



TAX & CUSTOMS
ADMINISTRATION

M A L T A

GUIDELINES IN RELATION TO THE TAX TREATMENT OF HIGHLY SKILLED INDIVIDUALS RULES

SCOPE

These guidelines are issued in terms of Article 96(2) of the Income Tax Act (Chapter 123 of the Laws of Malta) and are to be read in conjunction with Legal Notice 20 of 2026 - Tax Treatment of Highly Skilled Individuals Rules, hereinafter referred to as “the Rules”.

A. RULE 3(1)

The minimum income requirement of €65,000 is to be adjusted by an increase of €10,000 every five years and is applicable to the income from a qualifying contract of employment. Consequently, in the sixth year in which the rules come into force, that is from basis year 2031, the income from the relevant qualifying contract of employment would need to be of at least €75,000. Similarly, the income would need to be of at least €85,000 in the eleventh year, that is from basis year 2036.

In the case of income derived from a qualifying contract of employment in respect of eligible offices that were listed under the Qualifying Employment in Aviation (Personal Tax) Rules (S.L. 123.168) and which are also listed under these Rules, where the minimum income requirement was €45,000, this amount shall apply in the first year in which the new rules come into force. In the second year, the minimum income requirement shall increase by €10,000 to €55,000, and in the third year it shall be aligned with the standard minimum income of €65,000. Thereafter, the minimum income requirement shall increase by €10,000 in the sixth year, as provided for under these rules, such that from basis year 2031 the applicable minimum income shall be €75,000, with a further increase of €10,000 in the eleventh year, that is from basis year 2036.

It is further clarified that the minimum income requirement is to be adjusted pro-rata where an applicant is issued with a determination in respect of a qualifying contract of employment which commenced during a part of the relevant calendar year, or where a beneficiary ceases to hold such qualifying contract of employment during a particular year.

B. RULE 5(1) AND RULE 7(2)

An application shall contain the details shown in the Annex to this Guideline. The application form can be obtained from, and submitted to, the relevant Competent Authority.

C. RULE 5(5)

The Competent Authority shall inform the Commissioner of its determination or refusal. Once such determination is endorsed by the Commissioner, the applicant shall be informed of the decision by the Competent Authority.

D. RULE 6(1)

A formal determination shall be signed by the Chief Executive Officer of the Competent Authority, or someone appointed on his behalf.

E. RULE 6(2)

The option available under article 56(21) of the Income Tax Act, shall be exercised on a yearly basis for each year of assessment.

F. RULE 7(2)

An application for a renewal shall be made during the year before the end of the relevant five year qualifying period, whether that is the first 5 year period or the second 5 year period. Such application shall be not later than the end of 9th month of the same year.

G. RULE 9

These provisions apply independently of, and do not affect, any other provisions of the Income Tax Act and any rules or regulations issued under such Act.

H. RULE 12

Any applications submitted under the Highly Qualified Persons Rules (S.L. 123.126) during calendar year 2025, in respect of which no determination has been issued by 31 December 2025, shall be treated as applications under the Tax Treatment of Highly Skilled Individuals Rules, provided that all required information and documentation under these rules has been duly submitted and the application is complete.

Applications submitted under the Qualifying Employment in Innovation and Creativity (Personal Tax) Rules, Qualifying Employment in Aviation (Personal Tax) Rules; Qualifying Employment in Maritime Activities and the Servicing of Offshore Oil and Gas Industry Activities (Personal Tax) Rules and Senior Employees of Family Offices, Back Offices and Treasury Management Operations Tax Rules during calendar year 2025 shall be processed and determined in accordance with the applicable rules.

When a determination is issued under Rule 12, the beneficiary still has to exercise the option available under article 56(21) of the Income Tax Act, for each year of assessment.

I. THE SCOPE OF MALTA ENTERPRISE AS A COMPETENT AUTHORITY

For the purpose of the Rules, Malta Enterprise is a Competent Authority for entities involved in manufacturing, software development, industrial services analogous to manufacturing, health, biotechnology, pharmaceuticals, life sciences and other innovative economic activities, provided that such entities are not regulated by another Competent Authority referred to in the Rules.

J(i). SCHEDULE I

The following employments and offices shall be considered to have the following functions and responsibilities:

Eligible offices regulated, licensed or recognised by all the Competent Authorities referred to in the LN

Chief Executive Officer (CEO), being the highest-ranking executive in a company or organisation, responsible for overseeing the overall operations, strategy, and decision-making processes. The CEO would typically work with the board of directors to set goals, manage resources, and ensure the organisation's success and growth. A CEO would be the face of the company and would make key decisions that shape its direction, while overseeing senior leadership teams in various departments. The CEO holds ultimate accountability for the company's performance, culture, and long-term goals.

Chief/Head Risk Officer (including Fraud and Investigations Officer), (CRO) is a senior executive responsible for identifying, assessing, managing, and mitigating risks within an organisation. The CRO's primary role is to protect the company from potential threats (including fraud) that could harm its operations, reputation, financial stability, or compliance with regulations. This includes managing risks related to fraud, financial markets, cybersecurity, legal issues, operational inefficiencies, and other factors. The CRO works closely with other leaders, such as the CEO and CFO, to develop strategies to minimise risk exposure and ensure the organisation operates within acceptable risk levels. They also help create risk management policies and ensure the organisation is prepared for both foreseeable and unexpected challenges.

Chief Financial Officer, (CFO) is a senior executive responsible for managing the financial actions of an organisation. The CFO oversees financial planning, budgeting, reporting, and risk management, ensuring the company's financial health and stability. They play a key role in developing strategies to maximise profitability, manage cash flow, and make data-driven financial decisions. Additionally, the CFO works closely with the CEO and other executives to guide business decisions, align financial goals with the company's overall objectives, and ensure compliance with financial regulations. They often manage financial teams, such as accounting and audit departments, and report financial performance to stakeholders, including the board of directors and investors.

Chief Operations Officer (COO) is a senior executive responsible for overseeing the day-to-day operations of an organisation. The COO ensures that the company's internal processes, systems, and workflows run efficiently and effectively to meet business goals. They often manage departments like production, supply chain, logistics, customer service, and human resources. The COO works closely with the CEO to implement company strategies, improve operational performance, and drive growth. They are typically responsible for optimising resources, improving productivity, and ensuring that the company meets its operational and financial objectives. In many organisations, the COO is considered the second-in-command, with a focus on internal operations while the CEO focuses on the broader strategic direction.

Chief Technology Officer/Chief Digital Officer, (CTO/CDO) is a senior executive responsible for overseeing the technological particularly digital direction of a firm. The CTO/CDO ensures that the company's technology strategy aligns with its business goals and objectives. This role involves managing the development and implementation of technology systems, infrastructure, and innovations that drive business growth, improve efficiency, and enhance competitive advantage. The

CTO/CDO typically leads the tech teams, such as engineering and IT, and evaluates emerging technologies to determine their potential impact on the company. They work closely with other executives to integrate technology solutions across all departments, ensuring the company stays up-to-date with industry trends and maintains a secure, scalable technology environment. The CTO/CDO also plays a key role in shaping the company's long-term tech vision and digital transformation efforts. The key responsibilities of a **Chief Technical Officer/Chief Digital Officer** include:

- **Digital Strategy Development:** Leading the creation of a comprehensive digital strategy that aligns with the company's overall business goals. This involves identifying opportunities for digital innovation, optimising current digital platforms, and integrating new technologies to improve the business.
- **Digital Transformation:** Overseeing the organisation's digital transformation efforts by spearheading initiatives that modernise operations, improve internal processes, and enhance customer interactions through digital channels like websites, mobile apps, or online platforms.
- **Technology and Innovation:** Identifying emerging technologies (such as AI, data analytics, cloud computing, and automation) that could drive business growth, improve efficiency, and help meet customer needs.
- **Data Management and Analytics:** Ensuring the organisation effectively collects, analyses, and uses data to make informed business decisions. This often includes overseeing the use of customer data, business analytics, and performance metrics.
- **Collaboration and Leadership:** Working closely with other C-level executives, such as the Chief Information Officer (CIO), Chief Marketing Officer (CMO), and Chief Operating Officer (COO), to ensure digital initiatives align with broader organisational strategies. They may also lead cross-functional teams to implement digital projects.

Chief Information Officer (CIO) is responsible for strategic oversight of the organisation's information systems and data management. The CIO ensures that technology investments align with business objectives, focusing on governance, compliance, cybersecurity, and the effective use of information to drive decision-making. This role emphasizes IT strategy, enterprise architecture, and data governance, ensuring systems support operational efficiency and regulatory requirements.

Chief Customer Experience Officer (CXO) in the service sector is a senior executive responsible for overseeing and optimizing the overall customer experience across all touchpoints, from initial interactions to post-service follow-up. The CXO ensures that the service organisation delivers a seamless, high-quality experience to customers at every stage of their journey, aiming to enhance satisfaction, loyalty, and long-term relationships. The **Chief Customer Experience Officer** plays a critical role in ensuring that the service organisation is focused on delivering value to customers at every interaction, ultimately driving customer satisfaction, brand loyalty, and business growth. Key responsibilities of a **Chief Customer Experience Officer** in the service sector include:

- **Customer Experience Strategy:** Developing and executing a comprehensive strategy to improve the customer experience across all service channels (in-person, online, mobile, etc.), ensuring consistency in service delivery and alignment with the company's brand values.
- **Customer Journey Mapping:** Analysing and mapping the customer journey to identify key touchpoints, pain points, and opportunities for improvement. This involves creating and refining processes to enhance every stage of the customer's interaction with the organisation.

- **Cross-Department Collaboration:** Working closely with various departments—such as marketing, sales, operations, and IT—to ensure that customer experience initiatives are integrated into all aspects of the business and that each department contributes to creating a positive experience for the customer.
- **Customer Feedback and Insights:** Implementing systems to gather customer feedback through surveys, reviews, and direct interactions. Analysing this data to identify trends, measure customer satisfaction, and make informed decisions to improve service quality.
- **Service Quality and Improvement:** Continuously monitoring and assessing service performance to ensure high standards are maintained. The CXO leads efforts to address service issues, streamline operations, and innovate to meet evolving customer needs.
- **Customer Loyalty and Retention:** Designing initiatives and loyalty programs aimed at increasing customer retention, repeat business, and long-term satisfaction. This includes managing customer support teams and ensuring a quick, effective resolution to any concerns.
- **Leadership and Culture:** Leading by example and fostering a customer-centric culture within the organisation. The CXO ensures that all employees are aligned with the organisation's commitment to delivering exceptional customer service.

