

Terms of Reference: **Market Research Services**

For VOPS A3 03/2026: The State of the Engineering Profession: A comprehensive 'State of the Profession' research study about the engineering profession in Malta

1. Background Information

The Chamber of Engineers (CoE) is the national professional organisation catering for the interests of engineers in Malta. An ever growing, dynamic and active organisation, the Chamber is continuously discussing ways and means of both enhancing and safeguarding the profession.

At both a local and European level, the Chamber actively participates in international discussion groups through the Chamber's affiliation with Engineers Europe (ex-FEANI) for which it has also hosted the annual business meeting on three occasions in 1994, 2004 and 2018. The Chamber's role in Malta is also recognised by law through the Inġiniera Act (Cap.321). The Chamber has a representative voice on several local Authorities and Government Boards.

The Chamber of Engineers offers unique opportunities to members through its ongoing work to enhance the co-operation between Engineers for the good of our society, and by ensuring that the Engineer's voice is heard and acted upon.

2. Assignment Background

The Chamber of Engineers is working on the preparation of a comprehensive 'State of the Profession' research study about the engineering profession in Malta.

To this effect, the Chamber is seeking the services of a research company in Malta to execute a scientific research study to draw conclusions on the "State of the Profession" of the engineering profession in Malta. The objectives of this research study are to:

- Obtain a snapshot of the state of the engineering profession in Malta
- Gather the direct feedback of engineers practicing in the profession
- Understand the challenges of the profession and professionals
- Understand the opportunities for the profession and engineers
- Compile the statistical conclusions in a report to assist the Chamber and policymakers

This project has been funded through the Voluntary Organisations Project Scheme managed by the Malta Council for the Voluntary Sector on behalf of the Ministry for Inclusion and the Voluntary Sector

3. Deliverables

The market research company will deliver the following:

3.1 Design of a comprehensive questionnaire for engineering professionals which should at minimum include the fields of information provided in Annex A.

3.2 Execute a survey with a minimum sample size of 350¹ engineering professionals representing the entire profession (chamber members and non members).

Note: The Chamber may support by reaching out to its membership base of approx. 550 members.

3.3 Research methodology employed should be through mixed methodology approach using mobile phone calls, emails and online surveys. Language used for the survey may be both Maltese and English.

3.4 Data collection, cleaning and analysis of the raw data obtained from the completed survey.

3.5 Preparation and delivery of a comprehensive report presenting the results of the research survey and drawing the conclusions of significance.

3.6 Preparation and delivery of a presentation outlining the key outcomes from the final report.

4. Expected Profile

4.1 Previous experience in undertaking market research services for an organisation with demonstrated attractive professional portfolio.

4.2 Understanding of context and developments in the project area.

4.3 Proven experience in the delivery of comprehensive reports and presentations as mentioned above.

4.4 Demonstrate an understanding of the requirements of a regulated profession.

¹ 350 completed responses from a population of approx. 5000 engineers is generally sufficient for a national survey - 350 responses - a margin of error $\approx \pm 5.05\%$ at 95% confidence. Chamber members are part of this population but not necessarily representative of the whole population.

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5. Payment of Fees

- 5.1 A total payment will only be made in full by the Chamber of Engineers to the market research services provider upon satisfactory receipt of all agreed deliverables.
- 5.2 No further fees will be due to the market research services provider.
- 5.3 20% of this fee will be made in advance to the market research services provider upon agreement of this contract to help cover initial costs.
- 5.4 The remaining fees will be made to the market research services provider within sixty days of the satisfactory delivery of the final research survey report.

6. Expenses

- 6.1 The market research services provider will not enter into any extra expenses unless previously approved, in writing by the Chamber.
- 6.2 Upon the satisfactory completion of the commission and the satisfactory delivery of deliverables the Chamber will reimburse the market research services provider for any previously agreed to expenses over and above the fees being paid to the market research services provider.
- 6.3 Payments will be made upon receipt of financial report detailing actual expenditures substantiated by original vouchers or receipts.

7. Application

- 7.1 Interested applicants are to send a detailed quotation in scope of these terms of reference by email on the email address: info@coe.org.mt.
- 7.2 Quotations are to reach the email address per 7.1 by the 20th May 2026 end-of-business.
- 7.3 Applications will be acknowledged, and the most advantageous offer will be chosen.
- 7.4 Applicants will be informed of the outcome of this call for quotations and will be given an opportunity to appeal the decision within 7 calendar days from issuance of the result.

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Annex A - Proposed fields of information for the research survey

1. Age
2. Gender
3. Nationality
4. Status (Married/Single etc)
5. Caring Responsibilities (parent/guardian/carer)
6. Geographic Category (Maltese, EU, TCN)
7. Education Level (Bachelor, Masters, Doctorate)
8. University/College - Name and Location
9. Warrant Holder
10. Practicing/Non-Practicing the Profession (incl. reasons if non-practicing)
11. Employed or Self-Employed
12. Full-time/part-time/Consultant basis
13. Private or Public Sector
14. Sector/s of Employment
15. Salary Bracket
16. Work Modality (fully in-office, fully remote and work flexibility)
17. Location of current employment
18. Years of experience in current sector of employment
19. Total years of experience in engineering
20. Years of experience in Malta
21. Years of experience outside of Malta
22. Member of the Chamber and reason
23. Member of another professional association (incl. reasons)
24. Satisfaction level with current professional state
25. Future expectations with the current professional state (improve/deteriorate incl. reasons)
26. Satisfaction level with the current state of the profession
27. Future expectations with the state of the profession ((improve/deteriorate incl. reasons)
28. Major challenges foreseen for the profession
29. Key opportunities anticipated for the profession
30. Self evaluation of standard of living
31. Job security
32. Valued at work
33. The value of the profession at a national scale
34. The influence of engineers in national policymaking

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