



Europass Curriculum Vitae

Personal information

First name / Surname	Martine Cassar
Address	St.Angelo Mansions, Flat 42, Blk 11, Cottonera Waterfront, Birgu, Malta
Mobile	(+356) 9982 3994
E-mail	Martine.cassar@gov.mt
Nationality	Maltese
Date of birth	01/01/1984
Gender	Female

Current Post	Commissioner for Refugees
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Work experience

Dates	10/2016 – Current
Occupation or position held	Commissioner for Refugees
Main activities and responsibilities	<ul style="list-style-type: none">• Assess the claims for protection made by asylum seekers and take the decision as to what level of protection should be awarded;• Assess the renewal of claims for protection made by beneficiaries of protection;• Provide direction to the government on any policy action which needs to be taken in the field of migration and asylum;• Implementing two EU co-funded projects under the Asylum, Migration and Integration Fund 2014-2022 which together amount more than €1 million.• Responsible for the setting up of the Dublin Unit within the remit of the Office of the Refugee Commissioner;• Responsible for the setting up of a database within the Office of the Refugee Commissioner which may also be accessed by other governmental entities;• Review current policy which was adopted under the previous Refugee Commissioner;• Review 'Country of Origin' Reports previously adopted by the Office and update them through the assistance of EASO and other institutions;• Follow asylum policy on an EU level and give feedback to the Commission when needed;• Monitor case workers in their interviews and evaluation reports;• Monitor asylum trends in Malta as well as in the EU in general;• Liaise with other stakeholders, such as the Immigration Police, the Armed Forces of Malta, the Government Employment Entity, Jobsplus in order to ensure an efficient service;• Give presentations on asylum matters and policy; the function of the Office of the Refugee Commissioner in Malta;• Manage recruitment and re-staffing within the Office;• Conduct interviews of candidates interested in working in the Office of the Refugee Commissioner;• Address any legal and administrative issues raised by NGOs and the public in general;• Propose my staff for training opportunities when available;• Organise training delivered by EASO and UNHCR for newly-recruited case-workers;• Hold press conferences and press releases in the national newspapers when needed;• Address all administrative issues within the office;• Provide information sessions to select groups, such as Politicians, Ambassadors and other Consular staff as well as the general public;• Assess any needs which may arise in the office and propose the possible solutions;• Responsible for procuring new premises which will be the main premises for this Office.
Name and address of employer	Ministry for Home Affairs and National Security, 201, Strait Street, Valletta, VLT 1433
Type of business or sector	Government
Dates	University of Malta, Malta 2017/2018
Occupation or position held	Lecturer of MA Programme and B.A. Programme
Main activities and responsibilities	Migration and Asylum Law Contemporary Migration Issues Across the Mediterranean
Name and address of employer	University of Malta, Msida, Malta
Type of business or sector	Public Sector
Dates	International Organization for Migration (IOM) Malta 03/2014 – 08/2016
Occupation or position held	Head of Office
Main activities and responsibilities	<ul style="list-style-type: none">▪ Promote with the Government of Malta the full range of IOM's services, liaise with relevant government ministries and other institution interlocutors, NGOs, UN agencies and other international organizations by fostering IOM migration activities, with particular emphasis on capacity building, technical cooperation, integration of TCNs, irregular migration and AVRR;

