

**Guide for applicants**

**Associate Regulatory Analyst**

Key dates for applicants:

Closing date: **2:00pm on Monday 16 October 2023**

Assessment and interviews are expected to take place in October – November 2023

## Contents

Prior to completing the application form we recommend that applicants familiarise themselves with the contents of this guide, which includes:

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## 1. A message from John French, Chief Executive

Dear applicant,

Thank you for taking the time to read this 'Guide for applicants' for an **Associate Regulatory Analyst** role within the Utility Regulator.

This is an exciting time to be joining us, as we are expanding as an organisation so that we can fully support Northern Ireland in meeting the challenges of climate change, the cost-of-living crisis and ensuring the continuity of energy and water supplies.

Electricity, gas and water are essential services that support all homes and businesses in Northern Ireland. As an economic regulator, it is our role to enable, incentivise and hold energy and water companies to account for providing the very best levels of service and price for consumers both now and in the future.

We are ambitious about the future of the Utility Regulator. It is essential that we can enthusiastically and professionally support Northern Ireland in its transition to a net-zero carbon economy, whilst ensuring affordable and good quality electricity, gas and water services for all.

We want the Utility Regulator to be the best possible organisation to work for. We need passionate people who have the skills, potential and energy to make a difference to the lives of people in Northern Ireland and its economy. We are looking for people who share these goals and will pursue them the highest standards of professionalism. For the Utility Regulator to be successful, we will recruit the best candidates from a range of diverse backgrounds.

If you strive to provide the best possible levels of service for the greater good and your professional values accord with our organisational values, working here will be just what you are looking for in the next step in your career path.

We are an employer of choice as we are committed to staff wellbeing, inclusion and excellence. Over the last three years we have been awarded Best Companies 'Ones to Watch – Good to Work For' status, we have been successful in gaining Investors in People Silver, Diversity Mark and Disability Committed accreditations.

This recruitment is focused on the appointment of permanent Associate Regulatory Analysts who will be responsible for assisting in the analysis of energy (electricity and gas) and water issues, as they relate to consumers in Northern Ireland and to the companies we regulate. In addition, you will play an active role in supporting the organisation as it supports government initiatives as part of the net-zero climate change transition.

Thank you for your interest in joining the Utility Regulator. We look forward to receiving your application.



**John French, Chief Executive**

## 2. About us, Northern Ireland's Utility Regulator

### Who we are

The Utility Regulator is an independent non-ministerial government department. We are responsible for regulating Northern Ireland's electricity, gas, water and sewerage industries, to promote the short and long-term interests of consumers.

### Our mission:

To protect the short- and long-term interests of consumers of electricity, gas and water.

### Our vision:

To ensure value and sustainability in energy and water.

### Our values:

1. Be a best practice regulator: transparent, consistent, proportionate, accountable, and targeted.
2. Be professional: listening, explaining, and acting with integrity.
3. Be a collaborative, co-operative and learning team.
4. Be motivated and empowered to make a difference.

We are governed by a Board of Directors and are accountable to the Northern Ireland Assembly through financial and annual reporting obligations.

Our organisation is arranged around four directorates and the Chief Executive's office:

1. Consumer and Business Protection;
2. Price Controls;
3. Markets; and
4. Networks and Energy Futures.

We are a professional and motivated workforce that is empowered to make a real difference for Northern Ireland.

### Our diversity statement

#### Be UR self

We recognise and value that everyone is unique and that we all have different minds. We want to use your difference so that we can harness your unique talent. To that end we are a diverse and inclusive organisation as we put the 'you are' into UR. Our success is based on the diversity and uniqueness that each person brings to the organisation and on the willingness of staff to accept and value one another. This approach helps us protect consumers by making a positive difference to all households and businesses in Northern Ireland.

## **Equality welcoming statement**

Northern Ireland continues to have an under-representation of women across our STEM (Science, Technology, Engineering and Mathematics) industries. The Utility Regulator is an equal opportunities and Disability Confident employer. As people with a disability, people from ethnic minority communities and women are currently underrepresented in the Utility Regulator we would particularly welcome applications from these groups.

## **What we do**

Our statutory objectives are to:

- Protect the short and long-term interests of electricity, gas, water and sewerage consumers with regard to price and quality of service.
- Promote a robust and efficient water and sewerage industry, where appropriate, to deliver high quality services.
- Promote competition, where appropriate, in the generation, transmission and supply of electricity.
- Promote the development and maintenance of an economic and coordinated natural gas industry.

