To: Permanent Secretaries  
Directors General  
Directors  
Heads of Public Sector Organisations

POST OF SENIOR MANAGER (COMPLIANCE) 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 Educations Regulations 2016) in its recruitment process.

1. The Permanent Secretary within the Ministry for Education and Employment invites applications for the post of Senior Manager (Compliance) 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 the Public Services to be eligible for confirmation of appointment.

2.3 The salary for the post of Senior Manager (Compliance) is Salary Scale 5, which in the year 2020 is €28,326 per annum, rising by annual increments of €640.67 up to a maximum of €32,170.

2.4 The selected applicant shall also be entitled to an annual performance bonus of up to 15% of the basic salary subject to satisfactory performance and subject to Central Administration’s policies in force from time to time.

2.5 On being appointed, a successful candidate would be requested to renounce to any other application/s 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).

2.6 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 applicants for SAAC calls (including Assistant Directors)
2.7 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.

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

### Duties

3. The duties of Senior Manager (Compliance) include:

i. Ensuring that the policies and provisions laid down in the Education Act, as well as other policies and provisions of MEDE are adhered to;

ii. Integrating the gender perspective in programmes and initiatives of the Directorates;

iii. Assisting in the preparation of budgets and business planning;

iv. Collecting and maintaining relevant data and statistics;

v. Gathering, analysing, researching and evaluating data and using it to plan and manage services, projects and systems;

vi. Reporting to Director on work assignments carried out;

vii. Deputising for the Director;

viii. Generally, contributing to regulation, verification, research and reporting on pre-compulsory and compulsory education system;

ix. Contributing to the management of the monitoring procedures which ensure compliance and implementation of the provisions of laws and regulations dealing with matters relating to education and educational institutions;

x. Managing the planning and implementation of compliance processes, including the approval of field audits and spot checks and any follow up required;

xi. Receiving and supervising the processing of applications for the issuing of a licence for the opening of childcare centre and, or a school;

xii. Contributing towards ensuring that the national minimum conditions for all schools are being constantly observed and investigates necessary steps required;

xiii. Receiving and supervising the processing of applications from parents who wish to provide home education to their children as set by the education act;

xiv. Contributing towards the department’s responsibility to regulate, as it deems appropriate, the use of sports facilities, laboratories, workshops and other ancillary facilities of school complexes and colleges as may be offered to home schooled students;

xv. Compiling various publications and reports, which may stem from internal, national or international requirements;

xvi. Managing project development and implementation including delegated processes. Also taking a lead role in the identification of process improvements for simplification, innovation and added value;

xvii. Contributing to or leading internal audit processes as required;

xviii. Representing the department or ministry in meetings and conferences, both locally and abroad and participating in working groups;

xix. Representing the department or ministry in any legal proceedings as required and ensuring the correctness
and relevance of documentation;

xx. Ensuring that legislation, regulation, policies and internal control procedures are adhered and that monitoring is properly implemented. This also includes working with senior management to ensure adequate risk assessment and risk management processes as well as contingency plans to deal with emergencies;

xxi. Formulating and updating of policies, processes and procedures as required. This includes formulating informed recommendations to senior management, overseeing the development of training material and programmes;

xxii. Keeping abreast with relevant legislation and government policies. Also keeping abreast with relevant continuous development and training as directed. This includes ensuring that any updates are disseminated to staff under his/her supervision;

xxiii. Drawing up informed recommendations for the transposition of EU legislation into Maltese legislation as requested;

xxiv. Establishing clear targets for staff under his/her responsibility, within the context of ministerial and departmental targets and in collaboration with senior management and colleagues;

xxv. Providing effective leadership and mentoring staff under his/her responsibility, to ensure good practices, facilitate the retention of knowledge within government, encourage personal and professional development and support collaboration towards the attainment of strategic organisational goals;

xxvi. Ensuring that staff and resources and professionally managed to encourage a flexible organisational system and structure that is responsive and pro-active in relation to changing;

xxvii. Contributing to, sharing and implementing the Department’s vision and mission;

xxviii. Any other duties as requested by the Director and the Permanent Secretary;

xxix. Any other duties according to the exigencies of the 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:

Public Officers, or Public Sector employees performing duties in the Malta Public Service, or RSSL employees, who are confirmed in their current appointment. Public Officers who are on loan/detailed with/deployed with/on attachment to Public Sector organisations may also apply.

AND

a. in possession of a recognised Masters qualification at MQF Level 7 (subject to a minimum of 60 ECTS/ECVET credits or equivalent, with regard to programmes commencing as from October 2008), in Architecture, or Engineering (civil or structural), or Business Administration, or Statistics, or Economics, or Legal Studies, or Public Policy, or a comparable professional qualification.

AND

b. with five (5) years’ management experience in Salary Scale 7 or comparable. Any other Managerial experience the employee may possess may be considered by the Administration, which experience must be duly sustained with relevant evidence.

OR

c. the incumbent who previously performed the duties of this specific role within this area in the capacity of Assistant Director, in the term which ended immediately prior to suppression of this Assistant Directorship.
4.2 Qualifications at a level higher than that specified above will be accepted for eligibility purposes, provided they meet any specified subject requirements.

Moreover, candidates who have not yet formally obtained any of the abovementioned qualifications as indicated in paragraph 4.1(a) will still be considered, provided that they submit evidence that they have been approved for the award of the qualifications in question, or successfully completed the necessary ECTS/ECVETS credits, or equivalent, taken as part of a recognised higher MQF level programme of study, as required in the aforementioned eligibility criteria, by the closing time and date of the call for applications.

4.3 To determine the comparable level of responsibility of Public Sector employees currently performing duties in the Public Service and RSSL employees to the level of responsibility required of Public Officers applying for this position, the Selection Board should invariably and formally consult the Director/HR Manager responsible for the respective Public Sector entity.

The current arrangement, whereby Public Sector employees performing duties in the Public Service remain on the books of the respective entity, shall continue to apply in the case of Public Sector employees who are selected for the post, subject to the consent of the entity. RSSL employees selected for this post will have their employment with RSSL ipso facto terminated following the successful completion of the probationary period.

4.4 Applicants must be eligible to take up their due appointment, in terms of 4.1 and 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 [https://edurecruitment.gov.mt](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 200 and the pass mark is 120.

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

**Submission of Applications**

7.1 Applications are to be submitted, through the Online Education Recruitment Portal ONLY at the following address [http://edurecruitment.gov.mt](http://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), which has been issued not earlier than one (1) month from the date of application, in PDF format, which are to be uploaded through the Portal.

In the case of Public Sector employees performing duties in the Public Service and RSSL employees, these are to present their paid/unpaid Leave and Sick Leave records for the last four years, including any records of any disciplinary actions that may have been taken in the absence of which, it will be understood that no disciplinary action was ever taken. In the case of Public Sector employees performing duties in the Public Service, they are also to produce confirmation from the Director responsible for People Management of the ministry where they are performing duties, that they are officially performing duties in such ministry.

The closing date of the receipt of applications is noon (Central European Time) of Monday, 2nd March 2020.
An automatic receipt will be sent to your e-mail informing you that your application was submitted successfully. Should you require assistance with the application kindly contact Edu Servizz.gov on telephone number 153.

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.

7.4 Further details concerning the submission of applications are contained in the general provisions referred to below.

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;
- 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 application.

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Dr. Francis Fabri
Permanent Secretary
Ministry for Education and Employment