	<ul style="list-style-type: none"> ▪ Participate in discussions with relevant stakeholders/donors on possible areas of cooperation, elaborate and develop relevant proposals and budgets, in particular in the area of technical cooperation and capacity building aiming at strengthening the Government of Malta's ability to address migration issues; ▪ Contribute to the development of new programs/projects and provide updates about the Government of Malta's and donors priorities and policy changes in this respect; ▪ Supervise the daily activities of IOM Malta and their implementation and monitor the related budgetary, financial and administrative functions of the Mission in accordance with the Organization's regulations and procedures, including the supervision of its staff; ▪ Ensure that the IOM Malta follows IOM's established administrative, financial and procurement-related procedures and guidelines; ▪ Assist with the monitoring of IOM projects in Malta and ensure that they are progressing as planned; ▪ Monitor the financial performance of projects and ensure that the decision-making processes are done in a timely manner; ▪ Prepare regular and special reports covering IOM's activities; prepare briefings and background information requested by the Government, donor(s), and other entities; ▪ Participate in cooperation activities with UN agencies in Malta notably UNHCR, international organizations, non-governmental and governmental agencies and other entities on migration-related matters to promote information exchange and programme cooperation. ▪ Participate in relevant inter-agency working groups and joint coordination mechanisms set up in partnership with UN system and the Maltese government; ▪ Maintain close working relationship with media for public information and promotion of IOM activities;
Name and address of employer	International Organization for Migration, Geneva
Type of business or sector	International Organisation
Dates	Ministry of Home Affairs, Malta 03/2012 – 03/2014
Occupation or position held	Legal Officer, EU Affairs Directorate
Main activities and responsibilities	<ul style="list-style-type: none"> ▪ Contact person for technical attaches in Brussels in order to monitor the drafting of EU Directives and Regulations and supervision of the implementation process; ▪ Legal analysis of national implementation requirements; ▪ Liaison officer with the Office of the Malta Refugee Commissioner, the Civil Protection Department, Residency Permits Office, and the Police Corps Department; ▪ Drafting of National Legislation in relation to commission ;
Name and address of employer	Ministry of Home Affairs, House of Catalunya, Marsamxetto Road, Valletta VLT 1855, Malta.
Type of business or sector	Public Sector
Dates	Internship, United Nations High Commissioner for Refugees (UNHCR) Headquarters, Geneva 08/2011 – 02/2012
Occupation or position held	Intern, Pillar I, Asylum/Migration Unit
Main activities and responsibilities	<ul style="list-style-type: none"> ▪ Sole researcher and contributor towards the publication on the study of Deaths at Sea occurring over the past 10 years; ▪ Contributed towards the organisation of the <i>Expert Meeting on Refugees and Asylum-Seekers in Distress at Sea – How Best to Respond?</i> , Djibouti ▪ Legal research and drafting for the Concept Note and the presented at the abovementioned conference;
Name and address of employer	United Nations High Commissioner for Refugees, Case Postale 2500 Ch-1211 Geneve 2 Depot, Suisse.
Type of business or sector	United Nations Agency
	Internship, Global Migration

Dates 10/2010 - 04/2011
Occupation or position held Research Assistant
Main activities and responsibilities

- Legal research and drafting under the direct supervision of Professor Vincent Chetail, of the concepts of the Principles and Norms in Public International Law and how these may be transposed to Refugee Law

Name and address of employer Global Migration, Avenue Blanc 49, CH – 1202 Geneva, Switzerland
Type of business or sector Non-Governmental Organisation

Internship, Permanent Mission of Malta to the United Nations Office Geneva

Dates 03/2010 – 05/2010
Occupation or position held Intern
Main activities and responsibilities

- Attendance and minute-taking of the Human Rights Council, March 2010.

Name and address of employer 26, Parc Chateau Banquet, CH-122, Geneva, Switzerland
Type of business or sector Ministry of Foreign Affairs Malta

In-house Lawyer, Cassar, Grech, Ebejer and Partners

Dates 02/2009 – 09/2009
Occupation or position held In-house lawyer to the Architectural firm on matters regarding Planning Law
Main activities and responsibilities

- Providing Legal advice and legal representation;
- Drafting contracts and other commercial law instruments

Name and address of employer Cassar, Grech, Ebejer and Partners, “CE House”, Dun Karm Street, B’Kara By-Pass, B’Kara, Malta.
Type of business or sector Architectural Firm

Various Legal Internships

Dates 10/2004 – 02/2009
Occupation or position held Legal Internships with various firms specialising in different legal fields
Main activities and responsibilities

- Legal research;
- Drafting legal letters and contracts;
- Court litigation;
- Arbitration

