

Job Description

Position: Senior Officer (Operations)

Grade: Grade C

Directorate: Corporate Services

Reports to: Superior (As assigned from time to time)

Key Responsibility

In the role of Senior Officer (Operations), the Officer is responsible to assist the assigned unit in the management of the functions and deliverables under the area of responsibility in line with the aims and objectives of the Authority.

Section A

General Employee duties within the assigned responsibilities

1. Perform duties within the provisions of the Environment Resources Authority (ERA) Act, subsidiary and / or related legislation, and that all operations and activities comply with the relevant legal instruments;
2. Contribute to the objectives of the Authority by effectively planning, organising, leading and controlling the assigned responsibilities;
3. Serve as a point of reference for the Authority in the assigned responsibility;
4. The Officer is expected to:
 - a. represent the Authority in meetings including but not limited to commissions, committees, Board meetings conferences, public consultation meetings, hearings, mediation, remedial action, legal hearings, tribunal sittings, court sittings within and outside the official working hours of the Authority, both locally and abroad;
 - b. observe and comply with guidelines and directions as may be issued by Senior Management;
5. Assist to meet the public's expectations regarding the Authority's responsibilities;
6. Inform, advising and reporting to immediate superiors on matters, developments, issues and cases;
7. Resolve issues and cases that fall within the assigned responsibilities;
8. Participate and represent the Authority in internal and external meetings, training seminars, public consultation, negotiation meetings, hearings, mediation, remedial action, and / or court and tribunal sittings;
9. Analyse, interpret, apply and implement in a timely and appropriate manner any relevant National, and International legislation, directives, procedures, and similar obligations as well as any other relevant documents, and providing information and guidance to other officers within the Authority;

10. Participate in internal and external investigations;
11. Participate in media, awareness-raising and PR activities and campaigns;
12. Address enquiries and complaints and providing information and reports with recommendations;
13. Provide support to other Authority functions as relevant and participating in internal and external meetings;
14. Administer, coordinate, collect, map, report, record, analyse and audit data logs and information that is generated both internally and externally outside ERA;
15. Maintain the Authority databases;
16. Contribute to research studies;
17. Contribute and adhered to the Policy Standards, Practices and Procedures set by the Authority;
18. Support and substitute other officers in attaining the Authorities goals and deliverables;
19. Report and provide effective briefing and correspondence on the assigned tasks and duties regularly with respective superiors;
20. Is expected to work outside normal office hours to meet deadlines;
21. Report and assist ERA management in HR-related matters; and
22. Perform other tasks and exercises as required or directed by the line superiors or Chief of the Authority.

Section B

Main Duties and Responsibilities through own self and/or through any assigned officers as relevant:

Lead

1. Assist colleagues within the assigned areas of responsibility to ensure the delivery of effective results;
2. Mentor and motivate ERA officers, endorsing subordinates' work, and delegating own authority as authorised by the line superiors;
3. Raise recommendations to improve performance and effectiveness and contributing to the change process;
4. Make decisions at the appropriate level of responsibility whilst taking into account the Authority policies and procedures, goals and objective;
5. Provide advice to the Authority on developments in both national and international fields within the area of responsibility and where necessary to act as a focal or contact point for the authority;
6. Promote a culture of collaboration, a positive working environment, work ethic and service to the public; and
7. Provide service to clients, following established procedure and managerial direction, ensuring the processing of applications according to set parameters.

Develop

1. Review, develop and drafting policies, strategies, programmes, plans, legal documents (including contracts, notices and regulations), procedures, and practices concerning assigned areas of responsibility;
2. Develop and implement well-researched technically sound actions on generic and particular subjects and situations;

3. Support to the identification, development and implementation of strategies and policies to provide effective protection and an integrated and sustainable improvement to the environment;
4. Support in the development and implementation of business plans and budgets for the assigned responsibilities;
5. Develop, review and implement mechanisms, to ensure that any quantitative and qualitative targets, including those of any assigned subordinate officers, are attained;
6. Foster internal and external stakeholder relationships by liaising, consulting, negotiating, networking;
7. Keep abreast with relevant developments in both national and international fields including legislations and policies, procedures, environment issues and decision making processes; and
8. Contribute to employee development and training.

Plan

1. Plan targets and indicators within the assigned area of responsibility and assisting line superiors in the planning of the Authority objectives and strategies; and
2. Schedule, coordinate and prioritize work within the assigned area of responsibility.

Monitor

1. Supervise and assess employee performance;
2. Assist in the monitoring of business plans, budgets, goals, policies, expenses, objectives, targets, contracts and processes and recommending necessary actions as appropriate;
3. Appraise operations within the assigned area of responsibility to ensure effectiveness, proportionality and consistency;
4. Ensure that the OHSA policies are adhered to and help secure proper regard for public safety in all ERA actions; and
5. Ensure that data and document policies are adhered to.