Our work involves:

- Issuing and maintaining licences for gas, electricity, and water companies to operate in Northern Ireland;
- Making sure that these companies meet relevant legislation and licence obligations;
- Challenging these companies to keep the prices they charge as low as they can be;
- Encouraging regulated companies to be more efficient and responsive to customers;
- Working to encourage competition in the gas, electricity, water, and sewerage services markets;
- Setting the standards of service which regulated companies provide to customers in Northern Ireland; and
- Acting as an adjudicator on certain customer complaints, disputes, and appeals.

In order to help us protect the interests of electricity, gas and water consumers in Northern Ireland, we work with a range of partner organisations. These include:

- Northern Ireland Executive and Assembly;
- Northern Ireland government departments;
- Energy and water utility companies;
- The Consumer Council for Northern Ireland;
- Government departments and bodies in Great Britain and Ireland, including Ofgem, Ofwat, the Water Industry Commission for Scotland and the Commission for Regulation of Utilities; and
- Non-governmental organisations.

### 3. About the role

Our Associate Analyst role will provide you with the opportunity to commence your career in the Utility Regulator by gaining a breadth of knowledge about regulated utilities and how we are a best-practice regulatory organisation.

It will provide you with the opportunity to develop your skills as a subject matter expert, in a permanent role. Your work area will be based in one of our key functional areas Networks and Energy Futures, Price Controls; Markets; Consumer and Business Protection; or the Chief Executive's Office, however, you will have the opportunity to collaborate with colleagues across other work areas and enjoy access to some of the most senior and experienced professionals in Northern Ireland's regulatory field.

#### Package

The role will be offered on a permanent contract, subject to completing a satisfactory six month probationary period. We offer an attractive package including a competitive starting salary of £26,093 per annum (with stepped increases up to £31,560 per annum), alongside a range of other benefits including hybrid working, NI Civil Service (NICS) pension arrangements and 25 days annual leave (rising to 30 days after two years) and an additional 12 public and privilege days.

#### Development

Developing your skills and expertise will be a core part of the employment package offered and you will operate in a team environment helping you to progress. Cross directorate work experience in the Utility Regulator will also be part of your valuable development. Therefore, while the developing Associate Analyst role will remain within the assigned directorate, focused training will be identified, along with ensuring opportunities to collaborate with other teams across the organisation, when possible.

An assigned mentor in the form of an experienced analyst will also be selected to support you as a developing analyst.

#### Your career

You may apply for roles which are externally advertised by Utility Regulator, which will require you to demonstrate how you meet the essential criteria through the application process.

However, Utility Regulator wants to develop and retain our growing talent and as an Associate Analyst we will help you on that career path. Therefore, when you have at least two years' service as a Utility Regulator Associate Analyst, and provided you have a satisfactory box marking across all aspects of performance and conduct within that period, you may declare an interest in any externally advertised Analyst role and will automatically be shortlisted to the selection process, which will include assessment and interview.

**Role:** Associate Regulation Analyst  
**Group:** Vacancies across all directorates  
**Reporting to:** Manager or Regulation Analyst

**The Utility Regulator will create a reserve list from this competition in order to fill any additional Associate Analyst roles which may arise and may be placed across the organisation, including permanent and fixed term opportunities.**

**Role purpose:**

Working as an Associate Regulation Analyst within the Utility Regulator, you will be responsible for assisting in the analysis of energy (electricity and gas) and water issues, as they relate to consumers in Northern Ireland and to the companies we regulate. In addition, you will play an active role in supporting the organisation as it supports government initiatives as part of the net-zero climate change transition.

You will have the opportunity to work across a variety of functions within a team-based environment, and actively contribute to the delivery of Utility Regulator aims and objectives. This role is ideally suited for someone with a keen eye for detail, strong analytical skills, clear communication skills, an ability to weigh up arguments and a desire to do the right thing in the right way.

As an Associate Regulatory Analyst within the Utility Regulator, you will:

- Display the values of the Utility Regulator and the Northern Ireland Civil Service's Code of Ethics.
- Demonstrate good teamworking drive.
- Demonstrate a keen attention to detail and wanting to work to high quality standards.
- Display excellent organisational and prioritisation skills.
- Display commitment to develop analytical skills and knowledge and contribute to projects where required.