Chief Commercial Officer, (CCO) is a senior executive responsible for overseeing and driving the commercial strategy of an organisation. The CCO focuses on areas such as sales, marketing, customer relationships, and business development to maximise revenue growth and market share. Their role involves developing and executing strategies to improve the company's market presence, brand value, and customer engagement. The CCO works closely with other leadership teams, including the CEO and CFO, to align commercial objectives with the overall business strategy. They ensure that the company's products or services meet market demand, attract customers, and maintain strong relationships with clients, partners, and other stakeholders. The CCO typically manages teams in sales, marketing, product management, and customer service to optimise commercial performance and drive business success.

A **Chief/Head Compliance and AML (Anti-Money Laundering) Officer** is a professional responsible for ensuring that an organisation adheres to legal, regulatory, and internal policies, specifically focusing on anti-money laundering (AML) regulations. This role is critical in preventing and detecting money laundering, fraud, and other financial crimes, while also ensuring that the company remains in full compliance with relevant laws, industry standards, and best practices. The **Chief/Head Compliance and AML Officer** plays a crucial role in ensuring that the organisation remains compliant with all regulatory requirements related to money laundering and financial crimes, while also protecting the organisation from reputational and legal risks associated with non-compliance. Key responsibilities of a **Chief/Head Compliance and AML Officer** include:

- **AML Program Development and Implementation:** Designing, implementing, and maintaining a comprehensive AML program that complies with local and international laws. This includes establishing policies, procedures, and controls to detect and prevent money laundering activities.
- **Customer Due Diligence (CDD) and KYC:** Overseeing the Know Your Customer (KYC) process to ensure proper identification and verification of clients, including conducting risk assessments and enhanced due diligence (EDD) on high-risk clients or transactions.
- **Monitoring and Reporting:** Regularly monitoring transactions and accounts to identify suspicious activities that may indicate money laundering, terrorist financing, or other illicit activities. This includes generating Suspicious Activity Reports (SARs) when necessary and submitting them to the appropriate authorities.

- **Regulatory Compliance:** Keeping up to date with changes in AML regulations and ensuring that the organisation complies with all applicable laws and industry standards. This includes staying informed about local and international regulatory frameworks, such as the Financial Action Task Force (FATF) recommendations.
- **Training and Awareness:** Providing ongoing training to employees and stakeholders on AML policies, procedures, and regulatory changes to ensure that they are aware of potential risks and know how to identify and report suspicious activities.
- **Internal Audits and Risk Assessments:** Conducting regular risk assessments and internal audits to assess the effectiveness of the AML program and internal controls. Identifying any gaps or weaknesses and implementing corrective actions as necessary.
- **Reporting to Authorities:** Communicating with regulatory bodies, law enforcement agencies, and other authorities regarding AML-related issues, suspicious transactions, or compliance concerns.
- **Investigations and Escalation:** Investigating suspicious transactions or activities, escalating concerns to senior management or external authorities as appropriate, and cooperating with legal teams or regulators when needed.

Head of Marketing (including Head of Distribution Channels), is a senior executive responsible for overseeing the development and execution of an organisation's marketing strategies and the management of its distribution channels. This role ensures that the company's products or services are effectively marketed to target audiences, and that they reach customers through the most appropriate channels. The **Head of Marketing (including Head of Distribution Channels)** plays a crucial role in driving the company's growth by ensuring that both marketing strategies and distribution networks are effectively aligned with the company's business goals, creating a strong connection with customers, and maximizing market reach. Key responsibilities include:

Marketing Strategy and Execution:

- Leading the creation and implementation of comprehensive marketing strategies, focusing on brand positioning, customer acquisition, and retention.
- Managing the marketing team to execute campaigns, promotions, and initiatives that increase visibility, drive sales, and enhance the brand's market presence.

Head of Distribution Channels:

- Overseeing and optimizing the various channels through which the company's products or services are sold or delivered to customers, such as retail, online, partnerships, or direct sales.
- Identifying and establishing new distribution partnerships or platforms that align with the company's strategic goals, while ensuring the efficiency and effectiveness of existing channels.

Cross-Channel Integration:

- Ensuring consistency in messaging and branding across all marketing efforts and distribution channels.
- Working with other departments (sales, product, customer service) to integrate marketing and distribution efforts seamlessly, driving revenue and customer satisfaction.

Market Research and Data Analysis:

- Analysing market trends, customer behaviour, and competitors to guide marketing and distribution decisions.

- Utilising data-driven insights to refine strategies, improve campaign performance, and optimise the use of distribution channels.

Budget and Performance Management:

- Managing the marketing and distribution budgets, ensuring that resources are allocated efficiently to achieve business objectives.
- Tracking key performance metrics and return on investment for marketing campaigns and channel performance, making adjustments to strategies as necessary.

J(ii). SCHEDULE II

Eligible offices regulated, licensed or recognised by the Malta Financial Services Authority

Portfolio Manager, (PM) is a senior executive responsible for overseeing and managing an organisation's investment portfolio. This includes developing investment strategies, selecting assets, and making decisions that align with the company's financial goals and risk tolerance. The PM typically manages a team of portfolio managers and analysts to optimise returns while minimising risk across the portfolio. The role of the PM involves closely monitoring market trends, economic conditions, and individual asset performance, while also ensuring compliance with relevant regulations. The PM collaborates with other executives, such as the CFO and CEO, to align the portfolio with the organisation's overall financial strategy. In essence, the PM's responsibility is to make high-level decisions regarding asset allocation, investment choices, and portfolio adjustments to meet long-term financial objectives.

Chief Investment Officer, (CIO) is a senior executive responsible for managing an organisation's investment strategy and portfolio. The CIO oversees the allocation of capital, evaluates investment opportunities, and ensures that the organisation's assets are invested in a way that aligns with its financial goals, risk tolerance, and long-term objectives. The CIO typically manages a team of portfolio managers, analysts, and other investment professionals. Their role includes making high-level decisions regarding asset allocation, managing investment risk, and optimising returns for the organisation, whether it be in private equity, real estate, stocks, bonds, or other financial instruments. The CIO also works closely with the CEO, CFO, and other leadership to integrate investment strategies into the company's overall business strategy.

Senior Trader, in financial institutions is a professional responsible for buying and selling financial instruments, such as stocks, bonds, commodities, or derivatives, on behalf of the institution or its clients. They make real-time decisions based on market trends, economic data, and other factors to optimise profits or minimise risks. A **Senior Trader** typically holds a more experienced position, often with more responsibility, such as managing a trading desk, overseeing junior traders, and making higher-level strategic decisions about trading strategies and risk management. They may also be involved in creating trading algorithms or conducting more complex transactions. **Senior Traders** in financial institutions work in a fast-paced environment where they monitor market conditions, execute trades, and respond to changes in financial markets. Their goal is to generate profit for the institution while managing the risks associated with trading activities.

Senior Structuring Professional, in the context of finance and investment works on designing and creating complex financial products or transactions, often tailored to meet the needs of clients or the

institution. These products could include structured finance instruments like derivatives, asset-backed securities, or bespoke investment solutions. Structuring professionals are skilled in identifying financial risks and opportunities, then using their expertise to create customised solutions, typically involving legal, regulatory, and financial considerations. Senior Structural Professionals are expected to have strong technical skills, deep industry knowledge, and the ability to present findings or proposals to executives or clients clearly. Their focus is on the design and implementation of customised financial instruments, often working closely with other departments like legal, compliance, and trading teams.

Actuarial Professional, is an expert in the field of actuarial science, which involves using mathematics, statistics, and financial theory to assess and manage risks, particularly in insurance, pensions, investments, and other financial sectors. Actuaries analyse data to calculate the likelihood of future events, such as life expectancy, accidents, illnesses, or natural disasters, and assess the financial impact of these events on an organisation. Their work often includes designing insurance policies, determining premiums, setting aside appropriate reserves for claims, and providing advice on risk management strategies. Actuarial professionals may also work with pension plans, helping to determine the required contributions to ensure long-term financial stability. Actuaries are highly skilled in mathematical modelling and often work with complex data to help organisations make informed decisions about risk and future financial obligations.

Chief Underwriting Officer, (CUO) is a senior executive responsible for overseeing the underwriting operations within an insurance company or financial institution. Underwriting involves evaluating and assessing the risks associated with insuring individuals or entities, and determining the terms, conditions, and premiums of insurance policies. The CUO leads the underwriting team, sets policies and guidelines for underwriting practices, and ensures that the company's underwriting decisions align with its overall risk management strategy and business goals. They are responsible for managing risk exposure, ensuring profitability, and maintaining compliance with industry regulations. Additionally, the CUO works closely with other senior executives, such as the CEO, CFO, and Chief Risk Officer, to help guide the company's broader strategic direction and ensure that underwriting decisions contribute to sustainable growth and financial stability.

Chief Insurance Technical Officer, (CITO) is a senior executive responsible for overseeing the technical aspects of insurance operations within a company. This role typically focuses on managing the product development, pricing, risk assessment, and actuarial functions that are critical to the company's insurance offerings. The CITO ensures that the company's insurance products are designed, priced, and structured correctly to meet market demands and regulatory standards while maintaining profitability and managing risks. They often collaborate with underwriting, actuarial, claims, and other departments to ensure technical accuracy in policy terms, coverage, and claims handling. The CITO plays a key role in driving innovation in insurance products, implementing best practices, and ensuring the company remains competitive in the marketplace through technical expertise and efficient operations. Additionally, the role may involve overseeing the development and use of advanced technology and data analytics to enhance decision-making and optimise insurance processes.

Head of Investor Relations is a senior executive responsible for managing and overseeing the communication and relationship between a company and its investors, analysts, and other financial stakeholders. This role is critical in ensuring that the company maintains a positive image, fosters transparency, and effectively communicates its financial performance, strategies, and future

prospects to current and potential investors. The **Head of Investor Relations** plays a key role in ensuring that the company's messaging resonates with investors, building trust, and helping the organisation achieve its long-term financial objectives by maintaining a clear, transparent, and open line of communication with the investment community. Key responsibilities include:

- **Communication Strategy:** Developing and executing communication strategies to keep investors informed about the company's financial health, business strategies, and key developments. This often involves preparing earnings reports, press releases, and presentations for investor meetings.
- **Investor Engagement:** Acting as the main point of contact for investors, analysts, and shareholders, addressing their concerns, questions, and feedback about the company's performance or market conditions.
- **Managing Financial Reporting:** Overseeing the preparation and dissemination of financial reports, such as quarterly earnings, annual reports, and regulatory filings, ensuring they are clear, accurate, and in compliance with legal and regulatory requirements.
- **Building Relationships:** Cultivating and maintaining strong relationships with institutional investors, analysts, and other stakeholders to support the company's financial goals and market perception.
- **Market Analysis:** Monitoring the company's stock performance, investor sentiment, and market trends, and providing insights to senior management on how to enhance the company's market value and investor perception.
- **Crisis Communication:** Managing communications during times of financial or reputational crisis, ensuring that investors are kept informed and reassured about the company's plans and actions.

