Standards Division at the address https://publicservice.gov.mt/en/people/Pages/PeopleResourcingandCompliance/FormsandTemplates.aspx. These general provisions are to be regarded as an integral part of this call for applications.