Name and address of employer

- Aequitas Legal, Valletta Buildings, South Street, Valletta, Malta
- Frendo Montebello Advocates, Old Theatre Street, Valletta, Malta
- Emmanuel Mallia and Associates, 61, First Floor, Msida Court, Msida Seafront, Msida, MSD 010, Malta

Type of business or sector Private legal sector

Education and training

Geneva Academy of International Humanitarian Law and Human Rights, Villa Moynier, Rue Lausanne 120B-CP67-1211 Geneva

Dates September 2009 – September 2010
Title of qualification awarded Masters in International Humanitarian Law and Human Rights Law
Principle subjects/occupational skills My thesis focused on the Burden-sharing Mechanisms within the EU in Respect of Immigration and Asylum. I defined the terms ‘Refugee’, ‘Burden-sharing Definition’ and ‘Cost’. I analysed the concept of burden-sharing as it developed through time and I gave a description of the various mechanisms explored by the EU. On a final note, I examine the common trends of these mechanisms and disparities with international obligations.

University of Malta, Msida MSD 2080, Malta

Dates | September 2002- June 2008
 Title of qualification awarded | Doctor of Laws (LL.D.)
 Principle subjects/occupational skills | My thesis focused on The Rights of the Aggrieved in the Sphere of Maltese Planning Law Legislation. I described the legal developments in third party appeals in planning law. Following this introduction, I explored the set up of the Planning Appeals' Board, who may be a party to a case and other procedural legal issues. I gave a detailed description of the functions of the Ombudsman and the Auditor's Office in relation to planning appeals. I discussed the role of the Court of Appeal and the Constitutional Court in planning law. I ended my thesis by highlighted the common problems and I gave recommendations which could possibly better the system.

**University of Malta,
 Msida MSD 2080, Malta**

Dates | September 2002 – June 2005
 Title of qualification awarded | Bachelors of Arts in European Studies (B.A.)
 Principle subjects/occupational skills | I followed my Bachelor's Degree in conjunction with my Law Degree. This was a three year course and covered various topics in relation to European Union.

Personal skills and competences

Mother tongue(s) | Maltese and English
 Other language(s) | Italian and French

Self-assessment
 European level (*)

Italian
French

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2	Advanced	C1	Advanced	C1	Advanced	C1	Advanced	C1	Advanced
C1	Intermediate	C1	Intermediate	C1	Intermediate	C1	Intermediate	C2	Intermediate

(*) [Common European Framework of Reference for Languages](http://www.cedefop.europa.eu/en/files/questdocument)

Social skills and competences |

- Team work: I have worked in various types of teams from my experience in the various legal firms as well as the Malta Red Cross, however I am also competent at working alone;
- Able to communicate with people on a variety of topics.

Organisational skills and competences |

- Able to work in a high-pressure environment;
- Respect deadlines and willingly work overtime or extra hours in order to complete my work in time. This was a skill I had to master both during my studies as well as in my professional life.

Computer skills and competences | Office and Windows applications.

Additional information

Additional Certificates and awards acquired;

- TEFL – Teaching English as a Foreign Language. Certificate acquired in August 2002.
- ERASMUS Scholarship – Awarded the ERASMUS scholarship through the University, for a semester at Libera Università degli Studi per l'Innovazione e le Organizzazioni (LUSPIO) University, Roma Italy.
- STEPS – Strategic Educational Pathways Scholarships. I was awarded the STEPS Scholarship by the Government of Malta which covered part of the tuition of my masters' programme at the ADH.
- EIUC Certificate – **International Electoral Observers Certificate** from the European Inter-University Centre for Human Rights and Democratization.
- IVLP – In October 2017, I was selected by the American Ambassador to Malta for the International Visitors Leadership Programme in which eight individuals were selected from Europe on the basis that they were considered to be potential future leaders in their home country.

In September 2016, I was appointed as the Alternate Member on behalf of the Maltese Government to the European Asylum Support Office (EASO), Management Board. In December 2018, I was promoted to the Main Member on this Management Board which consists of a Member from each of the Member States wherein the future of migration and asylum is discussed.