



## Vacancy Notice

<b>Title of Function:</b>	<b>Chief Officer (Policy &amp; Programme Implementation)</b>
<b>Internal Reference Number:</b>	BCA/VAC/08/2024
<b>Jobs Plus Reference Number:</b>	691/2024
<b>Reports to:</b>	Chief Executive Officer
<b>Pay Grade:</b>	Top Management Salary Structure – Chief Officer
<b>Basic Salary Range:</b>	€53,000 - €57,579
<b>Others:</b>	Allowances, Maximum of 15% Performance Bonus and Benefits

**The Building and Construction Authority (BCA)** was established through the Building and Construction Act of 2021. The BCA is responsible for safeguarding third parties and safe working practices by ensuring that core aspects of a building's life cycle are developed effectively and follow up-to-date regulations applied in a controlled environment. The BCA is also responsible for spearheading the creation of a construction eco-system and embracing good governance, as well as developing policies and tailormade practices that support networking platforms promoting compliant and sustainable buildings.

### Mission

The BCA's mission is to ascertain that the core aspects of a building's life cycle are executed through the generation of up-to-date regulations implemented effectively and efficiently in a controlled environment.

Furthermore, the BCA spearheads the creation of a construction-related eco-system embracing good governance, policies and tailormade practices that support networking platforms promoting compliant and Sustainable Buildings.

### Vision

The BCA's vision is to maximize the value-added and sustainability of building regulations by leveraging core competencies based on efficient compliance practices and customer service excellence.

By promoting a qualitative evolving local construction-related fabric, the BCA wants to ensure that contractors and developers become an intrinsic part of the dynamic market which embraces change.



## Job Description

**A Chief Officer (Policy & Programme Implementation) is responsible to obtain maximum effectiveness, efficiency and to recommend operational improvements.**

### Duties & Goals

- Take full responsibility and ownership of all activities related to the Policy & Programme Implementation.
- Obtain maximum effectiveness and efficiency whilst ensuring good staff motivation, empowering them to be successful when performing their duties.
- Ensures the section is always staffed with well-trained and quality employees.
- Creates an environment and culture that focuses on fulfilling the Authority's mission, vision, and values.
- Ensure that the objectives and targets set out in the Authority business and financial Plans are achieved.
- Develop processes and practices, also to ensure successful implementation through appropriate monitoring and quality control.
- Promote and sustain a service culture which meets set KPIs.
- Hold regular contact with major stakeholders.
- Develops business, project acquisition and expansion prospects, also to identify opportunities for improvement, cost reduction, and systems enhancement.
- Recommend operational improvements with subsequent implementation and monitoring.
- Implement policies and procedures.
- Works closely with the Human Resources Department to develop effective hiring, training, and compensation plans for retention of quality talent.
- Liaise with other sections to ensure best publicity of the Authority's operations.
- Ensure co-ordination between all departments within the Policy & Programme Implementation section.
- Represents the Authority at important business functions, events, training, and networking opportunities both locally and abroad including any preparations required.
- Updates job knowledge by remaining aware of new regulations and practices.

### Consultation

- Consults with the Chief Executive Officer and/or other designated officer according to the exigencies when dealing with issues that are of a sensitive nature and/or of strategic importance.



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### Self-Improvement

- Keeps up to date with the latest developments within the BCA.
- Is supportive of the changes that are required to maintain a smooth transition of all improvement of systems that need to be implemented.
- Enhances department and organization reputation by accepting ownership for tasks, while seeking to add value to job accomplishments.
- High Supervisory Skills.
- High Personal Development.

### Working Conditions

- May be required to work outside office hours in crisis situations and/or to meet deadlines.

