

Analyst (Regulatory Accounting)

1. The **Regulator for Energy and Water Services (REWS)** was established by Act XXV of 2015 to regulate services relating to energy and water, and to make provision with respect to matters ancillary thereto or connected therewith.
2. The **Regulator** is an equal opportunity employer and, in seeking to recruit a **Regulatory Accounting**. The selected candidate will be expected to enter into an indefinite contract subject to a probationary period of six months. Unsatisfactory performance during the probation period will lead to termination of the contract.
3. Eligible candidates must be:
 - (i) (i) citizens of Malta; **or**
 - (ii) citizens of other Member States of the European Union who are entitled to equal treatment to Maltese citizens in matters of employment by virtue of EU legislation and treaty provisions dealing with the free movement of workers; **or**
 - (iii) citizens of any other country who are entitled to equal treatment to Maltese citizens in matters related to employment by virtue of the application to that country of EU legislation and treaty provisions dealing with the free movement of workers; **or**
 - (iv) any other persons who are entitled to equal treatment to Maltese citizens in matters related to employment in terms of the law or the above-mentioned EU legislation and treaty provisions, on account of their family relationship with persons mentioned in paragraph (a), (b) or (c); **or**
 - (v) third country nationals who have been granted long-term resident status in Malta under regulation 4 of the 'Status of Long-Term Residents (Third Country Nationals) Regulations, 2006' or who have been granted a residence permit under regulation 18(3) thereof, together with family members of such third country nationals who have been granted a residence permit under the 'Family Reunification Regulations, 2007'; **or**
 - (vi) in possession of a residence document issued in terms of the "Residence Status of United Kingdom Nationals and their Family Members in Malta in accordance with the Agreement on the Withdrawal of the United Kingdom and Northern Ireland from the European Union and the European Atomic Energy Community Regulations".
4. **The advice of the Citizenship Unit within Community Malta Agency and the Expatriates Unit within Identity** should be sought as necessary in the interpretation of the above provisions. The appointment of candidates referred to at (b), (c), (d) and (e) above would

necessitate the issue of an employment licence in so far as this is required by the Immigration Act and subsidiary legislation. Jobsplus should be consulted as necessary on this issue.

5. In addition, candidates must:

(i) Hold a university degree in Accountancy (MQF Level 6) or be in possession of ACCA or of an equivalent professional accounting qualification duly certified by the Malta Qualifications Recognition Information Centre (MQRIC); **or**

be in the final stages of ACCA qualification or an equivalent professional accounting qualification; **or**

hold a university degree in Finance or Economics (MQF Level 6) or of an equivalent qualification duly certified by the Malta Qualifications Recognition Information Centre (MQRIC); **or**

hold a university degree in Commerce with one of the majors in Accountancy or Economics (MQF Level 6); **and**

(ii) be proficient in the use of widely available software packages, accounting software and Microsoft Office Suite, especially Excel; **and**

(iii) have the ability to communicate at least in the English language; **and**

- preference will be given to applicants who are able to communicate in the Maltese language.

(iv) have the ability to work effectively independently and as part of a multi-disciplinary team; **and**

(v) have excellent analytical skills and attention to detail.

(vi) be capable of applying a range of financial analytical skills in relation to regulated activities and entities including, but not limited to, knowledge of: corporate and/or regulatory finance, statutory and regulatory accounts, cash-flow analysis, depreciation, rate of return, calculation of Key Performance Indicators (KPIs), business case assessment, revenue modelling, financial modelling, tariff structures and tariff calculations.

6. The candidate must be able to demonstrate that he/she possesses:

- (i) ability to plan, develop and manage projects;
- (ii) good decision-making and judgment;
- (iii) good verbal and written communication skills;
- (iv) personal drive, commitment, and ambition to succeed;
- (v) appreciation of technical issues related to the Regulator on the international scene and to Malta's obligations under international law and conventions.

7. The candidate must be of good moral character (a police certificate of conduct issued within six months prior to the closing date of applications should be provided).

8. The successful candidate will report to the Head of the Regulation and EU Affairs Unit or to any other officer as may be designated by the Chief Executive Officer.
9. A detailed job description is attached at Appendix "A".
10. The successful candidate may be required to undertake research work, and to draw up reports and other documents on matters falling under the Regulator's functions as regulator. The chosen candidate would have to keep themselves updated on international developments, particularly within the European Union.
11. Persons registered with the National Commission for Persons with a Disability (NCPD) may be given reasonable accommodation in terms of section 7 of the Equal Opportunities (Persons with Disability) Act, 2000, even if they do not satisfy in full the eligibility requirements for this post/position provided they can carry out, in essence, the duties related to the post/position and subject to the concurrence of the Management and Personnel Office.
12. Representations in terms of this clause should be attached to the application forms and supported with relevant documents, which must also include documentary evidence of registration with the NCPD. Reasoned justifications should be given to substantiate the lack of full eligibility requirements and why reasoned considerations are merited. All correspondence is to be addressed to the **Regulator for Energy and Water Services** and copied to the NCPD.
13. Certificates and/or testimonials must support qualifications and experience claimed. Photocopies are to be included with applications and originals produced for verification at the interview.
14. It is the responsibility of candidates, in possession of qualifications awarded by foreign universities/tertiary education institutions, to produce an evaluation report on comparability of qualifications issued by the Malta Qualifications Recognition Information Centre (MQRIC) within the Ministry of Education, Youth and Employment. A copy of the said report issued by the MQRIC, or the designated authority in case of warrants, should be attached to the application, with the original presented at the interview. Candidates not in possession of this report may still apply, provided they submit a copy of the report to the **REWS** as soon as it becomes available and in any case by not later than fourteen days from the closing date of the call for applications.
15. A Selection Board appointed by **REWS** to assess their suitability for the position will interview eligible candidates. The Selection Board will assess the applicant based on suitability to perform the job.
16. Interested persons are requested to send an application, together with a detailed CV by not later than **noon of 27th March 2026**, marked "Private and Confidential" addressed to the Human Resources, Regulator for Energy and Water Services, Zentrum Business Centre, Level 1, Mdina Road Qormi QRM 9010. Applications can be submitted by e-mail to hr@rews.org.mt, by hand or by post.
17. Applications delivered by hand will be acknowledged by the **REWS** and a receipt will be given in hand at the time of delivery. Applications by post should be sent by registered mail in sufficient time to ensure delivery by the above deadline. All applications shall be acknowledged in writing after closing date and treated in the strictest confidence.