Private Equity Fund Manager (PEFM)

A Private Equity Fund Manager is responsible for raising capital from investors, identifying and executing investment opportunities in private companies, and driving value creation to deliver strong returns, with the objective to maximise fund returns while managing risk and maintaining strong investor relationships. Key responsibilities of the PEFM include:

- Raise and manage capital from institutional and high-net-worth investors;
- Source, evaluate, and execute investment deals;
- Conduct financial analysis, valuation, and due diligence;
- Oversee portfolio companies and implement operational improvements;
- Develop and execute exit strategies ; and
- Manage fund performance, reporting, and investor relations.

Eligible offices with Family Offices

(i) Eligible offices listed in this part of this Schedule held within the context of Single Family Offices and held with:

(a) fund managers established in Malta which are exempt from the requirement for an investment services licence in terms of Regulation 3(1)(f) of S.L. 370.02 – the Investment Services Act (Exemption) Regulations, to the extent that the Notified PIF they manage is a family office vehicle which invests the private wealth of investors without raising external capital;

(b) fund managers established in Malta which are exempt from the requirement for an investment services licence in terms of Regulation 3(1)(t) of S.L. 370.02 – the Investment Services Act (Exemption) Regulations, to the extent that the Notified PIF they manage is a family office vehicle which invests the private wealth of investors without raising external capital;

(c) registered trustees which invest, on behalf of a family trust, inter alia in a Notified PIF which is managed by a fund manager which is exempt from the requirement for an investment services licence in terms of Regulation 3(1)(f) or Regulation 3(1)(t) of S.L. 370.02 – the Investment Services Act (Exemption) Regulations, to the extent that the Notified PIF they manage is a family office vehicle which invests the private wealth of investors without raising external capital;

(d) Licence Holders which invest the private wealth of investors without raising external capital. For the purposes of this sub-paragraph (d), “Licence Holder” shall also include Notified PIFs.

(ii) Eligible offices listed in this part of this Schedule held within the context of Multi Family Offices and held with Licence Holders which invest the private wealth of investors without raising external capital.

(iii) Eligible offices listed in this part of this Schedule held with companies and other undertakings carrying on Back Office Services to the undertakings referred to in paragraph (i) or (ii) in this part of this Schedule that is confirmed as such in writing by the competent authority for the purposes of these Regulations.

(iv) Eligible offices listed in this part of this Schedule held with companies and other undertakings carrying on Treasury Management Operations to the undertakings referred to in paragraph (i) or (ii) in this part of this Schedule that is confirmed as such in writing by the competent authority for the purposes of these Regulations.

(v) For the purposes of paragraphs (i) to (iv) of this part of this Schedule –

“Eligible offices listed in this part of this Schedule” means –

Head of the Back Office/ Chief Executive Officer, General Manager, Country Head, Managing Director or equivalent designation (referred to here as **Head of Back Office**) is a senior management position responsible for overseeing the non-customer-facing functions within an organisation, often referred to as "back-office" operations. These functions are crucial for ensuring the smooth and efficient running of the business but typically do not interact directly with customers. The Head of Back Office manages teams and processes involved in administrative tasks, data management, compliance, accounting, IT support, human resources, and other support services that enable front-office activities (such as sales or customer service) to operate effectively. The **Head of Back Office** plays a critical role in ensuring that the organisation's internal functions are running efficiently, supporting the business's core activities, and contributing to its overall success. Key responsibilities of the **Head of Back Office** include:

- **Operational Management:** Overseeing the daily operations of back-office functions such as finance, human resources, IT, legal, and compliance. Ensuring these teams provide the necessary support to the organisation's core business functions.

- **Process Improvement:** Identifying inefficiencies within back-office operations and implementing strategies to streamline processes, reduce costs, and improve overall productivity.
- **Compliance and Risk Management:** Ensuring that back-office functions adhere to relevant laws, regulations, and internal policies. This includes managing risk, auditing, and ensuring the organisation is compliant with industry-specific requirements.
- **Data Management and Reporting:** Overseeing the handling, processing, and reporting of data to ensure that the organisation has accurate and reliable information for decision-making. This may involve coordinating with the IT department to manage databases, systems, and reporting tools.
- **Team Leadership and Development:** Managing and mentoring back-office teams, ensuring that they are well-trained, motivated, and equipped to perform their duties efficiently. The Head of Back Office may also be responsible for recruitment and talent management in these areas.
- **Collaboration with Front Office:** Working closely with the front-office departments (such as sales, customer service, and marketing) to ensure smooth coordination between the operational support and revenue-generating activities.
- **Budget and Resource Management:** Managing the back-office budget and allocating resources effectively to support business operations. This includes tracking expenses, managing projects, and ensuring cost control measures are in place.

A **Chief/Head Risk Officer** within the context of a **Single Family Office** is a professional responsible for identifying, assessing, and managing various financial, operational, and strategic risks that could impact the family's wealth and investments. The role involves ensuring that the family office's assets, investments, and operations are protected from potential risks, while maintaining a balance between risk-taking and risk mitigation. The **Chief/Head Risk Officer** in a **Single Family Office** plays a crucial role in protecting the family's wealth and ensuring long-term financial stability by proactively identifying risks and taking steps to reduce their impact on investments and business operations. Key responsibilities of a **Chief/Head Risk Officer** in a Single Family Office include the responsibilities described in relation to a **Chief/Head Risk Officer (including Fraud and Investigations Officer)** as described in Schedule I as well as:

- **Risk Identification and Assessment:** Identifying various risks that could affect the family's financial portfolio, including market risk, credit risk, legal risk, operational risk, and geopolitical risk. This includes analysing investment portfolios, business operations, and external factors that may impact the family's wealth.
- **Risk Mitigation Strategies:** Developing and implementing strategies to minimise or eliminate potential risks. This may involve diversifying investments, using hedging techniques, or setting up contingency plans to protect against unforeseen events.
- **Investment Risk Management:** Monitoring the family office's investment portfolio to ensure that it aligns with the family's risk tolerance and long-term financial goals. The Risk Manager evaluates the risk profile of each asset or investment opportunity, ensuring appropriate risk levels are maintained.
- **Compliance and Regulatory Risk:** Ensuring that the family office adheres to all relevant regulations, tax laws, and financial compliance requirements. This includes overseeing legal and regulatory risks associated with investments, estates, trusts, and other financial activities.
- **Insurance and Asset Protection:** Managing the family's insurance needs to mitigate risks associated with property, assets, and personal liability. This may include working with insurance advisors to structure policies that cover various risks.
- **Reporting and Communication:** Regularly reporting on risk-related matters to the family or the family office board. This includes providing updates on risk exposures, the effectiveness of mitigation strategies, and any emerging risks that require attention.

- **Crisis Management:** Developing and executing crisis management plans for sudden financial downturns, reputational issues, or legal challenges. The Risk Manager ensures that the family office can quickly respond to and recover from unexpected events.

Chief/Head Compliance and AML (Anti-Money Laundering) Officer is a professional responsible for ensuring that an organisation adheres to legal, regulatory, and internal policies, specifically focusing on anti-money laundering (AML) regulations. This role is critical in preventing and detecting money laundering, fraud, and other financial crimes, while also ensuring that the company remains in full compliance with relevant laws, industry standards, and best practices. The Chief/Head Compliance and AML Officer plays a crucial role in ensuring that the organisation remains compliant with all regulatory requirements related to money laundering and financial crimes, while also protecting the organisation from reputational and legal risks associated with non-compliance. Key responsibilities of a Chief/Head Compliance and AML Officer include:

- **AML Program Development and Implementation:** Designing, implementing, and maintaining a comprehensive AML program that complies with local and international laws. This includes establishing policies, procedures, and controls to detect and prevent money laundering activities.
- **Customer Due Diligence (CDD) and KYC:** Overseeing the Know Your Customer (KYC) process to ensure proper identification and verification of clients, including conducting risk assessments and enhanced due diligence (EDD) on high-risk clients or transactions.
- **Monitoring and Reporting:** Regularly monitoring transactions and accounts to identify suspicious activities that may indicate money laundering, terrorist financing, or other illicit activities. This includes generating Suspicious Activity Reports (SARs) when necessary and submitting them to the appropriate authorities.
- **Regulatory Compliance:** Keeping up to date with changes in AML regulations and ensuring that the organisation complies with all applicable laws and industry standards. This includes staying informed about local and international regulatory frameworks, such as the Financial Action Task Force (FATF) recommendations.
- **Training and Awareness:** Providing ongoing training to employees and stakeholders on AML policies, procedures, and regulatory changes to ensure that they are aware of potential risks and know how to identify and report suspicious activities.
- **Internal Audits and Risk Assessments:** Conducting regular risk assessments and internal audits to assess the effectiveness of the AML program and internal controls. Identifying any gaps or weaknesses and implementing corrective actions as necessary.
- **Reporting to Authorities:** Communicating with regulatory bodies, law enforcement agencies, and other authorities regarding AML-related issues, suspicious transactions, or compliance concerns.
- **Investigations and Escalation:** Investigating suspicious transactions or activities, escalating concerns to senior management or external authorities as appropriate, and cooperating with legal teams or regulators when needed.

Portfolio Manager is a senior executive responsible for overseeing and managing an organisation's investment portfolio. This includes developing investment strategies, selecting assets, and making decisions that align with the company's financial goals and risk tolerance. The PM typically manages a team of portfolio managers and analysts to optimise returns while minimising risk across the portfolio. The role of the PM involves closely monitoring market trends, economic conditions, and individual asset performance, while also ensuring compliance with relevant regulations. The PM

collaborates with other executives, such as the CFO and CEO, to align the portfolio with the organisation's overall financial strategy. In essence, the PM's responsibility is to make high-level decisions regarding asset allocation, investment choices, and portfolio adjustments to meet long-term financial objectives.

Chief/Head Investment Officer is a senior executive responsible for managing an organisation's investment strategy and portfolio. The CIO oversees the allocation of capital, evaluates investment opportunities, and ensures that the organisation's assets are invested in a way that aligns with its financial goals, risk tolerance, and long-term objectives. The CIO typically manages a team of portfolio managers, analysts, and other investment professionals. Their role includes making high-level decisions regarding asset allocation, managing investment risk, and optimising returns for the organisation, whether it be in private equity, real estate, stocks, bonds, or other financial instruments. The CIO also works closely with the CEO, CFO, and other leadership to integrate investment strategies into the company's overall business strategy.

