



Annex I- Applicable Provisions

Section A: Qualifications & Experience

Note 1: Section Eligibility Criteria paragraph (iii) & (iv), are only applicable for BCA officers who have been confirmed in their current appointment.

Note 2: BCA officers who meet the eligibility criteria for a vacancy solely through Note 1, will not be eligible to apply if the vacancy is for a position more than two Grades higher than their confirmed Grade.

Note 3: For BCA officers, experience in Grade C or higher shall count for the purpose of management experience

Note 4: The conditions of Note 1, Note 2 and Note 3 above are also applicable to employees who are detailed/redeployed/seconded with the BCA and who are not on a probation period.

Note 5: We will also consider candidates who possess a recognised qualification at a higher MQF level and with ECTS/ECVET credits equal to or exceeding the requirements of this call

Section B: Other Eligibility Requirements

Note 1: By the closing time and date of this call for applications, applicants must be:

- 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 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; or
- f) in possession of a residence document issued in terms of the “Residence Status of United Kingdom Nationals and their Family Members in Malta in accordance with the Agreement on the Withdrawal of the United Kingdom and Northern Ireland from the European Union and the European Atomic Energy Community Regulations”.

The advice of the Citizenship Unit within Community Malta Agency and the Expatriates Unit within Identita 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.

Note 2: Candidates who meet the eligibility requirements for the position will, prior to the confirmation of their interview, be required to complete a formal declaration confirming that they are not, and have never been, beneficiaries of any Early Retirement or Voluntary Retirement Scheme offered to former Air Malta employees. Applicants who declare that they have benefitted from such a scheme will be deemed ineligible, and their application will not proceed further.

Section C: Conditions for Appointment

Note 1: Selected candidates must be of conduct which is appropriate to the post/position applied for. Prior to appointment, all selected candidates must produce a Certificate of Conduct issued by the Criminal Records Office or other competent authority not earlier than one (1) month from the closing date of this call for applications, which should be submitted by the selected candidate within one (1) week from the date of the notification of appointment.

Note 2: 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 ([Framework for Preventing and Managing COI in the Public Sector.pdf](#)).