



## **Call for Independent Non-Executive Directors**

### **Role**

Independent Non-Executive Director, requiring approval by the Malta Financial Services Authority (MFSA). Interest by both Maltese and Non-Maltese nationals/residents is welcome.

### **Additional appointments**

The role holder will be required to sit on Board Committees from time to time according to the Bank's exigencies and requirements.

### **Qualifications**

- a. Minimum of 10 years at a senior executive role in a relevant activity or industry;
- b. Recognised professional or academic qualifications are a plus but not a pre-requisite.

### **Competence**

Shows the following strong attributes:

- a. An inspirational leader who directs through knowledge, experience and example;
- b. A team player with strong communication skills and a consensual approach;
- c. Has presence, gravitas and commands respect in the industry and community;
- d. A strategic mindset to business and an independent thinker who challenges;
- e. Can identify, and manage, conflict of interest situations, actual and potential.

### **Experience**

- a. Demonstrable evidence of involvement in, or knowledge of, financial services;
- b. Track record in banking, commercial and credit risk management would be an asset;
- c. Experience as a senior executive or director of a regulated entity will be a plus;
- d. Knowledge of the Maltese economic environment will be an additional strength.

### **Reputation**

The proposed role holder will be required to be of integrity and meet the fit and proper criteria according to the Bank's and the MFSA's requirements.

### **Time Effort**

The successful role holder will be expected to dedicate an adequate allocation of time commitment, including travelling to/from Malta if applicable.

### **Nationality and language skills**

Individuals who have acquired experience in an international or in a regional geographical area, e.g., within the EU/EEA/UK/Internationally will be preferred. The role holder will need to be fluent in the English language. Knowledge of the Maltese language and/or familiarity with the local culture would be a strong but non-essential asset.

### **Presence in Malta**

A non-Maltese resident director will be expected to travel to Malta a number of times a year, for Board meetings as well as training and other activities as may be required, all travelling expenses being met by the Bank.

### **Additional Information**

<https://www.apsbank.com.mt/>

[https://cdn.borzamalta.com.mt/ESEFAPP//APS\\_20221231\\_CON\\_AFR\\_213800A1O379I6DMCU10\\_20230309112805326/213800A1O379I6DMCU10-2022-12-31-en-InlineViewer.xhtml](https://cdn.borzamalta.com.mt/ESEFAPP//APS_20221231_CON_AFR_213800A1O379I6DMCU10_20230309112805326/213800A1O379I6DMCU10-2022-12-31-en-InlineViewer.xhtml)

### **Diversity**

The Bank upholds a DEI (Diversity, Equity and Inclusivity) Policy that promotes, and encourages, the integration of individuals of varying gender, ethnicity, age, sexual orientation, religion and other attributes.

### **Tenure**

Local statute indicates a maximum appointment of 12 years. The role holder is expected to continue serving on the Board for a minimum of 5 years, subject to any overriding personal or other circumstances and subject to the Bank's M&A provisions.

### **Remuneration**

The role holder will be offered a compensation package that reflects the independent, non-executive nature of the office and commensurate with the involvement in committees and other expectations of the position.

### **Notes**

- 1) Malta subscribes to a one-tier Board structure that fulfils the supervisory function of the Management Body.
- 2) MFSA Personal Questionnaire and approval process
  - a. <https://www.mfsa.mt/our-work/authorisations-old/personal-questionnaire/>
  - b. The process for any Board vacancy requires evaluation by the Bank's Nominations & Remuneration Committee, including a formal interview, eventual recommendation by the Board of Directors, the consent of shareholders and approval by the MFSA.

### **Contact Information**

Company Secretary

[companysecretariat@apsbank.com.mt](mailto:companysecretariat@apsbank.com.mt)

Tel +356 2560 3161

### **Additional Notes:**

- Submission of interest does not automatically trigger insertion in the Nominations Pool, or a nomination for appointment to the Board, whether to fill a casual vacancy or at a forthcoming Annual General Meeting
- The Nominations and Remuneration Committee may contact applicants to request additional information necessary for its evaluation.
- The Nominations and Remuneration Committee is not bound to provide any feedback/update on applications received.
- Applications received will be treated in strictest confidence, and processed in accordance with Regulation (EU) 2016/679 (General Data Protection Regulation), the Data Protection Act (Chapter 586 of the Laws of Malta) and any other relevant EU and national law.