## Qualifications & Experience

<ul style="list-style-type: none"> <li>• Having a related recognised Masters degree at MQF Level 7 or higher with working experience at a management level including supervising and managing staff in relation to an organisational objective, plus Eight (8) years working experience in the related field.</li> </ul>	Mandatory
<p>Or</p> <ul style="list-style-type: none"> <li>• Having a related recognised Bachelor's degree at MQF Level 6 with working experience at a management level including supervising and managing staff in relation to an organisational objective, plus Ten (10) years working experience in the related field.</li> </ul>	Mandatory
<p>And</p>	
<ul style="list-style-type: none"> <li>• Having an IT Office Application Skills competence such as ECDL, Microsoft and other related applications.</li> </ul>	Mandatory
<ul style="list-style-type: none"> <li>• Other related relevant certificates such as Strategic Policy Making and EU Funds.</li> </ul>	Mandatory
<ul style="list-style-type: none"> <li>• Preferably with a working experience in a hands-on office environment within the construction industry.</li> </ul>	Non-Mandatory

*Disclaimer: This job description describes the general nature and level of work to be performed in this role. It is not intended to be an exhaustive list of all duties, skills, responsibilities etc. These are subject to change according to the exigencies of the entity.*



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## Skills

Effective written and spoken communication skills in Maltese and English.	High
Excellent interpersonal skills with an ability to build effective working relationships with internal and external stakeholders.	High
Be extremely organized, and in recognizing issues and finding solutions.	High
Dependability and demonstrating a professional conduct.	High
Ability to work as part of a team.	High
Ability to multi-task under tight deadlines and prioritize daily workload.	High
Exemplary planning and time management skills.	High
Attention to detail and accuracy.	High
Discretion with confidential information.	High

## Recruitment Process

### Application Procedure

Interested applicants are invited to send the following documents on [recruitment.bca@bca.org.mt](mailto:recruitment.bca@bca.org.mt) by the stipulated deadline:

- Covering Letter
- Detailed Resume
- \*Recent Police Conduct (*dated not older than one month from the date of application*)
- Signed Annex 1 Declaration attached to the Vacancy Notice below

Documents can also be submitted by postal mail or by hand using the below provided address:

Building & Construction Authority, Spencer Hill, The Exchange, Il-Marsa, MRS 1982

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 latest, to submit any incorrect, incomplete or missing documents.

Applicants are strongly advised not to wait until the date of the deadline to submit their application. BCA will not be held responsible for any delays in the submission of applications due to technical difficulties or/and other factors that may arise.

Incomplete applications will be disqualified and treated as non-eligible. If a candidate is found to have provided false information at any stage of the selection procedure, the authority is within its capacity to disqualify the candidate in question.

*\* The Police Conduct Certificate is expected to be delivered within five working days when ordered online.*



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### **Identifying Eligible Candidates**

After the deadline for submission of applications, the appointed Selection Committee will verify the applications against the eligibility criteria as described in the “Qualifications & Experience” section.

The Selection Committee reserves the right to establish a shortlist of the most suitable candidates to be invited for an interview and/or other tests required for this position.

The Selection Committee may ask for clarifications and further documents including an original or certified copy of certificates.

### **Evaluation during Interviewing Process**

Candidates invited to the interviewing process will be assessed on the following criteria relevant to the post:

- High Management, Leadership and Prioritisation Skills
- Experience / Position related requirements
- Qualifications
- Personal Skills and Qualities
- Personal Attributes
- Suitability

### **Conditions of Employment**

The successful candidate, upon recommendation of the Selection Committee, following the selection procedure, will be recruited on a three (3) year definite Contract.

Conditions of Employment as included to the Employment Law, BCA Collective Agreement and other BCA Policies applies to this position.

### **Data Protection**

The purpose of processing of the data submitted is solely to manage the application of the candidate in view of a possible selection and recruitment at the BCA.

All data will be kept in strict confidentiality by the Human Resources Department and retained according to the Data Protection Act. After the established retention periods all data will be destroyed.



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## Annex 1

### Declaration

I, \_\_\_\_\_ with I.D. No. \_\_\_\_\_ declare that:

I am not benefitting and have not benefitted from Early Retirement or Voluntary Retirement Schemes that were offered to former Air Malta employees.

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

ID Num: \_\_\_\_\_

Date: \_\_\_\_\_