

June 2017

Trust in water

# Information for applicants

**Competition Economists (Senior Associates & Principals), Analytics**  
**Ref: OFW1706**

[www.ofwat.gov.uk](http://www.ofwat.gov.uk)

**ofwat**



## Introduction from Cathryn Ross, Chief Executive



### **Water is not a dry issue.**

The water sector in England and Wales has come a long way in the past 27 years. At privatisation, polluted beaches and rivers and neglected infrastructure meant we were seen as the ‘dirty man of Europe’.

The regulation of this sector was entrusted to the Water Services Regulation Authority (Ofwat) which has maintained a steady hand in driving and incentivising the sector to deliver and to improve. Over the period since privatisation, the water companies have invested more than £120 billion in maintaining and improving services for consumers and the environment. Today, for example, the amount of water lost through leaks is down by about a third since the mid-1990s. In addition, salmon have returned to the River Mersey, once considered one of the most polluted in Europe. All of this has been delivered efficiently too – a litre of tap water, supplied and taken away, costs less than half a penny.

But the world is changing. The water sector faces new problems and very different challenges. In the future, climate change may mean we get more droughts and more floods, making it harder to maintain resilient supplies. Our population is growing, putting more pressure on the water we use. Lifestyle changes have increased our appetite for water in our homes, our work places and our places of leisure. The changing social and economic landscape also means we need to reconsider how business operates and how customers are able to afford their water and sewerage bills.

Ofwat needs to be at forefront of determining and implementing a regulatory system that will protect customers’ interests, drive efficiencies and innovation, enable efficient companies to finance their functions and to ensure that the ‘promises of privatisation’ are delivered. We all need sustainable solutions to these problems.

To do this, Ofwat needs to be at the very top of its game. Competition economics is a growing area for Ofwat, as we open the business retail market to competition and encourage markets across the water sector. You will help Ofwat support the development of sustainable competition for the benefit of customers and ensure that our regulatory model is appropriate for the developments taking place in the sector. Thank you for your interest in joining Ofwat at what is a very exciting time for us. We look forward to receiving your application.

**Cathryn Ross**  
**Ofwat Chief Executive**

## About Ofwat and the role

Ofwat (the Water Services Regulation Authority) is the economic regulator of the water and wastewater sector in England and Wales. Our role is to help it build trust and confidence with customers, the environment and wider society. Our strategic priorities include:

- Working with the sector to improve the customer experience in particular by improving resilience, delivering a step change in customer service, maintaining affordability and driving efficiency.
- Improving information and transparency in the sector to hold companies to account.
- Supporting the development and investability of markets, to enable the sector to deliver more for less.
- Securing stakeholder engagement and support for change.
- Ensuring Ofwat has the skills, experience, systems, processes and culture to deliver the strategy.

Our focus is on regulating in a pro-market way which means establishing an effective framework that improves information (e.g. quality and visibility); improves buyers' and sellers' ability to transact (e.g. reducing 'transaction costs'); and/or by improving incentives on buyers and sellers to transact efficiently. In addition, we will look to make targeted interventions only, rather than taking a prescriptive, one-size-fits-all approach.

## Professional & role requirements

Successful candidates will need to be able to demonstrate that they meet the following criteria:

### Education

- Under graduate degree (or equivalent) in economics (**essential**)
- Post graduate degree (or equivalent) in economics (**desirable**)

## Core skills and knowledge

- In depth practical knowledge of competition and industrial economics theory **(essential)**
- Excellent analytical skills including qualitative and quantitative techniques including knowledge of econometric analysis **(essential)**
- High degree of numeracy **(essential)**
- Excellent oral and written communication skills, including the ability to communicate complex economic analysis and issues to non-technical audiences **(essential)**
- Ability to identify economic issues proactively and develop options to scope work for both strategic and policy cases **(essential)**
- Understanding of the application of competition economics and competition legislation in the UK **(desirable for Senior Associates, essential for Principal level)**
- Knowledge of behavioural economics and its application to competition **(desirable)**
- Understanding of economic regulation in the UK and the water sector in particular **(desirable)**

## Experience

Candidates must be able to demonstrate that they have

- Experience of undertaking economic analysis in competition, industrial economics or a closely related field **(essential – extensive experience required for Principal level)**
- Experience of gathering, analysing and managing complex information on firms and markets or similar areas **(essential)**
- Experience of providing strong intellectual leadership on competition policy issues based on sound knowledge of relevant economic theory and qualitative and quantitative techniques **(essential)**
- Experience of working under pressure to produce high quality analysis to tight timescales while managing competing priorities **(essential)**
- Experience of engaging with senior staff and external stakeholders **(desirable for Senior Associates, essential for Principal level)**
- Experience of assessing and providing a quality assurance role both for more junior economists' analysis and that of consultants **(desirable for Senior Associates, essential for Principal level)**
- Experience in identifying and facilitating interactions and linkages between projects and cases **(desirable for Senior Associates, essential for Principal level)**

## Key deliverables and behaviours

Successful candidates can expect to be working on more than one project at any time, and on a range of projects over time. These may include:

