



OFFICE OF THE SERVICES COMMISSIONS

(CENTRAL GOVERNMENT)

MINISTRY OF FINANCE AND THE PUBLIC SERVICE BUILDING

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CIRCULAR No. 94 **OSC Ref. C.5850¹⁴**

2nd March, 2023

Permanent Secretaries, Heads of Department and Chief Executive Officers are asked to invite applications from suitably qualified officers in their Ministries/Departments/Agencies to fill/be assigned to the following posts in the **Ministry of Economic Growth and Job Creation**:

1. **Investment Projects and Implementation Manager (GMG/SEG 4) (Vacant) - Policy, Planning and Monitoring Division**, salary range \$4,947,565 - \$6,653,925 per annum.
2. **Senior Technical Co-ordinator (GMG/SEG 3) (Not Vacant) - Executive Management Division**, salary range \$4,060,697 - \$5,461,186 per annum.

1. Investment Projects and Implementation Manager (GMG/SEG 4)

Job Purpose

Reporting directly to the Senior Director, the Investment Projects and Implementation Manager is required to facilitate the development and implementation of special programmes and projects. The incumbent will also direct the development of monitoring strategies to assist with review initiatives and assess the impact of existing Investment Projects, legislations, and the feasibility of proposed strategies in achieving the intended objectives which are outlined and performed by the Ministry and its Agencies in accordance with GoJ policies and established standards.

Key Responsibilities

Management/Administrative:

- Develops and co-ordinates the preparation of the Section's Corporate/Operational Plans, Budget and Individual Work Plans;
- Organizes and participates in meetings, seminars, workshops and international conferences;
- Prepares and oversees the development of reports to Ministers, Permanent Secretary, Chief Technical Director, Agencies, local and international organizations;
- Organizes, facilitates and participates in Project Steering Committee Meetings;
- Co-ordinates actions arising from decisions of Steering Committees.

Technical/Professional:

- Develops a monitoring and assessment framework for investment facilitation and investment mobilization programmes, projects and strategies;
- Develops performance indicators and criteria for the monitoring and assessment of Ministries, Agencies and Departments engaged in providing investment projects;
- Undertakes Risk Assessments for investment programmes and projects;
- Participates in negotiations with International Lending Agencies on project funding;
- Organizes and directs monitoring of Ministries, Departments, and Agencies involved in the provision of investment projects;
- Monitors the implementation of policies, legislation, strategies, programmes and projects and makes recommendations to the Ministry and its Agencies;
- Conducts impact assessments and prepares recommendations for the Ministry and relevant stakeholders;
- Recommends programmes and project redesign based on findings emanating from monitoring and evaluation activities;
- Monitors the performance of Agencies and Departments against the programmes and objectives outlined in their Strategic Plans by conducting reviews of Annual and other progress reports submitted;
- Participates in the review of proposals submitted to the Ministry to undertake investment opportunities and provide written comments where necessary;
- Analyses Annual Reports and Financial Statements of Agencies and facilitates compliance with GoJ financial guidelines;
- Provides technical advice and guidance to the Ministry's Agencies in facilitating the attainment of the objectives;

- Co-ordinates, develops and facilitates technical assistance for special projects being undertaken by the Section;
- Conducts site visits to keep informed of the programmes and project's progress;
- Prepares Reports on results of Monitoring and Evaluation Exercises;
- Utilizes Monitoring and Evaluation findings to inform proposals for development/and or revision of policies, regulations and standards;
- Collaborates with the relevant Policy and Research Teams to inform policy development;
- Prepares Briefs and Submissions for the Ministry, Cabinet and Parliament relating to the monitoring of the Investment Sector.

Human Resource:

- Participates in the development of staff training programmes;
- Communicates general information concerning projects under management to colleagues and staff within the Branch and Ministry;
- Manages/ensures that staff are aware of and adheres to relevant policies and guidelines;
- Performs any other duties as assigned by the Senior Director, Chief Technical Director and or Permanent Secretary.