The work will involve supporting your team in the following ways:

- Assist in the provision of regulatory analysis and advice relating to utility regulation.
- Monitor, review and challenge submissions made by regulated energy and water companies.
- Be a clear communicator and support your team to provide analysis, advice and guidance to the Chief Executive, Board, and senior leadership team.
- Contribute where required to management papers and policy documents (such as internal memos, consultations, decisions and guidance).
- Be proactive, collaborative and flexible in a fast-changing environment.
- Develop and maintain an awareness of legal issues and risks in relation to energy and water regulation.
- Contribute to projects as required, and in-line with best practice project management principles.
- Ensure work is accurate, strive for a 'right first time' approach to your work, and deliver it on time.
- Respond to external queries and consultations in a timely manner.
- Develop positive working relationships with internal and external stakeholders.

- Help team members deliver by building a supportive, inclusive team environment based on trust-based relationships, transparency, professionalism and inclusivity.
- Promote a culture of, and take responsibility for your own, health and safety.

### **Key responsibilities**

For each Associate Regulatory Analyst, the main duties will be:

- To support the Utility Regulator in the delivery of our annual work programme and the corporate strategy, and provide a value for money service, underpinned by good governance and project management.
- To support your team to monitor, report and present on policy area, project status and issues to management and Board.
- To ensure effective and positive relationships and partnership working with other parts of the Utility Regulator.
- To undertake analysis as required and to assist in analysing qualitative and quantitative data from a wide range of sources to produce timely insights and reports to inform regulatory development, and in doing so take a structured approach to problem-solving.
- To contribute to maintenance of policies, controls, process, and standards, and ensuring policy and regulatory compliance.
- To build and maintain a strong knowledge of your relevant policy area, investing in continuing professional development where appropriate.
- To assist in strengthening the profile, reputation and relevancy of the Utility Regulator to staff, consumers, stakeholders and industry.
- 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 postholder will be required to carry out other duties as allocated by Management.**

Our statutory remit and organisational structure is 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.



## Selection criteria

This role is well suited to persons with a background in one of the following disciplines:

- Data analysis and statistics;
- Fin-tech;
- Engineering;
- Economics;
- Business and accountancy;
- Regulation;
- Law;
- Geography;
- Computer sciences; and
- other energy, sustainability-related or analytically based subjects.

## Essential criteria

Please note you will be required to **demonstrate fully** the following essential criteria on the **application form** to be shortlisted for the next stage of the process.

You should be able to demonstrate **ONE** of the following:

1. A 2:1\* (obtained or expected) in a related discipline. (This includes but is not limited to the subjects listed above);

**OR**

2. Have already successfully completed a 51 week under-graduate placement or successfully completed a Higher Level Apprenticeship (HLA) with the Utility Regulator or within another relevant/similar business environment;

**OR**

3. Have successfully completed at least one years' working experience in a relevant environment. This includes (but is not limited to) working in a financial, engineering; analytical, energy, Fin-tech or business-related environment.

You should be able to demonstrate **ALL** the following:

4. Evidence of excellent analytical and numerical skills;
5. Evidence of excellent communication (written and oral) skills;
6. Evidence of team working and building good working relationships; **AND**
7. Evidence of displaying values which are in-line with the Utility Regulator's values\*\* and Northern Ireland Civil Service Code of Ethics.

\*\* Our mission, vision and values can be found on page 4 of this pack.

**There is no time limit to the date of graduation or post-graduate work experience candidates may have. This opportunity is open to graduates and non-graduates of all ages.**

**\*As we hope to create a reserve list from this competition, we will accept expressions of interest in the form of an application from students who are due to graduate in 2024. Please note this under essential criteria 1 on the application form. Your application will not be processed until you have graduated and provided confirmation of your grade in line with essential criteria 1. If your application is**

**successfully shortlisted, you will then be invited to the next stage of a selection process. Candidates placed on reserve lists will be appointed to roles in order of merit and as roles become vacant.**