Section C

Job specification duties

Monitoring

1. Monitor and report strategy, projects and operations including project inspections, to appropriate quality standards, and within set timeframes;
2. Examine and analyse requests and needs raised by other Units and provide recommendations to the Manager/Unit Head in terms of plausibility, and resource (human, equipment, time) requirements and availability;
3. Monitor projects, operations and activities, including adherence with the provisions and requirements of local and EU legislation and of authorizations;
4. Prepare project plans as necessary;
5. Manage, schedule and monitor work assigned to the employees under your responsibility; and
6. Provide reports on factors impinging on the results of any project monitoring which is being entrusted.

Compliance

1. Provide advice, discuss and negotiate with internal and external personnel and other entities to reach desired project outcomes, and to mitigate adverse impacts;
2. Contribute to the taking of legal and/or administrative action and of any other related actions;
3. Contribute in the administration, vetting, approval and liaison with the legal officers, for the recovery of invoices, fees, levies, charges, fines or any other payments, and verify and authorize claims for payments by the Authority;

Operations

1. Plan, schedule, organize, monitor, lead, oversee, conduct and report project work as necessary;
2. Establish and work on the Authority approved tools and mechanisms to develop and monitor the improvement cycle of the entrusted contracts and projects and feedback received from all stake holders;
3. Ensure that entrusted programmes and initiatives are implemented in time / quality / cost set by the Authority;
4. Monitor and ensure that the budget measures of the entrusted projects are implemented and introduce an accountability and ownership framework across project owners;
5. Address health and safety considerations throughout all the projects being entrusted;
6. Instil a culture of project-based management across the implementation owners of the Authority through training and mentoring;
7. Synergize Authority decisions, budget measures and other strategic decisions and assist respective Units to report to media, and other ERA Units with other entities to ensure that the Authority provides correct and updated information about a 'project status';

8. Report on the overall project when and as directed by line superior;
9. Analyze, interpret, apply and implement in a timely and appropriate manner any relevant local, EU, international and other directive, conventions, protocols, legislation, procedures and similar, and provide information and guidance on same.

Procurement

1. Develop and implement all the necessary procurement policies and procedures to provide a transparent and best value procurement environment within the Authority;
2. Keep abreast with relevant public procurement developments in both national and international fields including legislations, policies, procedures and Green Public Procurement issues;
3. Coordinate and oversee the entire procurement process, and ensure overall transparency and efficiency;
4. Ensure that all procurement is aligned with the Authority's processes;
5. Carry out market research and perform consultations with contractors, bidders, suppliers throughout the procurement process;
6. Formulate and issue call for tenders in liaison with Management, and carry out market research when necessary;
7. Ensure that the Authority sources the most cost-effective goods and services with minimise spending costs through effective negotiations;
8. Analyse, negotiate and draft contractual agreements to ensure appropriate terms and conditions are included to protect the interests of the Authority; and
9. Perform post-contract evaluations, create and maintain procurement records, ensuring accuracy and integrity of data.

Administrative Support

1. Ensure that purchases are in-line with the Authority's approved mechanisms including the receipt of goods & services for proper accountability and traceability;
2. Ensure the timely and quality delivery schedules of the procured services and supplies;
3. Monitor works and services carried out by the services providers as instructed from time to time by the superior;
4. Monitor, analyse, report and recommend on the overall supply chain requirements and performance;
5. Coordinate tender opening sessions and form part of tender evaluation committees as required and other pertinent assignments;
6. Administer procurement systems to ensure that data is continuously updated, available, and reliable to the respective employees within the Authority;
7. Provide training and continuous support to employees in Public Procurement;
8. Monitor and review progress of goods & service, contractual agreements and initiate invoices for approval and payments; and
9. Conduct any other administrative duties as instructed by the superior.

Section D

Job Entry Requirements

Qualifications

- A minimum Bachelor's Degree [MQF Level 6] with a minimum total of 180 ECTS credits in any of the following subjects: Engineering, Project Management, Management, Environmental Planning, Environmental Management or comparable qualification as recognised by MFHEA; or
- Alternatively in case of no First Degree, a Master's Degree [MQF Level 7] with a minimum total of 90 ECTS credits in any of the following subjects: Engineering, Project Management, Management, Environmental Planning, Environmental Management or comparable qualification as recognised by MFHEA.
- This particular job specification requires the candidate to be able to communicate effectively both verbally and in writing in Maltese, therefore a minimum 'O' Level in Maltese is required.

Experience

- A minimum of three (3) years post-graduate work experience in procurement, project implementation, or both.

Assets

Personal Skills

- Interpersonal Skills;
- Leadership skills;
- Communication skills;
- Methodological skills;

Daniel Cilia
Director
Corporate Services
13/12/2026

Attributes

- Practical and solution-oriented aptitudes;
- Reliability & trustworthiness;
- Integrity;
- Collaborative attitude;
- Team player;

Organisational Skills

- Administration;
- Research and analysis;
- Coordination;
- Time management;
- Negotiation.