- Undertaking competition law investigations in water markets open to competition
- Conducting analysis and leading market studies examining the functioning of particular markets and features of markets
- Monitoring the development of competition in water markets
- Undertaking policy work concerning the introduction of competition further into other elements of the value chain
- Considering the impact of mergers involving regulated water companies on the ability of Ofwat to make comparisons across regulated firms, and liaise with the Competition and Markets Authority to provide analytical input into such cases
- Providing economic leadership to:
  - market design and the development of wholesale and upstream market architecture; and
  - charging through involvement in strategic reviews of charges

The successful candidate will need to demonstrate the following behaviours:

- Provide intellectual leadership in the provision of economic advice on competition issues and market analysis
- Take ownership of the projects or elements of projects you will be responsible for ensuring their successful delivery
- Build effective relationships and partnerships with key internal and external stakeholders, building support and a positive reputation for Ofwat
- Make clear policy and decision-orientated recommendations to key stakeholders, including colleagues, managers, the Ofwat Executive team and the Ofwat Board where appropriate, consistent with the broader requirements of the role
- Provide clear communications, tailored to suit the needs of the audience, in an influential, succinct and persuasive manner
- Provide strong people leadership, through effective communication tools, stakeholder engagement and effective leadership. This could include managing consultants and/or developing junior colleagues as a project manager, line manager or mentor
- Develop, maintain and foster high standards of professional competence so that your own continuous development is integrated into project delivery
- Promote a positive image of Ofwat externally when in discussions with partner organisations, stakeholders and outside bodies
- Support the matrix management structure through a flexible approach to work

## **Our expectations for Senior Associates and Principals**

We are keen to attract economists at different levels of experience. Successful candidates will join as either Senior Associates or Principals. Both roles will be involved in the same workstreams and will have to have the same basic level of technical economic skills.

In addition, principals are expected to provide greater degree of intellectual leadership, show greater strategic awareness, take on responsibility for the workstream leadership, manage complex and demanding stakeholder relationships, manage teams and mentor colleagues and take part in wider Ofwat leadership team. The candidates for this role will need to demonstrate extensive experience in these areas. Senior associates are expected to show potential in these areas rather than being required to demonstrate the same level of proficiency as Principals.

## **Terms and conditions of employment**

### **Contract**

These are permanent appointments.

We also welcome applications from candidates who are interested in secondment opportunities.

### **Salary**

The salary range for Senior Associates is Band 3 - £32,363 - £48,406. Salaries offered will reflect the candidate's relevant skills and experience required for the post.

The salary range for Principals is Band 4 - £48,407 - £74,042. Salaries offered will reflect the candidate's relevant skills and experience required for the post.

Salary is paid monthly by credit transfer.

Internal and Civil Service candidates already at this job level would normally maintain their existing salary arrangements as this would be classed as a level transfer. If applying for the role as a promotion, these candidates can typically expect

to be appointed on a salary at the bottom of the band or a 10% increase to existing salary, whichever is greater.

## Location

The role will be based in either Birmingham or London. However, it is likely that travel between offices and throughout the UK will be needed to be effective.

## Contracted place of work and taxable expenses

Any person who regularly works more than two days a month in both the Birmingham and London offices, irrespective of their contracted place of work, is considered by HMRC to have [two permanent workplaces](#).

The payment of your rail fare, accommodation or subsistence in this situation attracts tax and National Insurance because you are receiving a benefit.

Ofwat meets the cost of the tax and National Insurance by grossing up your expenses and recovering the net amount through your monthly pay package. But the expenses are classed as taxable earnings, which could impact on any attachment of earnings – for example, student loan repayments, high income child benefit and state benefits.

For further information on taxable expenses, please email [payroll@ofwat.gsi.gov.uk](mailto:payroll@ofwat.gsi.gov.uk).

## Hours of work

The successful post holder will be required to work a minimum of 37 hours, excluding lunch breaks. You will be required to work such additional hours as is reasonable and necessary for the efficient performance of your duties.

## Probation

There is a probationary period of six months for all new entrants. Subject to satisfactory performance, the post holder will be transferred to permanent establishment at the end of their probation.

## Annual leave

On appointment the post holder will be entitled to 25 days annual leave plus 10½ days' public and privilege holidays a year. Annual leave entitlement will be increased by one day for each year of continuous employment with Ofwat, up to a maximum leave allowance of 30 days.

## Pension

On appointment, you are eligible to join the Civil Service Pension. The Civil Service offers a choice of defined benefit and stakeholder pensions, giving you the flexibility to choose the pension that suits you best. We offer you a choice of two types of pension.

**Alpha:** alpha is an occupational pension scheme and provides a defined benefit worked out on a Career Average basis.

From 1 April 2017, employee contributions will be:

Payband (full-time equivalent basis)		Employee contribution rate (%)
From	To	
£0.00	£21,210	4.60
£21,211	£48,471	5.45
£48,472	£150,000	7.35
£150,001	and above	8.05

From 1 April 2017, employer contributions will be:

Payband (full-time equivalent basis)		Employer contribution rate (%)
From	To	
£0.00	£22,500	20
£22,501	£45,000	20.9
£45,001	£75,000	22.1
£75,001	and above	24.5

**Partnership:** this is a stakeholder pension with a contribution from Ofwat. How much we pay is based on your age. We pay this regardless of whether you choose to contribute anything. You do not have to contribute but, if you do, we will also match your contributions up to 3% of your pensionable earnings. The contributions are in addition to the age-related contribution mentioned above.