Required Knowledge, Skills and Competencies

Core:

- Excellent organizing skills
- Research and Analytical skills
- Excellent Management skills
- Excellent research and analytical skills
- Excellent interpersonal and people management skills
- Excellent written and oral communication skills
- Excellent problem-solving skills
- Ability to use own initiative
- Ability to lead and work as a team

Technical:

- Excellent Project Management, Implementation and Evaluation skills
- Risk Analysis skills
- Excellent knowledge of Business Investment
- Sound knowledge of international trends and the changing environment
- Sound business acumen
- Knowledge of the Ministry's policy direction
- Experienced in research methodologies
- Experienced in the use of standard computer applications and analytical tools such as Microsoft Projects
- Sound facilitation skills
- Negotiating skills
- Knowledge of Ministry or Central Government's operational procedures

Minimum Required Qualification and Experience

- Master of Science Degree in Economics, Business Administration/Management, or closely related field;
- Five (5) years of professional experience at a management level;
- Training in Project Management;
- Training in monitoring and evaluation techniques.

OR

- Bachelor of Science Degree in Economics, Management Studies, or closely related field;
- Eight (8) years of professional experience at a management level;
- Training in Project Management;
- Training in monitoring and evaluation techniques.

Special Conditions Associated with Job

- Extensive island-wide travelling to conduct site visits;
- Extended working hours.

Specify Licensing or Certification Necessary for the Job

- Certification in Project Management.

2. Senior Technical Co-ordinator (GMG/SEG 3)

Job Purpose

The incumbent will provide high level technical and operational support to the Office of the Permanent Secretary with a view to enhancing the efficiency and effectiveness of the Ministry in pursuit of its Mandate and strategic objectives. This includes stakeholder management, monitoring and co-ordinating the progress of policy proposals, contributing to the development of Strategic Plans and matters assigned to the Permanent Secretary.

Key Responsibilities

Management/Administrative:

- Co-ordinates and participates in the preparation of the Operational and Unit Plans for the Executive Office;
- Prepares the annual Budget for the Executive Office;
- Follows-up to ensure that all performance reports are prepared and reviewed for the attention of the Permanent Secretary;
- Reviews and assesses the output of the Permanent Secretary's Office against Corporate and Operational Plans and makes recommendations for adjustments where changes are indicated;
- Manages matters related to local, regional and international affairs which are presented for the attention of the Permanent Secretary's Office and ensures accurate and timely action;
- Guides the development, implementation and maintenance of appropriate communication, information and records management systems that facilitate timely and accessible information from the Permanent Secretary's Office;
- Ensures that all administrative matters for the Office are administered effectively and makes recommendations for improvements as may be required;
- Ensures the smooth operations of the Permanent Secretary's Office in the absence of the Permanent Secretary;
- Prioritises conflicting needs ensuring that same are handled expeditiously and are followed through to successful completion proactively;
- Assists with the co-ordination of Senior and other Management Team Meetings;
- Represents the Ministry at local, regional and international fora (meetings, delegations, conferences, symposiums, conventions) as required.

Technical/Professional:

- Liaises with the appropriate Ministries, Departments and Agencies (MDAs) (including but not limited to the Office of the Parliamentary Council, Attorney General's Chambers, Cabinet Office) to elicit advice/feedback on matters affecting the Ministry;
- Monitors responses to Queries from the Auditor General, Contracts Commission and Office of the Contractor General by communicating with relevant officers in MEGJC, its Portfolio Agencies and ensures the provision of prompt and accurate information and data;
- Monitors responses to questions posed in the House of Representatives and Motions raised in the Senate, ensuring that responses conform to the required format and that the Permanent Secretary and the Honourable Minister are provided with accurate information;
- Interacts/Networks directly with Ministers of Government, Permanent Secretaries, Director Generals, Heads of Agencies and Senior Officials of Government to ensure that matters in relation to the work of the Ministry are expeditiously undertaken/addressed;
- Advises the Permanent Secretary on policy development in response to requests, instructions, emerging trends and/or observation of deficiencies in existing policies and provides the relevant recommendations;
- Examines and assures quality of submissions to Cabinet on behalf of the Ministry and its Portfolio Departments and Agencies;
- Prepares Cabinet Submissions and Ministry Papers on behalf of the Permanent Secretary;
- Prepares/reviews research papers, reports and other technical documents as directed by the Permanent Secretary and maintains an archive of such documents and briefs as instructed by the Permanent Secretary;
- Examines and quality assures Annual Reports and other statutory reports for the Ministry, its Departments and Agencies;
- Examines and quality assures documents prepared by MDAs for the signature of the Honourable Minister;
- Researches, prepares and submits position papers, reports, briefs, meeting agendas as required;
- Responds to queries by analysing reports and preparing responses accordingly;
- Routes and obtains timely responses to requests to MDAs for comments, reports and briefs for the attention of the Honourable Minister;