Senior Trader, in financial institutions, is a professional responsible for buying and selling financial instruments, such as stocks, bonds, commodities, or derivatives, on behalf of the institution or its clients. They make real-time decisions based on market trends, economic data, and other factors to optimise profits or minimise risks. A Senior Trader typically holds a more experienced position, often with more responsibility, such as managing a trading desk, overseeing junior traders, and making higher-level strategic decisions about trading strategies and risk management. They may also be involved in creating trading algorithms or conducting more complex transactions. Senior Traders in financial institutions work in a fast-paced environment where they monitor market conditions, execute trades, and respond to changes in financial markets. Their goal is to generate profit for the institution while managing the risks associated with trading activities.

Senior Structuring Professional in the context of finance and investment, works on designing and creating complex financial products or transactions, often tailored to meet the needs of clients or the institution. These products could include structured finance instruments like derivatives, asset-backed securities, or bespoke investment solutions. Structuring professionals are skilled in identifying financial risks and opportunities, then using their expertise to create customised solutions, typically involving legal, regulatory, and financial considerations. Senior Structuring Professionals are expected to have strong technical skills, deep industry knowledge, and the ability to present findings or proposals to executives or clients clearly. Their focus is on the design and implementation of customised financial instruments, often working closely with other departments like legal, compliance, and trading teams

J(iii). SCHEDULE III

Eligible offices regulated, licensed or recognised by the Authority for Transport in Malta:

Aviation

Chief Investment Officer is a person with a strong educational background including a degree in finance, accounting or similar and with experience in finance or other investment roles.

Chief Insurance Officer is a person who is responsible to oversee underwriting practices, claims governance, actuarial coordination, policy structuring, and product development.

An **Accountable Manager** is a senior individual within an aviation organisation who is responsible for ensuring that the organisation meets all regulatory requirements, safety standards, and operational procedures as set by aviation authorities. This role is particularly crucial in organisations involved in aircraft maintenance, air traffic management, or airline operations. The **Accountable Manager** plays a critical role in the operational and regulatory integrity of an aviation organisation, being directly responsible for its safety, compliance, and overall operational performance. The key responsibilities of the **Accountable Manager** include:

- **Regulatory Compliance:** Ensuring that the organisation complies with all relevant aviation regulations, including those set by local and international aviation authorities (such as the FAA (Federal Aviation Administration), EASA (European Union Aviation Safety Agency), or ICAO (International Civil Aviation Organization)). This includes maintaining up-to-date knowledge of regulatory changes and ensuring policies are updated accordingly.
- **Safety Management:** Overseeing the development and implementation of safety management systems (SMS) within the organisation. The Accountable Manager ensures that safety standards are adhered to in all operational activities and that appropriate safety protocols are followed.
- **Operational Oversight:** Managing the day-to-day operations and ensuring the effective functioning of departments like maintenance, flight operations, and crew management, all while meeting safety, performance, and quality standards.
- **Accountability and Reporting:** Acting as the main point of accountability for the organisation's aviation-related activities. This includes reporting to regulatory bodies, management, and other stakeholders on the organisation's compliance with safety and operational standards.
- **Resource Management:** Ensuring that the organisation has the necessary resources, training, and staffing to operate safely and efficiently, and addressing any operational challenges.

Deputy Accountable Manager is a person who has a senior management role in an aviation company who acts as the second-in-command to the Accountable Manager, supporting him and standing in for him when necessary.

General Manager is in charge of running the main day to day business activities of the company

Flight Operations Manager is a senior professional responsible for overseeing the daily operations of an airline's flight operations. This role ensures that all flights are conducted safely, efficiently, and

in compliance with relevant aviation regulations. The Flight Operations Manager coordinates activities between flight crews, ground personnel, air traffic control, and regulatory bodies to ensure smooth flight operations. The Aviation Flight Operations Manager plays a crucial role in ensuring the safety, efficiency, and regulatory compliance of flight operations, making them essential to an airline's overall performance and reputation. Key responsibilities include:

- **Flight Scheduling and Coordination:** Overseeing the planning and coordination of flight schedules, routes, and logistics, ensuring the timely and efficient operation of all flights.
- **Crew Management:** Managing flight crews, including pilots and cabin crew, ensuring that they are adequately trained, certified, and scheduled to meet operational needs. The manager also ensures compliance with rest requirements and other labour regulations.
- **Safety and Compliance:** Ensuring that flight operations comply with safety regulations, industry standards, and company policies. This includes conducting safety audits, reviewing incident reports, and maintaining compliance with regulatory bodies like the FAA (Federal Aviation Administration) or EASA (European Union Aviation Safety Agency).
- **Operational Efficiency:** Implementing and monitoring procedures to optimise fuel usage, reduce delays, and ensure smooth operations during flights. This may involve working with maintenance teams, logistics, and customer service to address any operational issues.
- **Emergency Management:** Overseeing protocols for managing flight-related emergencies or incidents, ensuring that flight crews and ground staff are prepared for unexpected situations.

Nominated Person Flight Operations is a person responsible for:

- Compliance within the Flight Operations Department with Company policy and legal requirements, and to ensure compliance in accordance with applicable regulations;
- The development and maintenance of procedures to ensure the smooth operation of all company aircraft;
- The management of Company Flight and Cabin crew with reference to the company's HR procedures.
- The selection and recruitment of all flight crew;
- The designation of Aircraft Commanders and Training personnel in consultation with the Head of Training.
- The production and maintenance of the Company's Operations Manuals.
- The development and checking of line standards across the fleet.
- The overall supervision of flight and route planning.
- Briefing and the issuing as required of all general and specific weather minima;
- Overseeing the maintenance of all required operational and training records, ensuring all crews are properly licensed and authorised;
- Liaison with the Aviation Authority to ensure that the Company's operations are in accordance with the authorisation issued to it.
- Liaison with original equipment manufacturers and other external organisations relevant to flight operations to ensure the safe and efficient operation of company aircraft.
- The review and evaluation of programmes for fleet/equipment standardisation and new aircraft acquisition

Training Manager is a senior professional responsible for overseeing the development, implementation, and management of training programs for aviation personnel, such as pilots, flight attendants, maintenance staff, and ground crew. This role ensures that all staff are properly trained,

qualified, and compliant with aviation safety regulations and industry standards. The Aviation Training Manager is essential in ensuring that an organisation's aviation personnel are highly skilled, knowledgeable, and capable of maintaining safety and operational standards throughout the company's operations. Key responsibilities include:

- **Training Program Development:** Designing and implementing training programs that meet regulatory requirements and industry best practices. This includes creating training materials, courses, and assessments for various roles within the aviation organisation.
- **Compliance and Certification:** Ensuring that all training programs meet the standards set by aviation regulatory bodies (such as the FAA (Federal Aviation Administration), EASA (European Union Aviation Safety Agency), or other relevant authorities). The Training Manager also ensures that employees are appropriately certified for their roles and that all training records are accurately maintained.
- **Instructor Oversight:** Managing and supervising the team of instructors or trainers who deliver training. This involves ensuring that instructors are qualified, equipped, and up-to-date with current training methodologies and regulations.
- **Safety and Emergency Procedures Training:** Coordinating safety, emergency response, and equipment operation training, ensuring that all personnel are prepared for emergency situations and adhere to safety protocols.
- **Performance Monitoring and Feedback:** Monitoring the progress and performance of trainees, providing feedback, and identifying areas for improvement. This includes evaluating the effectiveness of training programs and making adjustments as necessary.

Nominated Person Training's key responsibilities include developing and delivering training programs for both pilots and cabin crew, ensuring all training is compliant with regulations, managing staff competence, overseeing training resources and ensuring the training department effectively manages risks

Ground Operations Manager, is a senior professional responsible for overseeing the activities related to the handling of aircraft on the ground, ensuring the safe, efficient, and timely movement of aircraft, passengers, baggage, cargo, and services at an airport. This role is critical in managing ground crews, equipment, and logistics to support flight operations. The Aviation Ground Operations Manager plays a key role in ensuring that the airport's ground services are executed smoothly, contributing to the overall success of flight schedules, safety standards, and customer satisfaction. Key responsibilities include:

- **Ground Handling Coordination:** Overseeing the safe and efficient loading, unloading, and servicing of aircraft, including baggage handling, cargo loading, refueling, and maintenance checks.
- **Staff Management:** Managing ground crew teams, including ramp agents, baggage handlers, and other personnel involved in ground operations. This includes scheduling, training, and ensuring staff compliance with safety and operational standards.
- **Safety and Compliance:** Ensuring that all ground operations comply with airport and aviation regulations, including safety protocols, security measures, and environmental guidelines.
- **Operational Efficiency:** Coordinating logistics and ensuring that aircraft turnaround times are minimised while maintaining high standards of safety and customer service. This involves managing equipment, supplies, and workflows efficiently.

- **Emergency Response and Problem Resolution:** Managing emergency situations or delays related to ground operations, such as handling aircraft incidents, disruptions in ground services, or other unforeseen events.
- **Stakeholder Coordination:** Collaborating with other departments, such as flight operations, maintenance, and customer service teams, as well as other external stakeholders like airline representatives, airport authorities, regulatory agencies and third-party service providers.

Nominated Person Ground Operations must ensure that the ground operations are provided according to best standard practice and in compliance with the EASA (European Union Aviation Safety Agency), ICAO (International Civil Aviation Organization), IATA (International Air Transport Association), national civil aviation and internal requirements.

Continuing Airworthiness Manager is a senior professional responsible for ensuring that an airline or aviation operator's fleet of aircraft remains in safe, operational condition throughout its service life. This role focuses on maintaining compliance with regulatory requirements, as well as implementing and overseeing procedures for the ongoing maintenance, inspection, and repair of aircraft to ensure they meet safety standards. The Aviation Continuing Airworthiness Manager plays a critical role in maintaining the safety, reliability, and efficiency of the aviation operator's fleet, which directly impacts operational success and regulatory compliance. The manager's responsibilities include:

- **Ensuring Airworthiness:** Overseeing and managing the continuous monitoring and management of the airworthiness of all aircraft, ensuring they remain fit for flight throughout their operational life.
- **Compliance with Regulations:** Ensuring adherence to aviation safety regulations set by authorities such as the FAA (Federal Aviation Administration) or EASA (European Union Aviation Safety Agency). This includes managing documentation, inspections, and certifications to ensure the fleet complies with both local and international aviation laws.
- **Maintenance Planning:** Coordinating and scheduling routine and non-routine maintenance, repairs, and modifications to aircraft. They may also handle maintenance contracts, ensuring that external suppliers and contractors meet quality and regulatory standards.
- **Quality Assurance and Safety:** Implementing procedures to monitor and improve the safety and reliability of aircraft, including overseeing the investigation and reporting of any incidents, defects, or safety concerns.