### Key skills and competencies

In addition to satisfying the above essential criteria, **applicants will be expected to display the following competencies and skills at interview and assessment stages.**

|                                 |  |
|---------------------------------|--|
| Professional knowledge/skills   | <ul style="list-style-type: none"> <li>• Ability and keenness to develop regulatory knowledge and skills.</li> <li>• Digital skills.</li> <li>• Ability to plan work and work unaided.</li> </ul>  |
| Analytical rigour               | <ul style="list-style-type: none"> <li>• Ability to use analytical tools (eg spreadsheets).</li> <li>• High level of attention to detail and accuracy.</li> </ul>  |
| Governance                      | <ul style="list-style-type: none"> <li>• Building Understanding of best practice and importance of following policy, governance appropriate guidelines and legal requirements.</li> </ul>  |
| People                          | <ul style="list-style-type: none"> <li>• Strong communication and interpersonal skills.</li> <li>• Positive alignment with the Utility Regulator's values.</li> <li>• Excellent verbal communication and writing/drafting skills.</li> </ul>           |
| Relationship management         | <ul style="list-style-type: none"> <li>• Ability to develop and build positive and trusted relationships.</li> <li>• Ability to positively ask questions to understand a subject.</li> <li>• Ability to work collaboratively within a team.</li> </ul> |
| Strategic thinking and delivery | <ul style="list-style-type: none"> <li>• Ability to work proactively with minimum supervision.</li> <li>• Ability to think creatively and problem solve.</li> <li>• Ability to contribute to the delivery of projects.</li> </ul>                      |
| Managing resources              | <ul style="list-style-type: none"> <li>• Ability to demonstrate organisational and time management skills.</li> <li>• Ability to balance priorities effectively.</li> <li>• Ability to meet deadlines.</li> </ul>                                      |

### Competency framework

You may wish to consider the Utility Regulator's Competency Framework when completing your application. A copy is attached to this recruitment pack and available on our website.

## 4. The selection process

### How to apply

Completed application forms must be received by **2:00pm on Monday 16 October**.

**Please submit your application by email, in MS Word format. A typed or scanned signature will be accepted. Please submit your completed equal opportunities monitoring form in a separate email labelled clearly 'Monitoring Form' in the subject line.** The onus is on the candidate to ensure their application is received before the closing date and we will use the time it is received according to the Utility Regulator computer systems, not the time sent from a candidate's email account.

Applications and queries must be emailed to [recruitment@uregni.gov.uk](mailto:recruitment@uregni.gov.uk)

Candidates with a disability who require assistance will be facilitated upon request. Candidates who wish to receive the information pack in accessible formats are asked to advise of their requirements as promptly as possible allowing for the fact that the closing date for receipt remains the same for all applicants as noted above.

### Monitoring form

The Utility Regulator monitors applications for employment in terms of community background, sex, disability and race. You should note that this information is regarded as part of your application and failure fully to complete and return this part of your application will result in disqualification.

The use and confidentiality of community background information is protected by the Fair Employment and Treatment (Northern Ireland) Order 1998. It will be used only for monitoring, investigations, or proceedings under the requirements of the above legislation.

The Utility Regulator is committed to equality of opportunity and welcomes applications from all suitably qualified applicants irrespective of age, sexual orientation, marital status/civil partnership, dependants, religious belief, political opinion, gender reassignment, race, sex, or disability.

### Job applicant's privacy notice

The Utility Regulator is the data controller of the personal information you provide to us as an individual seeking employment. This means the Utility Regulator determines the purposes for which, and the manner in which, any personal information relating to a candidate's application and the recruitment procedure generally is processed. We are required under the General Data Protection Regulation (GDPR) to notify you of the information contained in the Utility Regulator job applicant's privacy notice. This privacy notice describes how we collect and use personal information during the recruitment process and afterwards in accordance with the GDPR and can be downloaded in full from <https://www.uregni.gov.uk/publications/gdpr-privacy-notices>

### Applications

In order to help you make this application and ensure that each applicant is provided with the same opportunity, the following advice is offered:

- There is a limitation on how much information you can provide. The word guide is intended to assist. You are not required to fill text boxes but provide enough evidence to demonstrate meeting the criteria. Do not use acronyms, complex technical detail etc. Write for the reader who will probably not know your employer or your job. Include concise examples and be sure you can expand on these at interview.
- Listing the titles of the various jobs which you have held will not show how you meet the criteria. The panel will not make assumptions about skills and experience gained from these or the nature/name of the organisation.
- Write down clearly your personal involvement in any experience you quote. Write “I” statements e.g. I planned meetings, I managed a budget, I prepared a presentation. It is how you actually carried out the piece of work that the panel will be interested in.
- Identify relevant examples – this is very important as the examples, which you provide, may be checked out at interview and you may need to be prepared to talk about these in detail if you are invited to interview. It is your unique role the panel are interested in, not that of your team.