To learn more about the Civil Service Pension schemes, please follow the link <http://www.civilservicepensionscheme.org.uk/>

## **Ofwat benefits**

We also offer a range of additional benefits. These include:

- access to our package of benefits via our 'Rewards on Tap' scheme. This is a voluntary benefits scheme where staff have access to exclusive discounts on a range of goods and services such as retail outlets, theatre tickets, holidays, insurance and gym membership;
- childcare voucher scheme;
- cycle-to-work scheme;
- season ticket loan for travel between home and office;
- flexible working arrangements;
- fees paid for membership of relevant professional bodies;
- regular professional development;
- health and wellbeing initiatives; and
- free eye tests and contribution towards lenses/spectacles for VDU users, if appropriate.

## **Further information**

### **Security clearance**

Any offer of appointment will be subject to satisfactory completion of security and pre-employment checks. Further information about the security checking procedure is available on request.

### **Nationality and immigration control**

This post is open to nationals of states within the British Commonwealth and the European Economic Area (EEA) and certain members of their families. There must be no employment restriction or time limit on your permitted stay in the UK.

If you would like further information on Nationality and Immigration Control, please email us at [people@ofwat.gsi.gov.uk](mailto:people@ofwat.gsi.gov.uk).

## Stocks or shares

Because of the nature of the information you will come into contact with and the need to be wholly independent of the water sector in England and Wales, you and your family (including your spouse or civil partner and any children or step-children under the age of 18 who still live at home, or any other member of your household) will be precluded from owning, purchasing or dealing in the shares of the water companies and their holding companies.

## How to apply

Applications should include a:

- curriculum vitae (**CV**);
- **covering letter** or supporting statement that outlines the contribution you can make to Ofwat, including how you feel you meet our professional requirements and demonstrate behaviours outlined in our competency framework;
- completed **CV supplement form**; and
- completed **diversity monitoring form**. This form is not mandatory.

Please email your CV and supporting documents to [recruitment@ofwat.gsi.gov.uk](mailto:recruitment@ofwat.gsi.gov.uk) by the closing date.

If you are unable to make an electronic application, you may submit your application on paper. Please contact us to find out how.

## Selection timetable

Closing date	21 July @ 5:00PM
Sifting	w/c 24 July
Interview date	w/c 31 July

If you have any queries about any aspect of this role or selection process, please call Recruitment, on 0121 644 7668.

## Expenses

We will refund travelling costs at the rate of standard rail fare for the journey or motor mileage rates (cars: 25p per mile).

Please note that proof of purchase will be required for all public transport expenses.

We cannot refund expenses for travel into the UK. If you have to stay overnight, please contact [recruitment@ofwat.gsi.gov.uk](mailto:recruitment@ofwat.gsi.gov.uk) for further details.

## Data protection

We will use your application only to inform the selection process, after which we will destroy it. If you are successful, it will form the basis of your personal record with us and we will store it in manual and electronic files.

We will hold any data about you in completely secure conditions, with restricted access. Information in statistical form on present and former employees is given to appropriate outside bodies.

We will include data that you provide on the diversity monitoring form in a general database for statistical monitoring purposes only, enabling us to monitor the effectiveness of our policy on equal opportunities in employment. Individuals will not be identified by name.

We shall consider that, by applying for this role, you are giving your consent to the processing of your data in the ways described above.

## Diversity

Ofwat aims to be an equal opportunities employer. We intend to make sure that there is equality of opportunity and fair treatment for all irrespective of:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership status;
- pregnancy and maternity;
- race, religion or belief; or
- sex or sexual orientation.

We would like to assure you that we will treat the information you provide on the diversity monitoring form in the strictest confidence and only use it to help us monitor appropriate equal opportunities policies. This information plays no part in our selection process.

## **Investors in People (IIP)**

Ofwat has IIP accreditation which reflects good management practices throughout our organisation, including in business planning, individual objective setting, learning and development opportunities, as well as continuous constructive feedback through our delivery and development conversations approach to performance management.

## **Complaints procedure**

The process of recruitment and assessment embraces the principles of fair and open competition and best practice. The first is to maintain the principle of selection for appointment to the Civil Service on merit on the basis of fair and open competition as outlined in the [Civil Service Recruitment Principles](#). The second is to promote an understanding of the [Civil Service Code](#) which sets out the constitutional framework in which all civil servants work and the values they are expected to uphold, and to hear and determine appeals made under it.

If feel your application has not been treated in accordance with the recruitment principles and you wish to make a complaint, you should contact Natasha Harris, Director, Operations (People), Ofwat, Centre City Tower, 7 Hill Street, Birmingham, B5 4UA in the first instance. If you are not satisfied with the response you receive from us you can contact the Civil Service Commission