Nominated Person Continuing Airworthiness is a person nominated by the Accountable Manager of a CAMO (Continuing Airworthiness Management Organisation) to take the following responsibilities:

- ensure that an aircraft maintenance programme including any applicable reliability programme, as required by EU Regulation No 1321/2014 Part-M and Part-ML, points M.A.302 or ML.A.302 as applicable, is developed and controlled;
- for aircraft not used by air carriers licensed in accordance with Regulation (EC) No 1008/2008, provide a copy of the aircraft maintenance programme to the owner or operator responsible in accordance with the EU Regulation No 1321/2014 Part-M and Part-ML, points M.A.201 or ML.A.201 as applicable;
- ensure that data used for any modification and repairs complies with the EU Regulation No 1321/2014 Part-M and Part-ML, points M.A.304 or ML.A.304 as applicable;

- for all complex motor-powered aircraft or aircraft used by air carriers licensed in accordance with Regulation (EC) No 1008/2008, establish a procedure to assess non-mandatory modifications and/or inspections and decide on their application, making use of the organisation's safety risk management process as required by point (a)(3) of point CAMO.A.200;
- ensure that the aircraft, engine(s), propeller(s) and components thereof are taken to an appropriately approved maintenance organisation referred to in Subpart F of Annex I (Part-M), Annex II (Part-145) or Annex Vd (Part-CAO(Combined Airworthiness Organization)) whenever necessary;
- order maintenance, supervise activities, and coordinate related decisions to ensure that any maintenance is carried out properly and is appropriately released for the determination of aircraft airworthiness.
- manage CAM personnel competence assessment and authorisations

Compliance Manager is a person whose role should be to ensure that:

- the activities of the organisation are monitored for compliance with the applicable requirements and any additional requirements as established by the organisation, and that these activities are carried out properly under the supervision of the nominated persons.
- any contractor or sub-contractor is monitored for compliance with the contract or work order;
- an audit plan is properly implemented, maintained, and continually reviewed and improved; and
- corrections and corrective actions are requested as necessary.
- manage the compliance monitoring personnel competence assessment and authorisations.

Quality Systems Manager is a person responsible for developing, implementing and maintaining the organisation's quality management system

A **Safety Manager** should:

- (i) facilitate hazard identification, risk assessment and management;
- (ii) monitor the implementation of actions taken to mitigate risks, as listed in the safety action plan, unless action follow-up is addressed by the compliance monitoring function;
- (iii) provide periodic reports on safety performance to the safety review board (the functions of the safety review board are those defined in AMC1 CAMO.A.200(a)(1));
- (iv) ensure the maintenance of safety management documentation;
- (v) ensure that there is safety training available, and that it meets acceptable standards;
- (vi) provide advice on safety matters; and
- (vii) ensure the initiation and follow-up of internal occurrence investigations

Flight Dispatch Manager is a person who is a senior leader responsible for overseeing a flight dispatch team that handles all aspects of pre-flight planning and in-flight monitoring to ensure safety and efficiency

An **Instructor Manager** oversees that instructors help learners meet and exceed established standards and give positive reinforcement along the way

Head of Marketing is an executive responsible for leading the company's marketing strategy

Head of Public Relations is a person who determines and applies the company's media and non-media strategy. He will be responsible for promoting the company's brand image, its products and its creations.

Actuary is a person who manages financial risks, requires expert analysis and accurate planning.

Underwriting Manager is a person who needs to have educational qualifications related to the aviation industry as well as experience as part of an underwriting team.

A **Risk Management Officer** supports the Safety Management Systems (SMS), analyses data, develops safety performance indicators, and manages change to minimize risk and ensure the business continuity.

Key account manager is a professional responsible for managing relationships with the company's clients,

Product coordinator is a product coordinator is a professional responsible for supporting the product team by managing various aspects of the product development process

The **Material Coordinator** is responsible for providing material support to maintenance operations, including but not limited to: logistics coordination, receiving, incoming inspections, material planning in support of aircraft and back shop maintenance activities

Engineering reporter is an engineer who writes technical reports to document and present findings, analysis, and solutions. He will research, write, and report on topics such as aircraft design, new technology, safety investigations, and manufacturing processes for websites, or broadcasters.

Aeronautical engineer is a professional who designs, develops and tests aircraft.

Head of Maintenance Operations is a person who plans, organizes, directs, and coordinates the performance of scheduled inspections and maintenance of helicopters, fixed-wing aircraft, and component parts for compliance and sees to regulations, requirements, specifications

Aviation Systems Developer is a person who develops aviation software which helps airports, airlines, fixed-based operators and other service providers in the aviation industry manage fleets, automate services, and streamline operations.

Key Aviation Specialist is an expert in a specific area of aviation where his role is equivalent to and considered as a key aviation specialist. His qualifications are higher than normal and can be identified as a key aviation specialist. His position should be of significant responsibility and specialized knowledge.

Maritime Activities

Managing Director is a Senior Executive Manager equivalent to CEO who also sits on the Board of Directors.

General Manager is the person responsible for the overall management and responsibility of the company. May be similar to CEO's role depending on company structure.

Crewing Manager is responsible for overseeing and managing the recruitment, scheduling, and deployment of crew members for the maritime industry that require specialised teams. Its role is vital for ensuring that the right personnel are available for operations, maintaining compliance with regulations, and managing the overall effectiveness of the crew. Its employment is defined as key for the operations of the particular undertaking and which is held with any of the following –

- any undertaking holding a Document of Compliance issued in terms of the International Safety Management (ISM) Code or a Seafarer Recruitment and Placement Services Licence issued in terms of the Maritime Labour Convention, 2006; or
- any undertaking engaging the particular individual for work on board any ship, excluding ships operating on regular services as well as ships whose use or operation requires certification in terms of the Commercial Vessels Regulations and which are berthed or anchored within the territorial waters of Malta or any port in Malta for at least a period of one month over a calendar year (hereinafter collectively "Maritime activities"). For the purposes of this employment, the term "regular services" shall have the meaning assigned to it in terms of the Merchant Shipping (Safe Operation of Regular Ro-Ro Ferry and High-Speed Passenger Craft Services) Regulations; or
- any undertaking which carries on mainly at trade or business consisting in the Servicing of the offshore oil and gas and ancillary services industry (hereinafter "Servicing of the offshore oil and gas and ancillary services activities").

Key responsibilities include -

- **Crew Scheduling and Deployment:**
 - Coordinate and manage the scheduling and deployment of crew members to various assignments and locations.
 - Ensure that all crew assignments comply with legal requirements, contractual agreements, and operational needs.
 - Maintain an up-to-date roster of available crew members, considering factors such as availability, certifications, and qualifications.
- **Recruitment and Staffing:**
 - Oversee the recruitment process for crew members, including sourcing, interviewing, and selecting qualified personnel.
 - Work with external recruitment agencies, when necessary, to ensure the availability of crew for short-term or long-term assignments.
 - Ensure that all crew members have the appropriate certifications, training, and medical clearances required for their roles.
- **Compliance and Certification:**
 - Ensure that crew members' certifications and qualifications are up to date and in compliance with industry standards and regulatory bodies.
 - Manage and track crew member training programs to ensure compliance with safety and operational standards.
 - Monitor and ensure that all regulatory and legal requirements related to crewing are met, such as working hours, rest periods, and labour laws.
- **Crew Performance and Welfare:**
 - Monitor crew performance, resolve any performance-related issues, and ensure that crew members adhere to operational and safety protocols.
 - Promote the well-being of the crew, including providing support in addressing any welfare concerns during assignments.

- Provide advice and guidance on career development and training opportunities for crew members.
- **Documentation and Reporting:**
 - Maintain accurate records of all crew assignments, certifications, and performance evaluations.
 - Prepare and present regular reports on crew utilization, turnover, and other relevant metrics to senior management.
 - Ensure the timely and accurate processing of payroll and other administrative tasks related to crew management.

Technical Manager is a Senior Executive Manager duly qualified with a Marine or equivalent Qualification or a Sea Going Certificate of Competency (Deck Officer or Marine Engineer) responsible for technical matters relating to the running of the ship including compliance, safety, security, engines, machinery, shipboard equipment.

Chartering Manager is a manager responsible for commercial contracts and business development related to affreightment (leasing) of the vessel.

Operations Manager is a manager responsible for matters relating to ship operations including voyage schedules, ship shore interface, port operations.

Commercial / Business Development Manager is a manager responsible to secure business (including cargo and/or passengers as applicable) to maximise the capacity and profitability of the vessel.

Manager responsible for ESG / Energy Transition is a manager responsible to steer the company toward sustainability (including public and community relations) and decarbonisation.

Technical Ship Superintendent is a shore-based senior manager and qualified professional responsible for overseeing the technical and operational condition of a fleet of vessels to ensure they are safe, compliant, and efficient.

Designated Person Ashore is a Senior Manager employed with a shipping company responsible for overseeing the Safety Management System (SMS) and ensuring the company's vessels operate safely and in compliance with applicable Conventions and Regulations.

Master (Master Mariner) is the highest-ranking officer designated as having overall command on a ship, responsible for the safety of navigation, operational safety & security, and efficient operation of a vessel, its crew, and its cargo.

Chief Mate is the second-in-command after the captain or Master also known as a deck officer at the management level, who is responsible for navigation, cargo operations, and supervising the deck crew on a merchant vessel.

Second Officer merchant ship, primarily responsible for navigation, which includes planning routes, maintaining navigational charts, and overseeing the ship's progress.

Company Security Officer is a designated person ashore for a shipping company who is responsible for the overall security of its vessels and port facilities, and for ensuring compliance with the International Ship and Port Facility Security (ISPS) Code.

Chief Engineer the highest-ranking technical officer, responsible for the safe and efficient operation, maintenance, and repair of all ship machinery and engineering systems, including propulsion, electrical, and auxiliary systems.

Second Engineer the second in command of the engine department, reporting to the chief engineer. Their responsibilities include managing the daily operations and maintenance of the engine room and its machinery, supervising the engine crew, ensuring safety procedures are followed, and overseeing emergency equipment. The second engineer is also in charge of the engine room in the chief engineer's absence.

