

Department of Contracts
Notre Dame Ravelin
FLORIANA

To Permanent Secretaries
Directors General
Directors
Heads of Public Sector Organisations

26 October 2021

PROCURCOMP^{EU}: EUROPEAN COMPETENCY FRAMEWORK FOR PUBLIC PROCUREMENT PROFESSIONALS

As part of its efforts to guide European Union Member States in their quest to develop Procurement Professionalisation Policies and Initiatives, late in 2020 the European Commission published a document entitled: '*ProcurComp^{EU}: European Competency Framework for Public Procurement Professionals*'.

ProcurComp^{EU} is a package of voluntary, free to use and fully customisable tools, designed by the European Commission (DG Internal Market, Industry, Entrepreneurship and SMEs) to valorise the professionalisation of Public Procurement. It recognises and supports Public Procurement as a strategic function that shall enable Sustainable Growth of public investment objectives as well as meets future challenges.

The scope of ProcurComp^{EU} is mainly to:

- Facilitate the Recruitment, Training and Career Path of Procurement Professionals
- Manage and Steer Human Resources successfully
- Improve Competence Levels of the Public Procurement Workforce
- Emphasise the Multidisciplinary and Strategic function of Procurement

To this effect, ProcurComp^{EU} helps Contracting Authorities to strengthen the competences of Professional Procurement Officers. In fact, it provides a common reference instrument for Public Procurement Professionals in the European Union and beyond, wherein it assists Contracting Authorities to assess the Competences, Knowledge and Integrity of Procurement Officers as well as identifies their Skills Gaps. Thereafter, Contracting Authorities would be able to develop targeted learning and take necessary actions to mitigate and address the shortage of the relevant skills. Thus, enabling the professional progress of Procurement Officers.

The ProcurComp^{EU} package is available in all official European Union languages on the European Commission e-Competence Centre. Accordingly, it may be accessed through the following link:

https://ec.europa.eu/info/policies/public-procurement/support-tools-public-buyers/professionalisation-public-buyers/procurcompeu-european-competency-framework-public-procurement-professionals_en

The document contains the following elements:

- *Overview*: A synopsis of the ProcurComp^{EU} Competency Framework and its uses
- *Competency Matrix*: A Structure that defines the thirty (30) Competences, Knowledge and Skills that Public Procurement Professionals should possess to execute their role expertly as well as to perform different procurement functions and tasks effectively and efficiently
- *Self-Assessment Tool*: An instrument which allows Public Procurement Professionals to assess their level of proficiency and organisational maturity in the competences identified in the Competency Matrix
- *Generic Training Curriculum*: A mechanism that supports Public Procurement Professionals in selecting appropriate Training Programmes to refine and upskill their competences or develop new skills

The ProcurComp^{EU} package provides an array of benefits:

- *Procurement Policy*: Contracting Authorities can define and develop the Competency Mix of their workforce to achieve their Policy Objectives
- *Tailored Training Curricula*: Training Service Providers can ensure that their Training Programmes are comprehensive and meet the required Target Levels
- *Organisational Learning and Development Strategy*: Contracting Authorities can enable a Learning Culture where its Officers are offered the opportunity to advance
- *Individual Development Plans*: Procurement Officers can identify competency weaknesses that require upskilling to reach a higher proficient level

ProcurComp^{EU}: Implementation in Malta

The Department of Contracts is committed to the Professionalisation of Public Procurement in Malta. Accordingly, during the past years, the Department has embarked on the development of a Public Procurement Professionalisation Strategy. In fact, it also participated in the ProcurComp^{EU} study which reviewed the Professionalisation Policies

and Competency-based Human Resource Management in the European Union and selected Non-European Union Countries.

Accordingly, Contracting Authorities are encouraged to conduct the necessary Procurement Assessment Reviews of its officers and address the identified priority competency gaps. Such an initiative shall ensure an operational Public Procurement System that successfully contributes to a Digital, Green and Resilient Economy.

For ease of reference and perusal, at Annex I and Annex II respectively, the Department of Contracts is enclosing a copy of the ‘ProcurComp^{EU} - European Competency Framework for Public Procurement Professionals’ and ‘ProcurComp^{EU} - Study on Professionalisation of Public Procurement in the EU and selected Third Countries’.

Contact

Contracting Authorities are encouraged to submit any queries to the Department of Contracts’ Customer Care service on info.contracts@gov.mt or +356 21220212.

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