

**PANEL OF
LEGAL AID LAWYERS for ADVICE TO VICTIMS of CRIMINALITY
with Legal Aid Malta Agency
appointed as per Article 89 and 911 (6) of Chapter 12 of the Laws of Malta**

Job title	Legal Aid Lawyer for Advice to Victims of Criminality
No. of positions to be filled	Advice to Victims (Malta) – 3 lawyers Advice to Victims (Gozo) – 1 lawyers
Appointment term	3 years starting from 1st January 2024 but appointments entered at a later date, from the official result list, will not exceed the appointment term later than 31st December 2026. Selected candidates who are appointed as legal aid lawyers will also be privileged to be appointed as curators on the roster list of the Civil Court Registrar.
Honoraria & allowance	€ 7,800 yearly Communication allowance: €180 yearly The appointed legal aid lawyers will be paid the honoraria and allowance following every quarter of the year on a pro-rata basis.
Deadline	Applications will be received by email on hr.legalaidmalta@gov.mt by 8th September 2023 indicating the relevant reference number, as indicated below, in the subject of the email: <i>(closing date extended up to the 29 September 2023)</i> LAM 44/2023 (Victims Advice - Malta) LAM 45/2023 (Victims Advice – Gozo)
Submission of application	Applicants are required to submit: i. Motivation letter in the email content not more than 200 words. ii. Updated Curriculum Vitae, in Europass format including ID number. iii. Copies of original certificates. iv. Copy of the Warrant to practice as a lawyer at the Courts of Law on the Maltese Islands. v. Police Conduct Certificate which cannot be issued earlier than two months from date of submission of application.
Reporting to	Director Legal Aid Malta Agency and/or delegated authority
Duties, functions and responsibilities	1) Be as construed by the Laws of Malta. 2) Will be assigned on a specific legal aid panel for advice to victims of criminality as required by the exigencies of the Agency and appointed by the Minister of Justice. 3) Advise and inform victims of criminality clients seeking legal aid service and directing them appropriately to proceed with their legal rights; 4) Be available to their assigned legal aid clients seeking legal advice on victims relating to and emanating from criminal activity. 5) Updating legal aid case management system (LAMS) and any available databases with information on their assigned cases. 6) Updating scheduled appointments, meetings and communication between legal aid lawyers and legal aid clients on the legal aid case management system (LAMS) promptly.

	<ol style="list-style-type: none"> 7) Act in the best interest of the person assigned with legal aid and may never request any form of payment from the assigned legal aid client. 8) Attend obligatory courses and meetings as directed by the Agency in relation to the work assigned and the exigencies for continuous professional development in the appointed role. Lacking to attend courses and meetings, without proven sufficient reason will make the legal aid lawyer liable to have their honoraria deducted to the equivalent of their weekly remuneration.
Other obligations	<ol style="list-style-type: none"> 1) The legal aid lawyer is obliged to treat legal aid clients equally to any other client requesting legal services without bias and privilege. 2) The legal aid lawyer agrees to submit to the Agency the official mobile number, office telephone number and email address and hereby authorizes the Agency to forward these means of communication to their assigned legal aid clients, to the Police Force for clients assigned with legal aid and to the Court of Law Registrars. 3) The legal aid lawyer agrees to inform the Agency immediately of any changes of the details regarding means of communication in paragraph 2. 4) The legal aid lawyer is obliged to make use of officially available IT related applications and email provided the Agency and the Legal Aid Management System (LAMS) once in operation and update the records of their assigned clients without delay. 5) The legal aid lawyer is obliged to make use and be responsible of the official email address provided by the Agency, to keep it updated and available. The Agency will only communicate with the legal aid lawyers through their official email address. 6) The legal aid lawyer may not ask from the legal aid clients, any monetary requests, any form of payment or any other gift unless provided in law.
Work Ethics	<ol style="list-style-type: none"> 1) Abide by the Laws of Malta. 2) Abide with the standard operational procedures (SOPs) and policies and internal memos issued by the Agency as updated from time to time, memorandum of understandings (MoUs), and agreements that the Agency enters into. 3) Always act according to the Code of Ethics. 4) Follow any direction and/or duties assigned by the Director and delegated authority at Legal Aid Malta Agency.
Termination of agreement Revocation of appointment	<p>The Agency reserves the right to forward a complaint to the Commission for the Administration of Justice for further investigation if the legal professional:</p> <ol style="list-style-type: none"> 1) Continuously, intentionally and without any sufficient good reason does not follow any of the conditions mentioned under 'Work Ethics'. 2) Is absent from the assigned work without notifying the Agency, or the Court in assigned cases, as early as possible. 3) Does not show satisfactory performance for the work assigned. 4) Is negligent in the assigned duties.

	<p>In any of the above cases the Agency reserves the right to suspend and/or terminate the agreement with the Agency and to propose to the Minister of Justice to suspend and/or revoke the appointment, pending the outcome by the Commission for the Administration of Justice.</p>
<p>Eligibility</p>	<p>Eligible applicants need to possess all the following:</p> <ul style="list-style-type: none"> (a) Degree in Law from the University of Malta. (b) Warrant to practice as a lawyer at the Courts of Law on the Maltese Islands. (c) Proven experience, on victims of criminality experience. (d) Fluent in speaking and writing in Maltese and English languages. <p><u>Aptitude and character</u> Applicants should be of good moral character, trustable, team driven, and motivated to perform their duties diligently and zealously.</p>
<p>Selection of candidates</p>	<p>Eligible applicants will be interviewed by a selection board to assess their suitability for the posts.</p> <p>Candidates must provide an original official identity document (identity card or passport) and original certificates for verification at the interview.</p> <p>Candidates will be graded as follows:</p> <ul style="list-style-type: none"> i. Legal aid experience (up to a maximum of 20 marks) ii. Legal aid knowledge (up to a maximum of 20 marks) iii. Court representation experience (up to a maximum of 10 marks) iv. Communication skills (up to a maximum of 30 marks) v. Organizational skills (up to a maximum of 30 marks) vi. Teamwork (up to a maximum of 20 marks) vii. Additional qualifications - other than required for call (up to a maximum of 10 marks) viii. Aptitude and motivation (up to a maximum of 30 marks) ix. Work ethics (up to a maximum of 30 marks) <p>The maximum mark for this selection process is 200 and the pass mark is 100.</p> <p>Eligible candidates who opt to apply for more than one panel will have to select only the provision for one panel following the publication of results.</p> <p>If one of the panels does not have the necessary concurrence of the necessary candidates, the Agency can offer the vacancy on the panel from the other list until the lists have been duly filled.</p>
<p>Due diligence</p>	<p>The applicants who pass the interviewing process need to submit to the Agency a Good Standing Certificate issued by the Commission for the Administration of Justice before their letter of appointment is issued and agreement with the Agency signed.</p>
<p>Publication of Results</p>	<p>The result of the interviews will be published by Legal Aid Malta Agency and exhibited on the noticeboard at the reception area of the premises of Legal Aid Malta Agency.</p>

	The result of the interview will remain valid up to the expiry of the appointment, that is 31 st December 2026 and will remain valid to fill vacancies recurring in the post up to the end of the validity of the appointment term.
Equal opportunity	Legal Aid Malta Agency is an equal opportunity entity and commits to select the right candidates irrespective of gender, ethnicity, culture, religion, marital status, sexual orientation, age, class, or disability.
Retention of documents	All applications will be retained for one (1) year after the expiry period for this panel, unless in the interim a petition by an applicant, in connection with his/her application, is filed to have his/her information and application removed in which case the applicant would be automatically declaring his/her withdrawal from the panel and from the official result.