Chef is a qualified person responsible for preparing nutritionally balanced food and for the oversight and serving of all meals for the crew and/or passengers, including managing food supplies, planning menus, and maintaining galley hygiene.

Servicing of the Offshore Oil and Gas and Ancillary Services Industry Activities:

Head of Training Academy (which Academy shall be certified by an international accreditation institution) a leadership position responsible for overseeing all aspects of the academy, including developing training programs, assessing skill gaps, managing budgets, and ensuring the academy meets organizational goals

J(iv). SCHEDULE IV

Eligible employments and offices regulated, licensed or recognised by the Office of the Chief Medical Officer to Government

Embryologist is a specialised scientist who studies and works with the development of embryos in the context of fertility treatments, reproductive health, and research. Embryologists play a key role in assisted reproductive technologies (ART), such as in vitro fertilisation (IVF), where they handle, culture, and monitor human embryos to ensure successful fertilisation and early development. Embryologists play a crucial role in fertility clinics, helping individuals and couples achieve pregnancy through ART while ensuring high standards of safety, ethics, and care. Key responsibilities of an **Embryologist** include:

- **Embryo Culturing and Monitoring:** Creating optimal conditions for embryos to grow and develop in the laboratory. This involves monitoring their progress, assessing their quality, and deciding when they are ready for transfer or cryopreservation (freezing).
- **Assisted Reproductive Technologies:** Performing procedures like IVF, egg retrieval, sperm injection (ICSI), and embryo freezing. Embryologists are highly trained to handle gametes (eggs and sperm) and embryos with precision and care.
- **Micromanipulation Techniques:** Using specialised equipment to manipulate sperm, eggs, and embryos, such as extracting sperm from male patients or injecting sperm directly into eggs.
- **Genetic Testing and Screening:** Performing pre-implantation genetic testing (PGT) to screen embryos for genetic conditions before implantation into the uterus.

- **Research and Development:** Engaging in scientific research to improve fertility treatments, embryo development techniques, and understanding the biology of reproduction.

Responsible Person is a designated individual who holds overall accountability for ensuring that ART services are provided in compliance with relevant laws, regulations, and ethical standards. The Responsible Person typically oversees the clinical, technical, and operational aspects of ART procedures, ensuring the safety, quality, and effectiveness of treatments provided to patients. The **Responsible Person** plays a critical role in maintaining the integrity of ART services, providing leadership, and ensuring that the clinic or facility operates smoothly, efficiently, and in compliance with national and international standards for assisted reproduction. Key responsibilities of a **Responsible Person** in ART include:

- **Regulatory Compliance:** Ensuring that all ART practices, including in vitro fertilisation (IVF), sperm and egg storage, and embryo handling, meet the legal and regulatory standards set by health authorities and fertility organisations.
- **Quality Assurance:** Overseeing the implementation of quality control and quality assurance procedures to ensure the highest standards of care, safety, and patient outcomes in ART treatments.
- **Staff Management and Training:** Managing and supervising the ART clinic or laboratory team, ensuring that all staff are properly trained, certified, and adhere to established protocols.
- **Patient Safety:** Ensuring that patient care and the handling of biological materials (like sperm, eggs, and embryos) are conducted in a safe and ethical manner, minimizing risks and promoting successful outcomes.
- **Ethical and Legal Oversight:** Managing ethical issues related to ART, including patient consent, privacy, and the use of genetic material, and ensuring that all activities are in line with both legal requirements and ethical guidelines.

Lead Quality Manager is a senior professional responsible for overseeing and ensuring the highest standards of quality and compliance in ART services and laboratory practices. This role focuses on maintaining and improving the safety, efficacy, and overall quality of ART procedures, including in vitro fertilisation (IVF), egg retrieval, embryo culture, and other fertility treatments. The **Lead Quality Manager** plays a crucial role in maintaining the safety and quality of ART services, helping to ensure positive outcomes for patients while ensuring the clinic or laboratory meets regulatory and ethical standards. Key responsibilities of a **Lead Quality Manager** in ART include:

- **Quality Management Systems (QMS):** Developing, implementing, and maintaining a robust quality management system to ensure compliance with regulatory requirements and industry standards (such as ISO, ESHRE, or local regulatory bodies). This includes creating and enforcing procedures, policies, and protocols for laboratory and clinical practices.
- **Regulatory Compliance:** Ensuring that all ART practices and processes adhere to relevant laws, guidelines, and industry standards, such as those set by the Health Authorities, ART-specific regulations, and ethical guidelines. This includes preparing for inspections and audits.
- **Continuous Improvement:** Monitoring and analysing performance data to identify areas for improvement in ART procedures, safety protocols, and overall patient care. The Lead Quality Manager implements strategies for continuous process improvement and ensures that corrective actions are taken when needed.

- **Staff Training and Development:** Ensuring that ART lab and clinical staff are properly trained in quality control procedures, regulatory compliance, and industry best practices. This includes ongoing education and regular training sessions to maintain high standards across the team.
- **Risk Management and Incident Reporting:** Identifying potential risks in ART practices and implementing preventive measures. The Lead Quality Manager also oversees the incident reporting and investigation process to address any issues, ensuring that corrective and preventive actions are taken.
- **Audits and Inspections:** Leading internal audits, inspections, and assessments to ensure that ART processes meet the required standards. The Lead Quality Manager works to maintain a high level of readiness for external regulatory audits.

J(V). SCHEDULE V

Eligible offices regulated, licensed or recognised by the Malta Gaming Authority

Odds Compiler Specialist, is a professional responsible for calculating and setting the odds for various betting markets, typically in the context of sports betting or other forms of gambling. Their role involves analysing statistical data, team or event performance, historical trends, and other relevant factors to create accurate and competitive odds for bettors. The specialist uses mathematical models, algorithms, and industry knowledge to ensure that the odds offered by the sportsbook or betting platform reflect the likelihood of an outcome occurring, while also ensuring the company's profitability and risk management. They may also adjust the odds in real-time as events unfold, such as changes in player availability, market movement, or other external factors. In addition to setting the odds, an Odds Compiler Specialist may work with other departments, like trading and risk management teams, to help minimise exposure to large losses and maintain a balanced book of bets.

Head of Research and Development (including Search Engine Optimisation and Systems Architecture), is a senior executive responsible for overseeing the development of new technologies, products, or services within a company, particularly related to digital platforms and systems. This role is crucial in ensuring the company's technological and digital presence is optimised for both performance and innovation, while meeting the evolving needs of customers and the marketplace. It combines technical leadership with strategic oversight to ensure the organisation stays at the forefront of technological advancements and meets market demands. Key responsibilities include:

- **Research & Development:** Leading the R&D team to innovate and create new products, technologies, or processes that enhance the company's offerings and competitive position. This can involve exploring emerging trends, conducting experiments, and developing prototypes or fully realised products.
- **Search Engine Optimisation (SEO):** Overseeing the strategies and techniques used to improve a company's online visibility on search engines. The goal is to increase organic traffic and ensure that the company's digital content ranks well in search results, driving business growth and brand awareness.
- **Systems Architecture:** Leading the design and structure of IT systems and infrastructures to ensure scalability, reliability, and efficiency. The Head of R&D may guide the development of backend systems, databases, networks, and software architecture that support the company's technology stack, including SEO tools and platforms.

Portfolio Manager, is a senior executive responsible for the strategic oversight, optimisation, and performance management of one or of a diverse range of portfolios, ensuring alignment with company objectives and market trends. This role involves working closely with game development teams, publishers, marketing, and finance departments to maximise the value and success of the company. The Portfolio Manager may oversee one or more of the following types of portfolios:

- **Platform Portfolio: Games and products distributed across various platforms, ensuring optimal performance and adaptation for each ecosystem.**
- **Franchise Portfolio: Management of all intellectual property related to major franchises, including games, merchandise, media adaptations, and live events.**
- **Geographic Portfolio: Titles and projects targeted at specific regional markets, requiring localisation strategies and region-specific marketing.**
- **Genre Portfolio: Oversight of games grouped by genre (e.g., action, strategy, sports), ensuring a balanced and diverse offering.**
- **Service Portfolio: Live service games and ongoing content updates, expansions, and live operations.**

Senior Analyst, is a professional responsible for oversight and strategic analysis across gaming portfolios, through data analysis, performance metrics, forecasting and strategic insights. To optimise efficiency and business outcomes, the senior analyst understands and utilizes performance drivers. This role supports decision-making through advanced analytics, reporting, and stakeholder engagement. Key responsibilities include:

- **Data Analysis: Analysing activity, player behaviour, products, revenue trends and balances liabilities to ensure profitability and minimize risk. Presenting findings and detailed reports on market performance, assessing operational, financial and compliance risks, and recommending risk mitigation strategies.**
- **Stakeholder Management: Collaborating with product, finance, compliance, and technology teams to align business objectives with market needs. Liaises with the different departments of the company and conducts postmortem analysis of decisions and trades to evaluate profitability and risk outcomes.**
- **Tool Development: Developing and/or overseeing the development of reporting tools and dashboards.**

Senior Trader is a professional responsible for management of trading operations, and general oversight of odds creation, risk exposure, market management and pricing within the trading department. This role aims to maximise profitability and minimise risk through effective trading. It involves real-time monitoring of in-play betting products and collaboration with technology and senior management to optimize trading margins and operational efficiency. Key Responsibilities include:

- **Team Management: Leading and mentoring traders, ensuring effective monitoring and management of live betting markets and trading activities.**
- **Operational Oversight: Overseeing price setting, price management, managing real time risk and exposure and hedges positions across markets. Develop and implement pricing strategies targeting specific demographics and market segments whilst ensuring pricing integrity and competitiveness.**
- **Trading Systems: Monitoring and communicating risk and its management whilst developing and improving trading systems and solutions.**

Head of Investment/Chief Investment Officer is responsible for shaping and executing the company's investment vision, strategy, and communication with the investment community. This

role combines strategic investment leadership with proactive investor engagement, ensuring the organization's growth, financial health, and market reputation. Key responsibilities include:

- **Strategic Vision & Leadership:** Develop and lead the organisation's vision and investment policy as part of the executive leadership team.
- **Cross-Functional Collaboration:** Collaborate with internal and external departments to execute business and investment strategies that drive global growth in products and client base and oversee investment strategies.
- **Investment Evaluation & Execution:** Explore and evaluate potential investments, joint ventures, and partnerships with third parties. Conduct due diligence on prospective investments to create new business units, brands, and product lines.
- **Portfolio Ownership:** Take full ownership of the organisation's portfolio of brands and titles, ensuring alignment with organizational goals.
- **Innovation & Market Analysis:** Identify opportunities for innovation and expansion. Monitor global financial markets, analyse trends, and adjust strategies to minimise risks and optimise returns.
- **Investor Relations & Communication:** Serve as the primary point of contact for investors, analysts, and key stakeholders. Formulate and implement communication strategies to maintain strong relationships with the investment community, ensuring transparent and timely communication of the company's financial performance, strategies, and prospects.