An application form is designed to ensure that applicants provide the necessary information to determine how they meet the eligibility/short listing criteria required for this post. The panel may decide to interview only those applicants who appear, from the information they have provided on their application, to be most suitable in terms of relevant experience and ability.

Please note to ensure equality of opportunity for all applicants:

- On the application form you have been advised of the maximum space available for each question, this is the same for all applicants and must not be altered (except to delete spaces created when you type in your answer)
- CVs, letters, additional pages or any other supplementary material in place of, or in addition to completed application forms, will not be accepted.
- Applicants must complete the application form in font Arial size 12, or legible handwriting using black ink. Please note limitations on space apply.
- Information in support of your application will not be accepted after the closing date for receipt of applications. Incomplete application forms will not be considered. Application forms received after the closing deadline or reformatted application forms will not be accepted.

### **Assessing your application**

After the closing date, the first stage in the selection process will be to assess your application against the essential criteria. If further shortlisting is required, the next stage would be to conduct a sift against the desirable criteria.

You must demonstrate on the relevant page of the application form how you meet each of the criteria stated. If you do not fully demonstrate by example how you meet each of the eligibility criteria, you will not progress to the next stage of the process.

Please note: the panel will not refer to the employment history section to demonstrate a requirement for the number of years' experience.

You will be notified of the outcome (successful/unsuccessful) by email.

### Assessment and interview

Following shortlisting, it is intended that the selection process will involve an assessment and interview against **the criteria, key skills, and competencies** for the role. Panels may test any aspect of either the essential, desirable criteria or key skills.

Additional stages to the selection process may be required. It is intended that the assessment and the interview process will take place either remotely or in person in our offices in Belfast. Candidates will be informed of assessment and interview arrangements closer to the time. You will be notified of the outcome (successful/unsuccessful) by email.

### Disability requirements at interview

We will ask on the application form if you require any reasonable adjustments (special requirements), due to disability, to enable you to attend interview. Details of any disability are only used for this purpose and do not form any part of the selection process.

If you have indicated on your application that you have a disability and are successful in the selection process and are being considered for appointment, you may be required to outline any adjustments you consider necessary in order for you to take up an appointment. If you wish to discuss your disability requirements further, please email [recruitment@uregni.gov.uk](mailto:recruitment@uregni.gov.uk)

### Further information

Further information about the work of the Utility Regulator can be found at <http://www.uregni.gov.uk>

Should you have any further queries about the recruitment and selection process then please email [recruitment@uregni.gov.uk](mailto:recruitment@uregni.gov.uk)

### Checklist for applicants

- |                            |                               |
|----------------------------|-------------------------------|
| • Application form         | (Emailed by closing date)     |
| • Equality monitoring form | (Emailed in a separate email) |

## 5. The benefits of working for the Utility Regulator

The following headline terms will subsequently be included (amongst other terms and conditions) in a written contract of employment between you and the Utility Regulator.

### Key employee benefits

#### Your salary

This is a permanent, full-time post, however flexible working arrangements will also be actively considered. The starting base salary will be in the range of £26,093 to £31,560 per annum. If you are successful, you will normally be offered the first point on the salary scale. You will be paid monthly in arrears via Bankers Automated Clearing Service (BACS).

#### Your pension

If you are successful, you will be employed by the Utility Regulator as a civil servant and as such will be automatically enrolled into the Northern Ireland Civil Service pension arrangements. **Employer's contribution for this salary range is 28.7 to 30.7%.** This is a generous defined benefit type pension scheme. Information about pensions can be found at [www.finance-ni.gov.uk/topics/working-northern-ireland-civil-service/civil-service-pensions-ni](http://www.finance-ni.gov.uk/topics/working-northern-ireland-civil-service/civil-service-pensions-ni)

#### Your holiday entitlement

Holiday entitlement will be pro-rated based on **25 days per annum (increasing to 30 days after two years' continuous service) and 12 public and privilege holidays.**

Within your current role, if you have already attained annual leave of 30 days by dint of service with the Northern Ireland or GB Civil Service, your holiday entitlement will be 30 days from your commencement date (pro-rated).

#### Other non-salary benefits

We also offer a range of non-salary benefits include a supportive family friendly environment; flexi-time; flexible working in a hybrid environment; Childcare Voucher Scheme; generous leave including special leave, maternity/paternity entitlement, annual leave and public holidays; wellbeing and employee programme (Inspire); supported learning and development; Cycle to Work Scheme/season ticket loan; Payroll Giving; volunteering opportunities; and a culture that supports diversity and inclusion.

