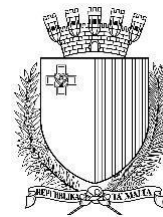


Annex A

Ministry	<i>Ministry for Active Ageing</i>
Job Title	<i>Senior Manager (Human Resources)</i>



MINISTRY FOR ACTIVE AGEING

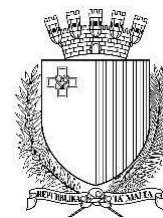
PALAZZO SPINOLA, 45 ST CHRISTOPHER STREET, VALLETTA, MALTA

Duties and Responsibilities

- i. Guides departments and entities within the Ministry with regard to HR processes;
- ii. Leads the monitoring of delegated functions of all human resources policies, programs, and practices to ensure compliance with central policies across the Ministry;
- iii. Liaises with all directorates in the ministry to assess and recommend to the head of the HR directorate the human resources requirements, succession plans, and skills gaps;
- iv. Supports the improvement of the performance in the ministry/department through planning, monitoring, and appraising of results, whilst making necessary referrals for employees who require career guidance, counselling, or corrective/disciplinary measures:
- v. Spearheads constant and regular compliance checks to ensure that established policies are being adhered to, and follow up on the timely implementation of corrective measures required;
- vi. Facilitates and drives alignment between the HR Strategy and business goals, contributes towards the Training Needs Analysis, and supports change management programmes;
- vii. Manages the collations of data related to human resources records of the ministry by utilising the standard Dakar HR Corporate data systems for data entry, enquiry and reporting;
- viii. Liaises with the heads of the ministry to ensure full compliance of performance appraisals and takes the necessary action to address any pending appraisals to ensure that timeframes are strictly adhered to;
- ix. Ensures that calls for publication are uploaded correctly and according to required timeframes, and manages operational functions in relation to resourcing by updating job requirements and job descriptions for all posts/positions;
- x. Supports and actively participates in the management of harmonious industrial relations in the ministry and prepares all the required data/financial workings in case of negotiations;
- xi. Prepares, shares data and refers to the IPS all new employees who have to undergo induction or other employees who require development following results of performance appraisals as well as coordinates the inter ministry orientation as necessary;
- xii. Supports the Culture of Excellence whilst ensuring effective communication at all levels
- xiii. Undertakes any other tasks, which the superior may delegate to him/her, as may be required;
- xiv. Any other duties as directed by the Principal Permanent Secretary.

Anness A

Ministeru	<i>Ministeru għall-Anzjanita' Attiva</i>
L-Impjeg	<i>Senior Manager (Riżorsi Umani)</i>



MINISTRY FOR ACTIVE AGEING

PALAZZO SPINOLA, 45 ST CHRISTOPHER STREET, VALLETTA, MALTA

Dmirijiet u Responsabbiltajiet

- i. Jiggwida lid-dipartiment u entitajiet pubbliċi fi ħdan il-Ministeru fir-rigward ta' proċessi tar-riżorsi umani;
- ii. Imexxi l-monitoraġġ tal-funzjonijiet delegati tal-policies, programmi u prattiki kollha tar-riżorsi umani biex jiżgura konformita' mal-policies ċentrali mal-Ministeru;
- iii. Jikkordina mad-direttorati kollha fil-Ministeru biex jevalwa u jirrakkomanda lill-Kap tad-Direttorat tar-Riżorsi Umani l-bżonnijiet tar-riżorsi umani, pjanijiet ta' suċċessjoni, u nuqqas ta' hili;
- iv. Jappoġġa t-titjib tal-prestazzjoni fil-Ministeru/dipartiment permezz tal-ippjanar, il-monitoraġġ, u l-evalwazzjoni tar-riżultati, filwaqt li jsiru referenzi neċessarji għall-impjegati li jehtieġu gwida fil-karriera, pariri jew miżuri korrettivi/dixxiplinarji;
- v. Imexxi verifiki kostanti u regolari ta' konformita' biex jiġi żgurat li l-policies stabbiliti qed jiġu osservati, u tiġi segwita l-implimentazzjoni f' waqtha tal-miżuri korrettivi meħtieġa;
- vi. Jiffaċilita u jmxexxi l-kordinazzjoni bejn l-Istrateġija tar-Riżorsi Umani u l-business goals, jikkontribwixxi lejn l-Analiżi tal-Ħtiġiet ta' Tahriġ, u jappoġġja programmi ta' ġestjoni tal-bidla;
- vii. Jimmaniġġja l-ġbir ta' data relatata mar-rekords tar-Riżorsi Umani tal-Ministeru billi juża s-sistemi standard tad-Dakar HR Corporate Data Systems għad-dhul, mistoqsijiet, u rappurtar;
- viii. Jikkordina mal-kapijiet tal-Ministeru biex jiżgura l-konformita' shiħa tal-valutazzjonijiet ta' prestazzjoni, u jiehu l-azzjoni meħtieġa biex jindirizza kull appraisal pendenti biex jiżgura li t-timeframes jiġu osservati strettament;
- ix. Jiżgura li s-sejħiet għall-pubblikazzjoni jiġu sottomessi b'mod korrett u skont it-timeframes meħtieġa, u jimmaniġġja l-funzjonijiet operattivi f'dak li għandu x'jaqsam mal-għoti ta' riżorsi billi jaġġorna r-rekwiżiti tal-impjeg u d-deskrizzjonijiet tal-impjegi għall-postijiet/karigi kollha;
- x. Jappoġġja u jipparteċipa b'mod attiv fil-ġestjoni ta' relazzjonijiet industrijali fil-Ministeru u jhejji d-data/il-ħidma finanzjarja kollha meħtieġa f'każ ta' negozjati;
- xi. Jipprepara, jaqsam l-informazzjoni u jirreferi lill-IPS impjegati godda li jridu jagħmlu induction course jew impjegati oħra li jehtieġu taħriġ ta' żvilupp wara r-riżultati ta' performance appraisals, kif ukoll jikkordina l-orjentazzjoni interministerjali kif meħtieġ;
- xii. Jappoġġja l-Kultura ta' Eċċellenza, filwaqt li jassigura komunikazzjoni effettiva fil-livelli kollha;
- xiii. Kwalunkwe kompitu ieħor li s-superjur jista' jiddelega lilu/ha, kif jista' jkun meħtieġ;
- xiv. Kwalunkwe dmir ieħor hekk kif ordnat mis-Segretarju Permanenti Ewlieni