Head of Responsible Gaming is a senior official entrusted with shaping, supporting, and executing the organisation's Responsible Gaming and Sustainability strategy. This role ensures that all initiatives are aligned with the organisation's vision and regulatory requirements, fostering a culture of responsible play and sustainable business practices. Key Responsibilities include:

- **Strategy Development & Implementation:** Lead the creation and execution of the Responsible Gaming and Sustainability strategy, ensuring alignment with organisational objectives and strict adherence to relevant laws, regulations, and codes of practice.
- **Action Planning:** Develop clear, actionable plans to achieve the organisation's responsible gaming and sustainability goals.
- **Stakeholder Engagement:** Serve as the primary contact for Responsible Gaming tools and collaborate with external partners to enhance effectiveness and drive innovation.
- **Training & Awareness:** Coordinate and oversee training programs to improve staff competence in Responsible Gaming and raise awareness of sustainability matters across the organisation.
- **Cross-Functional Collaboration:** Work closely with various teams to encourage innovation and integrate responsible gaming features into products and services.

Chief People Officer is a senior executive responsible for overseeing all aspects of the organisation's human resources and talent management functions. This role ensures the effective development, implementation, and management of policies related to hiring, onboarding, employee development, and retention. The Chief People officer also ensures compliance with local employment laws and the attraction of the best talent. Key Responsibilities include:

Talent Strategy and Acquisition: Develops and executes strategies to attract, engage, and retain the best talent, ensuring the organization is equipped with the right resources. Owns the end-to-end talent journey.

- **Learning and Development:** Identifies and implements training and development opportunities to foster individual and career growth, and to support succession planning and promotion readiness.
- **Performance and Communication:** Designs and manages performance management and communication programs to drive organisational effectiveness.
- **Compensation and benefits:** Creates and reviews competitive benefit schemes and compensation structures to attract and retain employees.
- **Diversity, Equity and Inclusion:** Champions diversity and inclusion initiatives, cultivating a workplace culture aligned with the organisation's mission, values, and goals.
- **Compliance and Policy:** Ensures adherence to employment legislation and develops related training programs as needed.
- **Budgeting and Metrics:** Prepares and reviews annual budgets for talent acquisition and HR, tracks key metrics, and reports on progress.
- **Leadership Reporting and Employer Branding:** Produces timely reports to inform leadership decision-making and acts as a key stakeholder in employer branding initiatives.

Chief Legal Officer (General Counsel) is a senior figure in the organisation that leads a team responsible for advising the organisation on a broad range of legal matters, ensuring compliance with all relevant legislation to support successful business operations. Key Responsibilities include:

- **Legal Strategy:** Develop and implement a comprehensive corporate legal strategy that protects and enhances the organisation's standing.
- **Legal Services, Delivery and Compliance:** Ensure the delivery of legal services aligns with corporate objectives, priorities, and strategies, and complies with gaming regulatory frameworks, data protection laws, and anti-money laundering legislation.
- **Regulatory Liaison:** Liaise with relevant authorities and governmental bodies as required.
- **Contractual Advisory:** Advise the organisation and leadership on various agreement frameworks and services, including vetting, drafting and negotiating necessary agreements.

J(vi). SCHEDULE VI

Eligible offices regulated, licensed or recognised by Malta Enterprise

The titles of the eligible offices in this section shall not reflect the job title of the person but are intended to describe the competencies required to carry out the entrusted office.

Eligible Offices in the field of Science

A person seeking to qualify in terms of an eligible office in the field of science shall be engaged in industry and hold a bachelor's degree level of education or higher, in the relevant field, and in no instance shall experience (on its own) be considered as an access route to these offices.

- **Biologist:** A person having a bachelor's degree level of education or higher, in a field related to biology and/or biochemistry or a closely related field who is engaged in industry to research, develop, monitor or ensure integrity of products and processes in their interaction with living organisms.

Examples of the tasks entrusted to a person engaged in an eligible office as a **Biologist** would include (but are not limited to):

- conducting microbial limits testing, pathogen screening, air quality sampling and surface swabbing.
 - the validation of biological standards.
 - managing bioreactors, monitoring cell viability, and optimizing growth media.
 - Collecting and preparing of biological samples
 - Quality controls.
 - Compiling, Maintaining and updating Scientific and technical documentation.
- **Chemist:** A person having a bachelor's degree level of education or higher, in a field related to chemistry or a closely related field who is engaged in industry to research, develop, monitor, and ensure the chemical integrity, stability, and composition of products and processes.

Examples of the task entrusted to a person engaged in an eligible office as a **Chemist** would include (but are not limited to):

- Conducting quantitative and qualitative analysis of raw materials and finished goods.
 - Creating and optimizing chemical mixtures to achieve specific physical properties, such as viscosity, stability, and reactivity.
 - Ensuring all chemical handling, storage, and disposal processes align with applicable standards.
 - Quality Control.
 - Compiling, Maintaining and updating documentation and detailed technical reports for audit trails.
- **Physicist:** A person having a bachelor's degree level of education or higher, in a field related to physics, applied physics, or optics, or a closely related field who is engaged in industry to research, develop, monitor, and ensure the physical integrity, structural performance, and energy efficiency of products and systems.

Examples of the tasks entrusted to a person engaged in an eligible office as a **physicist** would include (but are not limited to):

- Non-Destructive Testing - inspecting materials for internal defects without causing damage.
- Designing and maintaining precision sensors, lasers, and optical measurement systems used in production lines.

- Optimizing the thermal efficiency of manufacturing processes, cooling systems, or electronic heat sinks.
 - Radiation Safety - Managing and monitoring ionizing radiation sources or high-powered laser environments to ensure worker protection.
 - Analysing the mechanical, electrical, or magnetic properties of new materials to ensure they meet specifications.
 - Compiling, Maintaining and updating technical specifications for physical standards, equipment tolerances, and safety protocols.
- **Environmental Scientist:** A person having a bachelor's degree level of education or higher, in a field related to environmental science, geology, or ecology or a closely related field who is engaged in industry to research, develop, monitor, and ensure that industrial processes minimize ecological impact and adhere to sustainability mandates.

Examples of the tasks entrusted to a person engaged in eligible office as an **Environmental Scientist** would include (but are not limited to):

- Effluent & Emission Monitoring - Conducting regular sampling of emissions and wastewater discharge to ensure pollutants remain below required thresholds.
 - Carrying out Environmental Impact Assessments (EIA).
 - Developing protocols for the segregation, recycling, and legal disposal of hazardous and non-hazardous industrial waste.
 - Tracking resource consumption (water, energy) and carbon footprints.
 - Compiling, Maintaining and updating Environmental Management Systems and reporting data to environmental regulatory bodies.
- **Medical Researcher** - A person having a bachelor's degree level of education or higher, in a field related to medicine, biomedical science, or pharmacology or a closely related field who is engaged in industry to research, develop, and monitor the clinical safety and biological efficacy of products.

Examples of the tasks entrusted to a person engaged in eligible office as a **Medical Researcher** would include (but are not limited to):

- Overseeing the transition of laboratory findings into human clinical phases, ensuring products behave as predicted in biological systems (Clinical Trial Support).
- Monitoring and analysing adverse reaction reports to ensure the ongoing safety of products already on the market.
- Ensuring that materials used in medical devices do not cause immune rejection or toxic reactions when in contact with human tissue.
- Designing the rigorous scientific frameworks used to test new drugs or medical technologies
- Compiling, Maintaining and updating clinical study reports, investigator brochures, and submissions for medical regulatory approvals

Eligible Offices in the field of Technology

A person seeking to qualify in terms of an eligible office in the field of technology shall hold a bachelor's degree level of education or higher in the relevant field, or who demonstrates relevant experience in the relevant field. Relevant experience shall entail that in the 5-year period preceding the application the person has been engaged in an analogous role and either has been earning a salary of at least 75% of the applicable eligibility threshold for the last three years or in possession of an EU Blue card.

- **Software Developer/Engineer** - A person having a professional qualification in computer science, software engineering, game design, or digital media or a closely related field who is engaged to research, develop, monitor, and ensure the digital integrity, interactive logic, and functional performance of software products and virtual environments.

Examples of the tasks entrusted to a person engaged in an eligible office as a **Software Developer / Engineer** would include (but are not limited to):

- Designing and maintaining the core software engines and frameworks that drive complex simulations or interactive consumer products.
 - Writing and optimizing the logic, physics, and "behavioural trees" that govern how digital entities interact within a virtual space.
 - User Interface (UI) & Experience (UX) Engineering - Developing and refining the front-end systems to ensure seamless human-computer interaction and accessibility.
 - Conducting performance profiling to ensure software runs efficiently across various hardware configurations without memory leaks or crashes.
 - Ensuring software version control & integration.
 - Quality Controls: Testing, bug tracking, and "playtesting" cycles to verify that the product meets functional and creative specifications.
 - Compiling, Maintaining and updating technical design documents (TDD), API references, codebase comments, and system architecture diagrams.
- **Data Scientist** - A person having a professional qualification in statistics, mathematics, or data science who is engaged to research, develop, monitor, and ensure the integrity of predictive models and data-driven decision systems.

Examples of the tasks entrusted to a person engaged in an eligible office as a **Data Scientist** would include (but are not limited to):

- Developing and validating predictive algorithms to forecast manufacturing yields or consumer trends.
- Data Mining - Extracting actionable insights from massive, unstructured datasets to identify process inefficiencies.
- Designing and executing controlled experiments to measure the impact of variables on product performance.
- Creating complex dashboards that translate technical data into executive-level strategy.
- Cleaning & Pre-processing data pipelines to prevent "garbage in, garbage out" scenarios.

- Compiling, Maintaining and updating model validation reports, data dictionaries, and algorithmic bias assessments.
- **Cybersecurity Analyst** - A person having a professional qualification in information security, computer science, or network engineering who is engaged to research, develop, monitor, and ensure the digital safety and resilience of corporate and production networks.