#### Hours of work

**This is a full-time appointment; however flexible working arrangements will also be considered.** Our offices are open for business between the hours of 7am and 7pm Monday to Friday, with flexible start and finish times outside the core hours of 10am to 4pm. Due to the nature of your position, you may be required to work such additional hours over and above your standard hours (37 hours excluding meal breaks) as may be necessary for the proper fulfilment of your duties for which no additional payment will be made.

#### Place of work

If appointed, you will be an employee of the Utility Regulator and will be based at Queens House, Queen Street, Belfast. **The Utility Regulator is currently working in a hybrid**



**capacity with the option to work one to two days in the office and three days from home subject to business needs. While you may opt to be office based, we welcome applicants whose circumstances lend themselves to some degree of remote working.**

### **Mobility**

Excluding secondment opportunities, employment with the Utility Regulator does not confer any right of mobility or transfer to a position in any other part of the Northern Ireland Civil Service (including any government department or agency) or to any non-departmental public body or other public body.

### **Probationary period**

There will be a probationary period of six months and continued employment will be dependent on the outcome of this probationary review. During the probationary period, your performance will be regularly monitored, and the Utility Regulator reserves the right to extend your probationary period for such further period or periods as it considers reasonably necessary to assess your performance further.

### **Additional information**

Applicants who are being considered for appointment will be contacted by the Utility Regulator and will be asked to complete the AccessNI application form for a **Basic Disclosure Certificate**. Full details will be provided with an offer of employment. Instructions on the process can be accessed from [www.nidirect.gov.uk/accessni](http://www.nidirect.gov.uk/accessni).

You should not put off applying because you have a conviction. We deal with all criminal record information in a confidential manner, and information relating to convictions is destroyed after a decision is made. Criminal Record information is subject to the provisions of the Rehabilitation of Offenders (NI) Order 1978.

As a Utility Regulator employee, you will be subject to various office policies, for example, rules on shareholdings, conflicts of interest, and future appointments.

### **Right to work and nationality requirements**

Offers of employment will be made on merit. The Utility Regulator must ensure that you are legally entitled to work in the UK. Offers of employment will be made on condition of proof of right to work and pre-employment right to work checks will be conducted.

You will need to show a the Utility Regulator one of the following documents:

- Passport.
- National identity card or Home Office registration certificate.
- UK Border Agency work document if need permission to work.

The Utility Regulator can face unlimited fines if they employ illegal workers and need to make sure that no one they employ is working in the UK illegally. However, to protect themselves against discrimination laws they should treat all job applicants equally. So do not be offended if you are asked to prove your nationality, as even UK nationals will be asked to provide proof.

For further support on working in Northern Ireland, please visit [www.nidirect.gov.uk/articles/working-northern-ireland](http://www.nidirect.gov.uk/articles/working-northern-ireland) or [www.gov.uk/browse/visas-immigration/what-you-need-to-do](http://www.gov.uk/browse/visas-immigration/what-you-need-to-do)

**Please note that, if your application is shortlisted for interview, you will be asked to provide one of the above documents. Should you fail to do so, you may not be eligible to proceed. The successful candidate will be required to produce the same document in its original format before commencing employment.**

## STAFF PROFILE

### **Kenny McPartland** Analyst in the Networks Directorate

Kenny has worked as a Networks Analyst since joining the Utility Regulator in October 2019.

Kenny says “I have had the opportunity to work across various areas of Networks, but mainly within electricity connections and network codes. I have had the opportunity to work across various areas within the Networks Operations, such as the SONI price control and SONI governance teams, which has been a great experience. However, my work today focuses mainly on all things electricity connections and network codes.” Kenny holds a BSc in Environmental Planning and MSc in Spatial Regeneration from Queens University.



## STAFF PROFILE

### **Sarah Maybin** Legal Advisor within the Chief Executive's Office

Sarah holds a Law (Eng/NI) LLB (Hons) degree from the University of Dundee. She studied for her Legal Practice qualification at Kaplan Law School in London, qualifying as a solicitor in London after a two-year training contract and working in law since qualifying.

She has worked as a Legal Advisor since joining the Utility Regulator in February 2019. Sarah says “I have been involved in a wide variety of matters across the Utility Regulator directorates. My advice has spanned from everything from governance matters to commercial and regulatory law to data protection issues.”

