

Role 5

Head of Security of Supply and Retail Markets

As Head of Security of Supply and Retail Markets 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.
- Significantly contribute to improving and delivering regulatory services, policies, and initiatives.
- Demonstrate strong intellectual and analytical capabilities and possess the commercial acumen to identify opportunities, assess risks and sound judgment in relation to regulation, policy, and organisational issues.
- Empower others to lead and to work confidently and accountably in line with strong values to achieve to achieve high performance.
- Be credible and have ambassadorial instincts to build and nurture constructive working relationships with a broad range of influential stakeholders, including the Department for the Economy, Department for Infrastructure, Department of Agriculture, Environment and Rural Affairs, Consumer Council, CRU, SONI, Ofwat, and Ofgem.
- Ensure security of energy supply in the short, medium, and longer term whilst making sure there is a downward pressure on retail energy bills in Northern Ireland.
- Committed to promoting and enhancing equality, diversity, and inclusion, and building an open and accountable workplace where all staff can make a real difference.
- Produce high quality, timely, and robust analysis of policy options leading to evidence-based recommendations.
- Oversee the quality and outputs of research including analysis, learnings, timeliness, whilst delivering value for money.
- Undertake media and public activity around the Utility Regulator's security of supply, generation licencing, and retail markets activities.
- Maintain high quality and look to further improve high quality governance procedures around compliance and enforcement work within the Utility Regulator.
- Understand and apply the PRINCE2 standard or equivalent, and how it should be applied to projects within the Utility Regulator.
- 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 Security of Supply and Retail Markets 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 can build, inspire, and motivate inclusive, high performing teams. To have an up-to-date knowledge of good governance standards, corporate planning, and best practice.
- To support the Board, and Senior Leadership Team to make decisions about security of supply, generation licences and retail markets.
- To undertake retail electricity and gas tariff reviews with PowerNI, SSE Airtricity, and Firmus Energy.
- To work with the Department for the Economy, and the System Operator for Northern Ireland, on security of supply issues.
- To understand, and develop good relationships with legal colleagues, on generation licencing issues.
- To actively monitor and engage on security of supply issues, generation licencing, and retail market, risks in Northern Ireland.
- To ensure the Utility Regulator's work in relation to security of supply, generation licencing, and retail markets is in line with statute and government policy.
- To lead, and embed organisational change within, the Security of Supply and Retail Markets team to improve organisational excellence, performance, pace, professionalism, and value for money. To provide challenge and hold others to account.
- To develop and maintain collaborative relationships with a wide range of internal and external stakeholders to achieve optimal results for the Utility Regulator.
- To understand and display the principles of good regulation and their practical application.
- 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 Security of Supply and Retail Markets 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);
 - c) Market analysis of retail or wholesale markets (preferably electricity and/or gas); and
 - d) Security of Supply issues.

**“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.*