Examples of the tasks entrusted to a person engaged in an eligible office as a **Cybersecurity Analyst** would include (but are not limited to):

- Proactively monitoring network traffic for indicators of compromise (IoC) or unauthorized access attempts.
 - Vulnerability Assessments - Conducting regular "penetration tests" to find and patch weaknesses in the manufacturing control systems.
 - Managing the containment and recovery processes following a digital security breach or hardware failure.
 - Implementing cryptographic protocols to secure sensitive intellectual property and employee data.
 - Security Auditing: Ensuring the organization meets international standards such as ISO 27001.
 - Compiling, Maintaining and updating Disaster Recovery Plans (DRP), firewall configurations, and security policy manuals.
- **Web Developer** - A person having a professional qualification in computer science, web design, or software engineering who is engaged to research, develop, monitor, and ensure the functionality, accessibility, and performance of web-based applications and interfaces.

Examples of the tasks entrusted to a person engaged in an eligible office as a **Web Developer** would include (but are not limited to):

- Building both the "client-side" (user interface) and "server-side" (database/logic) of web applications.
 - Connecting web platforms with internal manufacturing databases to provide real-time status updates.
 - Reducing page load times and optimizing asset delivery for a global user base.
 - Ensuring a consistent and bug-free experience across different operating systems and devices. (Cross-Browser Testing)
 - Quality Controls: Performing regular link-integrity checks and accessibility audits.
 - Compiling, Maintaining and updating codebase repositories, deployment logs, and front-end style guides.
- **The Artificial Intelligence (AI) Specialist** - A person having an academic qualification in computer science, machine learning, or cognitive science who is engaged to research, develop, monitor, and ensure the efficacy and ethics of autonomous systems and machine learning models.

Examples of the tasks entrusted to a person engaged in eligible office as an **Artificial Intelligence (AI) Specialist** would include (but are not limited to):

- **Neural Network Training:** Designing and refining deep learning architectures for image recognition, natural language processing, or anomaly detection.
- **Algorithm Optimization:** Tuning hyperparameters to improve the accuracy and speed of automated decision-making engines.
- **MLOps (Machine Learning Operations):** Managing the deployment and "health" of models in a live production environment.
- **Ethics & Bias Mitigation:** Auditing AI systems to ensure they do not produce discriminatory or inaccurate outcomes.
- **Natural Language Processing (NLP):** Developing interfaces that allow humans to interact with industrial machines using voice or text.
- **Compiling, Maintaining and updating model training logs, architecture specifications, and AI safety protocols.**

Eligible Offices in the field of Engineering

A person seeking to qualify in terms of an eligible office in the field of Engineering shall be engaged in industry and hold a bachelor's degree level of education or higher in the relevant field, and in no instance shall experience (on its own) be considered as an access route to these offices.

- **Mechanical Engineer** - A person having an academic qualification in the area of mechanical engineering or robotics who is engaged in industry to research, develop, monitor, and ensure the physical integrity, motion, and thermal performance of machines and mechanical systems.

Examples of the tasks entrusted to a person engaged in an eligible office as a Mechanical Engineer would include (but are not limited to):

- **Mechanical Design & Prototyping:** Designing tools, engines, and machines using CAD (Computer-Aided Design) to meet specific load and stress requirements.
 - **Failure Analysis:** Investigating mechanical breakdowns to determine root causes such as fatigue, friction, or material stress.
 - **Thermal Management:** Designing heating and cooling systems for industrial processes to ensure equipment operates within safe temperature limits.
 - **Robotics & Automation:** Integrating mechanical actuators and sensors into automated assembly lines.
 - **Quality Controls:** Performing vibration analysis and tolerance testing on moving parts.
 - **Compiling, Maintaining and updating blueprints, technical manuals, and bill of materials (BOM).**
- **Civil Engineer** - A person having an academic qualification in field of civil or structural engineering who is engaged in manufacturing and/or an analogous activity, to research, develop, monitor, and ensure the stability, safety, and longevity of the physical infrastructure and built environment.

Examples of the tasks entrusted to a person engaged in an eligible office as a Civil Engineer would include (but are not limited to):

- **Structural Analysis:** Calculating load-bearing capacities for factory floors, foundations, and support structures to ensure seismic and environmental resilience.

- Overseeing the grading, drainage, and utility integration for new industrial facilities.
 - Testing the durability of concrete, steel, and asphalt under specific industrial loads and chemical exposures.
 - Managing stormwater runoff and soil erosion control during facility construction or expansion.
 - Compiling, Maintaining and updating site plans, structural certifications, and environmental permits.
- **Electrical Engineer** - A person having an academic qualification in field of electrical or electronic engineering who is engaged in industry to research, develop, monitor, and ensure the power distribution, signal integrity, and electronic functionality of systems.

Examples of the tasks entrusted to a person engaged in eligible office as an Electrical Engineer would include (but are not limited to):

- Designing and testing microelectronic circuits, printed circuit boards (PCBs) and integrated circuits for electronic products.
 - Programming and wiring the electrical panels that control industrial motors and sensors.
 - Testing devices to ensure they do not interfere with other electronic equipment - Electromagnetic Compatibility (EMC).
 - Quality Controls
 - Compiling, Maintaining and updating electrical schematics, wiring diagrams, and load calculations.
- **Chemical Engineer** - A person having an academic qualification in field of chemical engineering or process engineering who is engaged in industry to research, develop, monitor, or ensure the efficient chemical transformation of raw materials into products.

Examples of the tasks entrusted to a person engaged in an eligible office as a Chemical Engineer would include (but are not limited to):

- Translating laboratory chemical reactions into safe, high-volume production cycles.
 - Calculating the inputs and outputs of a chemical process to maximize efficiency and minimize waste.
 - Maintaining distillation columns, heat exchangers, and chemical reactors.
 - Implementing "Process Safety Management" (PSM) to prevent chemical leaks, fires, or explosions.
 - Compiling, Maintaining and updating Process Flow Diagrams (PFD) and Piping and Instrumentation Diagrams (P&ID).
- **Aerospace Engineer** - A person having an academic qualification in field of aerospace or aeronautical engineering who is engaged in industry to research, develop, monitor, and ensure the aerodynamic performance and structural integrity of flight and space vehicles.

Examples of the tasks entrusted to a person engaged in an eligible office as an Aerospace Engineer would include (but are not limited to):

- Aerodynamic Modelling:

- Designing the electronic flight control systems and navigation hardware.
- Performing high-stress vibration and pressure tests to simulate the extreme conditions of flight or orbit.
- Ensuring all components meet strict aerospace safety standards (e.g., AS9100).
- Compiling, Maintaining and updating flight manuals, maintenance schedules, and airworthiness certifications.

Eligible Offices in the field of Mathematics

A person seeking to qualify in terms of an eligible office in the field of Mathematics shall be engaged in industry and hold a bachelor's degree level of education, or higher, in the relevant field, and in no instance shall experience (on its own) be considered as an access route to these offices.

- **Mathematician / Statistician** - A person having an academic qualification in the field of mathematics or statistics who is engaged to research, develop, monitor, and ensure the logical validity and statistical reliability of data and processes.

Examples of the tasks entrusted to a person engaged in an eligible office as a Mathematician / Statistician would include (but are not limited to):

- Statistical Process Control (SPC): Applying probability distributions to monitor manufacturing quality and detect early signs of process "drift."
 - Creating mathematically sound testing protocols to isolate the effects of different variables on product quality.
 - Creating the complex mathematical formulas that underpin encryption, compression, or signal processing.
 - Risk Modelling: Quantifying the probability of equipment failure or supply chain disruptions.
 - Ensuring that the samples used for quality testing are statistically significant and unbiased.
 - Compiling, Maintaining and updating mathematical proofs, statistical reports, and sampling plans.
- **Operations Research Analyst** - a person having an academic qualification in the area of operations research, industrial engineering, or applied mathematics who is engaged to research, develop, monitor, and ensure the optimal allocation of resources and efficiency of complex systems.

Examples of the tasks entrusted to a person engaged in an eligible office as an Operations Research Analyst would include (but are not limited to):

- Supply Chain Optimization: Using linear programming and simulation to find the most cost-effective way to move goods and materials.
- Analysing production bottlenecks to optimize the flow of items through an assembly line.
- Modelling the best use of labour, machinery, and time to maximize factory throughput.
- Developing mathematical models to determine optimal stock levels and reorder points.
- Cost-Benefit Analysis.
- Compiling, Maintaining and updating optimization models, simulation results, and operational efficiency reports.

ANNEX

APPLICATION DETAILS FOR THE EXERCISE OF ARTICLE 56(21) OF THE INCOME TAX ACT IN TERMS OF THE TAX TREATMENT OF HIGHLY SKILLED INDIVIDUALS RULES (Rule 5)

GENERAL PARTICULARS OF EMPLOYEE

1. Surname
2. First Name(s)
3. Address outside Malta
4. Address in Malta
5. Telephone numbers (fixed line and/or mobile)
6. Email address
7. Date and place of birth
8. Nationality
9. Passport/ID number
10. Type of immovable property in Malta (whether owned or leased) – To attach Contract of Purchase of Immovable property or lease contract and a copy of utility bill (not of mobile telephone) or bank statement not older than 6 months
11. Number of years of ownership or lease of immovable property
12. Private Medical Health Insurance – To attach copy of health insurance

EMPLOYER'S DETAILS

1. Name of Company/Organisation
2. Type of Sub-Sector
3. Name & Surname of Employer
4. ID number
5. Designation
6. Employer's Business Address
7. Employer's telephone number
8. Email address
9. Employer's PE number.

EMPLOYMENT DETAILS

1. Occupation / Position held:

2. Date of Commencement – To attach copy of FS4
3. Duration of Employment
4. Annual Salary
5. Main Activities and Responsibilities:

DECLARATION:

1. No benefit under Article 6 of the Income Tax Act.
2. Residence in an accommodation regarded as normal for a comparable family in Malta and which meets the general health and safety standards in force in Malta.
3. All income from the qualifying contract of employment is duly declared Maltese Income Tax purposes.
4. In the case of Third Country Nationals, I am in possession of an authorisation permitting me to work in Malta or of an employment license, or am otherwise exempt from such a requirement.
5. The information stated in the Application Form and in the Declaration is true and correct.

The Form needs to bear the date of the application and signed by the applicant

ENCLOSURES

Contract of purchase of immovable property	<input type="checkbox"/>
Lease contract of immovable property	<input type="checkbox"/>
Medical Insurance Policy	<input type="checkbox"/>
Contract of employment	<input type="checkbox"/>
FS4	<input type="checkbox"/>
Copy of Passport/ I.D. card	<input type="checkbox"/>
Copy of residence card	<input type="checkbox"/>
Proof of Residence (a copy of utility bill (not of mobile telephone) or bank statement not older than 6 months	<input type="checkbox"/>



TAX & CUSTOMS
ADMINISTRATION

M A L T A