MEER/181/2026

Circular No. HR/MEER 28/2026

Ministry for Energy,
the Environment and
the Regeneration of the Grand Harbour,

6, Qormi Road,
Sta Venera,
SVR 1302

Date: 6th November 2026

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

Post of Operative IV in the Animal Welfare Directorate in the Ministry for Energy, the Environment and the Regeneration of the Grand Harbour

Nomenclatures denoting the male gender include also the female gender.

1. The Director General (Operations) on behalf of the Permanent Secretary, Ministry for Energy, the Environment and the Regeneration of the Grand Harbour invites applications for the post of Operative IV in the Animal Welfare Directorate in the Ministry for Energy, the Environment and the Regeneration of the Grand Harbour.

Terms and Conditions

2.1 This appointment is subject to a probationary /trial period of six (6) months.

2.2 The salary for the post of Operative IV is Salary Scale 16, which in the year 2026 is equivalent to, €17,701.00 per annum, rising by annual increments of €263.00 up to a maximum of €19,279.00.

2.3 An Operative IV will progress to Scale 15 (€19,111.00 x €298.00 - €20,899.00 in the year 2026) on completion of five (5) years service in the grade, subject to satisfactory performance in Salary Scale 16 either as Operative III and/or Operative IV.

2.4 Appointees will also be entitled to the payment of an annual class alowance of €700.

(a) Appointees will be entitled to such other benefits and such other conditions and obligations as may be stipulated in any pertinent agreement between the Government of Malta and the competent Union

2.5 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.

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 Operative IV 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 Public Officers in the Malta Public Service or Public Officers in the Malta Public Service on loan/detailed with/deployed with/on attachment to Public Sector organizations.

In addition applicants must be:

(i) able to communicate in the Maltese and English languages in order to sufficiently and adequately carry out the duties applied for;

AND

Public officers must be confirmed in their current appointment or in their previous appointment within the same stream, provided all other eligibility requirements are satisfied. Such public officers must be in, or have held, the grade of: -

(ii) a. Operative II or Operative III.

Short courses leading to awards, as distinct from qualifications, do not have the required number of ECTS credits at the respective MQF level and, hence, will not be considered for eligibility purposes.

Public officers may apply for a lower grade even if not confirmed in their current appointment.

4.2 Public Officers holding a grade in a particular stream, and who were granted Officer in Scale status by virtue of a Grievances Unit decision in the same scale as that of a higher grade in that stream, are eligible to apply for grades open to officers holding such higher grade within the stream that carries the same scale as that of the Officer in Scale status.

The years of service since the effective date of appointment as Officer in Scale are reckonable for the purpose of satisfying any requisite years of service stipulated in calls for applications.

Any other eligibility requisites for the post must be met in terms of this call for applications.

4.3 Public officers who currently hold an appointment as Officer in Grade are considered on a personal basis to pertain to the Class/Stream of their immediately previous substantive grade, and may apply on the basis of their current scale as Officer in Grade, which must be equivalent to, or higher than, the requisite eligibility level required by this call for applications.

The years of service since the effective date of appointment as Officer in Grade are reckonable for the purpose of satisfying any requisite years of “service in the grade” as stipulated in calls for applications.

Any other eligibility requisites for the post/position must be met in terms of this call for applications.

Submission of Supporting Documents

5.1 Qualifications and experience claimed must be supported by certificates and/or testimonials, copies of which should be attached to the applications. Scanned copies sent electronically are acceptable. Under no circumstances should any such documents be submitted after two (2) working days from the closing date of the call for applications.

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 to 4.3, have proven relevant work experience.

Submission of Applications

7.1 Applications are to be submitted, for the attention of the Director General (Operations), Ministry for Energy, the Environment and the Regeneration of the Grand Harbour. Applications are to include a Curriculum Vitae (which should include a list of qualifications held by the applicant). The closing date of the receipt of applications is **5.15 pm (Central European Time) of Friday, 20th November, 2026.** Applications can also be submitted through the Online Government Recruitment Portal on https://recruitment.gov.mt by the said closing time and date of this call for applications. A computer-generated e-mail 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 Applicants who need assistance in submitting an online application, are to seek such assistance from the HR Unit of their current Department, or the HR Unit of the Department where they are applying. Such applicants are to ensure that the person applying on their behalf is, in fact, applying for the vacancy required and attaching the correct documentation.

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 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 or may be obtained from Corporate Services Directorate (Attn: Assistant Director, Human Resources), Ministry for Energy, the Environment and the Regeneration of the Grand Harbour, 6, Qormi Road, Sta Venera, SVR 1302. These general provisions are to be regarded as an integral part of this call for applications.

The website address, and e-mail address of the receiving Directorate are sustainability.gov.mt and humanresources.meer@gov.mt.

Dennis Buttigieg
Director General (Operations)
f/Permanent Secretary, MEER

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