- Co-ordinates and collaborates with other Programme Managers in the Ministry on projects and assignments, to ensure timely responses;
- Manages short-term projects and programmes being managed by the Ministry;
- Liaises with MDAs, regional and other international bodies/institutions to facilitate follow-up and ensure the timely and informed implementation of decisions;
- Participates in the preparation for visits by regional and international Heads of State and other official events as required at the level of the Ministry;
- Prepares speeches and speaking notes as requested by the Permanent Secretary;
- Reviews procurement requisitions and supporting documents for the signature of the Permanent Secretary;
- Responds generally to the demands of the Office of the Permanent Secretary.

Human Resource Management:

- Monitors and evaluates the performance of direct reports, prepares Performance Appraisals and recommends or initiates corrective actions where necessary;
- Participates in the recruitment of staff for the Ministry and recommends staffing arrangements in keeping with established human resource procedures and policies;
- Provides leadership and guidance to direct reports through effective planning, delegation, communication, training and mentoring;
- Takes steps to address the welfare and development needs of staff in the Unit;
- Makes provisions for direct reports to have sufficient and appropriate physical resources to enable them to undertake their duties efficiently and effectively;
- Ensures that direct reports are sensitized on the policies, procedures and regulations of the Public Service/Ministry;
- Recommends disciplinary action, leave and staffing arrangements for direct reports.

Required Knowledge, Skills and Competencies

Core:

- Good oral and written communication skills
- Teamwork and co-operation
- Good interpersonal skills
- Ability to use own initiative
- Customer and quality focus
- Compliance
- Adaptability
- Integrity
- Methodical
- Good problem-solving and decision making skills
- Good planning and organizing skills
- Goal/Result Oriented
- Managing partners
- Good analytical thinking
- Impact and Influence

Technical:

- Use of Information and Communications and Technology
- People Management
- Change Management
- Strategic Vision
- Ability to multitask, work under pressure and meet tight deadlines
- In-depth, up-to-date knowledge of Government's priorities of the day
- Ability to exercise sound judgement and conviction of purpose in unfavourable or unpopular situations
- Ability to interface with Senior Government officials both locally and internationally
- High level of diplomacy
- Excellent research skills
- Good knowledge of government's systems and related operational policies
- Ability to manage projects
- Knowledge of legislation, regulations and government policies
- Knowledge of policy development

Minimum Required Qualification and Experience

- Bachelor's Degree in Management Studies, Public Sector Management/Public Administration or Business Administration or related area from an accredited tertiary institution;
- Five (5) years' experience in a similar and managerial position in the Public Sector in an organization of similar size and complexity;
- Certification/experience in Project Management would be an asset.

Special Conditions Associated with the Job

- May be required to work beyond regular working hours;
- May be required to travel locally and overseas in the execution of official duties.

Applications accompanied by résumés should be submitted **no later than Wednesday, 15th March, 2023 to:**

**Senior Director
Human Resource Management and Development
Ministry of Economic Growth and Job Creation
The Towers, 25 Dominica Drive
Kingston 5.**

Email: human.resources@megjc.gov.jm

Please note that only shortlisted applicants will be contacted.

Please ensure that a copy of this circular is placed at a strategic position on the Notice Board of the Ministry/Department/Agency and brought to the attention of all eligible officers.



**Merle I. Tam (Mrs.)
for Chief Personnel Officer**