18. Late applications will not be considered.

Jobsplus Permit No. 685/2025

JOB DESCRIPTION

Position: Analyst (Regulatory Accounting)

1. BASIC FUNCTIONS

The Regulator for Energy and Water Services has regulatory functions in the energy and water sectors. The Analyst (Regulatory Accounting) will be involved in the monitoring of the performance of regulated entities, analysis of financial and regulatory reports and information submitted by prospective applicants, setting of allowed revenues for regulated activities and designing tariff structures and other duties as listed below.

The successful candidate will report to the Head of the Regulation and EU Affairs Unit or to any other officer as may be designated by the Chief Executive Officer.

2. POSITION OBJECTIVES

- To provide financial advice and expertise in a timely manner to REWS Management in the Administration, Management, and Financial of the Regulator for Energy and Water Services.
- To participate in the execution of any of the Regulator's functions as required, in so far as compatible with the post and qualifications of the Analyst (Regulatory Accounting).
- To liaise with internal and external parties.
- To carry out administrative duties as required and directed.

3. DUTIES

Responsibilities and duties shall include:

1.1 Monitoring and Analysis

1.1.1 Analysis of financial and regulatory reports and information submitted by prospective applicants and authorized operators which includes analysis of spreadsheets and financial models;

1.1.2 Monitoring of authorised operators' performance in relation to financial and other indicators to ensure compliance with the Regulator's overall policies;

- 1.1.3 Financial analysis in support of price regulation duties of the Regulator, and report and advise accordingly;
- 1.1.4 Participation in the process of analysis of proposals for EU legislation and subsequent transposition into Maltese legislation as applicable.
- 1.2 Working on the development of tariff structures that are fair, transparent, and balance consumer interest.
- 1.3 Preparing consultation and decision papers for the Regulator, preparing reports and making presentations both internally and externally.
- 1.4 Working as a member of a team and on specific cross functional project teams as required.
- 1.5 Engaging with internal and external stakeholders in a constructive manner in order to further Regulator's objectives.
- 1.6 Researching policy issues and identification of data / trends, using this to suggest policy courses of action for the Regulator with respect to the regulated sectors.
- 1.7 Carry out background and specific research work on the regulated sectors including identification of data / trends, suggest courses of action for the Regulator.
- 1.8 Identify and highlight related economic, social and environmental aspects that may necessitate further analysis by other specialists.
- 1.9 Carrying out such other functions as may be required from time to time to fulfil the objectives of the Regulator and as appropriate to the grade.
- 1.10 Representing the Regulator and the Directorate in technical seminars, etc., in Malta and abroad, as required from time to time.
- 1.11 Participate in technical committees set up by the Regulator as directed.
- 1.12 Assisting in the procurement and management of external consultants to provide expert input to projects and decisions of the Regulator
- 1.13 Undertaking any fieldwork as may be required by the Regulator, for the purpose of collecting, classifying, and interpreting quantitative data.
- 1.14 Carry out any other tasks that may be assigned by his/her superior commensurate with the grade of "Analyst"

The Analyst may be required to undertake research work, and to draw up reports and other documents on matters falling under the Regulator's functions as regulator. The Analyst will be expected to maintain an awareness of international developments, particularly within the European Union.

This is not a complete statement of all duties and responsibilities of this post. The post holder may be required to carry out other duties as directed by the respective head/CEO.

4. ORGANISATIONAL RELATIONSHIPS

4.1 AUTHORITY

The Analyst has the authority to take any reasonable action consistent with position objectives and responsibilities and subject to any direction given by the Financial Controller or his/her representative.

4.2 RESPONSIBILITY

The Analyst is responsible for the satisfactory performance of all the above duties.

4.3 ACCOUNTABILITY

The Analyst is accountable for all the activities assigned to him/her. The performance and effectiveness of the appointee will be gauged by considering the following:

- the achievement of target dates set in works programmes and agreed with the respective head and/or his/her representative;
- the successful operation of the unit within budgetary constraints;
- the degree of co-operation existing between the various Groups/Sections in the Unit and to other Units of the Regulator;
- within the constraints of the existing infrastructure, the degree of service provided to consumers;
- the degree of cost-effectiveness in producing results;
- quality of work done.

4.4 SUPERVISION

The Analyst will receive directions from the respective head and/or his/her representative, as the need may arise and in terms of broad outlines.