

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

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| Job title | Legal Aid Lawyer to Assist and Represent Victims of Criminality |
| No. of positions to be filled | Victims Representation (Malta) – 2 lawyers Victims Representation (Gozo) – 2 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 | € 10,000 yearly Appointed legal aid lawyers to victims of criminality will also be permitted to claim fees due as per articles 95 and 921 of Chapter 12 of the Laws of Malta, if applicable, after obtaining an official bill of costs issued by the Court Registrar or as decreed by Court. 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 52/2023 (Victims Representation - Malta) LAM 53/2023 (Victims Representation – 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, Legal Aid Lawyers to Victims of Criminality, as required by the exigencies of the Agency and appointed by the Minister of Justice. 3) The legal aid lawyer assigned will continue to assist the client up to the appeal stage or/and up to the disposal of the case assigned. 4) Represent the Agency and attend court sittings in relation to their assigned legal aid clients. 5) Appear before the Court for oral submissions. |

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| | <ol style="list-style-type: none"> 6) Assist victims of crime, and victims of domestic violence and gender-based violence, as <i>parte civile</i> legal aid clients, in court proceedings. 7) Provide assistance in drawing up complaint (<i>kwerelli</i>) to their assigned clients. 8) Serve as advocate and counsel and provide full legal representation including representation in court, to persons eligible for legal aid in connection with their legal issues. 9) Conduct any case reviews regarding clients being assisted with the benefit of legal aid and report to the Agency accordingly. 10) Provide the Agency with reports, as and when required, and other information as requested on cases and clients assigned for the benefit of legal aid. 11) Updating legal aid case management system (LAMS), online databases, and any available databases with information on their assigned cases. 12) Updating scheduled appointments, meetings and communication between legal aid lawyers and legal aid clients on the legal aid case management system (LAMS) promptly. 13) Prepare in a professional manner the cases assigned to the legal aid lawyers and do the necessary research to ensure that effective and competent legal advice, assistance, and information is provided to our clients in an efficient, zealous, client-centered, and compassionate manner. 14) Prepare and sign correspondence on behalf of our clients and negotiate with another party or their legal representative. 15) Prepare and draft all types of legal documents including applications, notes, replies, pleadings, subpoenas and warrants as appropriate to be presented at the Court Registries. 16) The Legal Aid Lawyer will remain responsible for each assigned case up to the appeals stage and other procedures necessary for the closure of the case. 17) Act in the best interest of the person admitted to the benefit of legal aid and may never request any form of payment from the party admitted to the benefit for legal aid unless it is provided in law. 18) Due to the limited number Legal Aid Lawyers appointed for the islands of Gozo and Comino, when necessary due to exigencies, they can be assigned duties from different panels. 19) 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 and 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. |

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| | <ol style="list-style-type: none"> 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, provided by the Agency and the Legal Aid Management System (LAMS) once in operation to 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 is obliged to schedule meetings as soon as possible with legal aid clients to discuss the issues for their assigned remit and update the Legal Aid Management System (LAMS). 7) The legal aid lawyer is obliged to give their assigned legal aid clients the day, time and place or address where they will meet the clients to discuss their legal issues. 8) If during the first meeting with an assigned legal aid client it transpires to the legal aid lawyer that the client was being assisted by a private lawyer of his/her choice, immediately before the benefit of legal aid, a release letter would be requested to be provided by the client prior to being assisted and inform the Agency and the Court accordingly. 9) If the client requests to terminate being assisted as a legal aid beneficiary, the legal aid lawyer is obliged to draw up a letter of release and a copy would be forwarded to the Agency. 10) In assigned cases, the legal aid lawyer will liaise with the assigned legal aid procurator, when applicable, to present acts at the Court Registry on behalf of the clients, and follow cases in order to inform legal aid beneficiaries accordingly. 11) The Agency may assign a University of Malta student following a legal course to assist the legal aid lawyer and to guide the student accordingly. 12) 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. 13) The legal aid lawyer will make the best to write all acts in proper Maltese language using the Maltese fonts unless directed by the Court to have the acts in another language. |
| 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 for lawyers. 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 |

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| | <p>'Work Ethics'.</p> <ol style="list-style-type: none"> 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> <ol 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, in criminal litigation and court representation. (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> <ol 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 will need to submit to the Agency a Good Standing Certificate issued by the</p> |

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| | Commission for the Administration of Justice before their letter of appointment is issued and agreement with the Agency signed. |
| Publication of Results | 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. 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. |