

Role 2 Head of Market Analysis

As Head of Market Analysis within the Utility Regulator, you will:

- Display the values of the Utility Regulator, and the Northern Ireland Civil Service Code of Ethics.
- Work openly and collaboratively as a member of the Wider Leadership Team, ensuring the Utility Regulator is lead effectively to achieve its statutory and strategic duties and goals.
- Be a passionate advocate for the use of analysis, evidence and data, and a strong communicator who can convey actionable insights from analysis to a wide range of stakeholders.
- Understand how evidence-based analysis can improve outcomes, using analytical skills to inform and support analytical decision making and using this to influence at SEMC/Board level and across the Utility Regulator's thinking and decision making;
- Be comfortable working with senior stakeholders, whilst working to put analysis and evidence at the heart of decision making within the Utility Regulator.
- Develop structured plans across a range of activities and monitor progress towards achieving strategic objectives.
- Have expert technical analytical skills and be able to undertake robust quality assurance of analysis and policy advice.
- Committed to promoting and enhancing equality, diversity, and inclusion, and building an open and accountable workplace where all staff can make a real difference.
- Look for opportunities and technologies that will improve and transform the use of analysis and evidence across the Utility Regulator.
- Oversee the quality and outputs of research including analysis, learnings, timeliness, whilst delivering value for money.
- Create and sustain a culture of innovation and continuous improvement supporting transformational programmes.
- Understand and apply the PRINCE2 standard or equivalent, and how it should be applied to projects within the Utility Regulator.
- Set project controls and creating the project structure and organisation that will enable successful project delivery.
- Proactively manage and report on project progress to senior leaders, taking corrective action as required to keep tasks, teams, and individuals on track.
- Have excellent drafting skills and the ability to review the written work of others.
- Oversee regulatory and organisational projects, ensuring timely delivery against sometimes ambitious deadlines whilst maintaining quality.
- Promote an organisational customer focused culture that that promotes the Utility Regulator's values, inspires and develops staff, values staff contributions, encouraging proactive performance, communication and engagement at all levels through visible and collective leadership.

Key Responsibilities

The Head of Market Analysis main duties will be:

- To support the Chief Executive, Board, and Senior Leadership Team of the Utility Regulator.
- To be a visible leader within the Utility Regulator, and have the ability to build, inspire and motivate inclusive, high performing teams. To have an up-to-date knowledge of good governance standards, and corporate planning.
- To ensure that the best market analysis and evidence are available to support decision-making across the Utility Regulator.
- To ensure the market analysis within the Utility Regulator uses the best possible evidence, and ensure the analysis drives organisational and market outcomes and captures real-world impact.
- To work with the Single Electricity Market Committee to provide up to date and accurate analysis of the all-island electricity market.
- To constantly improve the use of analysis and evidence across the Utility Regulator, including the development of cross-departmental analytical working groups.
- To provide strong strategic direction to the market analysis undertaken by the Utility Regulator; anticipating and understanding the direction of energy policy.
- To ensure that your team is producing evidence that is relevant and able to respond to emerging policy demands.
- To develop and maintain collaborative relationships with a wide range of internal and external stakeholders to achieve optimal results for the Utility Regulator.
- To have the energy and drive to challenge accepted thinking and engage and enthuse your team to achieve timely results.
- To promote a culture of openness, inclusiveness and transparency across all aspects of the Utility Regulator's operational activity and service delivery.

This list is not exhaustive and the successful candidate will be required to carry out other duties as allocated by Management.

Our statutory remit and organisational structure are continuing to evolve. It is therefore quite possible that the scope of the advertised role will evolve significantly with consequential changes to the job description.

Essential Criteria (all roles):

1. At least 5 years demonstrable experience of a leadership and management role, including the positive development and performance management of staff.
2. Demonstrable experience building effective relationships and working constructively with internal and external key stakeholders at a senior level* to deliver significant outcomes which command confidence, transparency, and respect.
3. A proven track record of proactive project management to deliver quality outcomes of significant regulatory work programmes to tight timeframes; and under competing pressures.
4. Demonstrable and strong evidence of developing and implementing regulatory policy (including horizon scanning) in conjunction with industry, consumer groups, and government departments at a senior level.
5. Ability to positively demonstrate by examples, an understanding of, and commitment to, further workplace values that align to those of the Utility Regulator.

Essential Criteria (for Head of Market Analysis only):

6. At least 5 years demonstrable experience of economic regulation and preferably working in the electricity, gas and/or water sectors in:
 - a) economic regulation and working on developing regulatory frameworks to deliver enhanced consumer outcomes and protection;
 - b) regulation or operation of retail and/or wholesale markets (preferably electricity and/or gas); and
 - c) Market analysis of retail or wholesale markets (preferably electricity and/or gas).

***“Senior” means working at: organisational board level; or senior civil service level; or equivalent; with a track record of dealing directly with Ministers on economic and/or utility related policy issues. Demonstration of a significant deputising role or leading large divisions of an organisation will also be considered as evidence of working at a senior level.*