

November 2020

**Information for applicants
Advisory Panel members
(Multiple roles)
Ref: OFW– BC479**

Ofwat

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Introduction from Rachel Fletcher, Chief Executive

Water companies support all aspects of life. Safe and reliable water and wastewater services are essential for our day to day lives, our wellbeing, and our natural world.

And as the economic regulator of water and waste water in England and Wales, our role is to enable, incentivise and hold companies to account for providing the very best for customers, society and the environment now and in the future. We also oversee the markets that exist in the water sector to make sure they are working for customers.

To achieve this, we've set ourselves three goals. They are to:

- transform water companies' performance;
- drive water companies to meet long-term challenges through increased collaboration and partnerships; and
- for water companies to provide greater public value, delivering more for customers, society and the environment.

Delivering these goals will help to meet customers' needs: ensure reliable and safe water supplies today with a better environment, affordable bills and a resilient and sustainable future for water.

As we do this, we will be working to fulfil the UK and Welsh Governments' strategic priorities for Ofwat, and UK and Welsh Government policy.

We're ambitious about the future and looking for people who can help us to achieve our goals. Thanks for your interest in joining Ofwat. We look forward to receiving your application.

Rachel Fletcher
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. Ofwat has an ambitious new [strategy](#) and as a regulator we are setting ourselves up to achieve and equal the ambition of this new strategy. It matters to us that things on the ground really change so that our impact on customers, the environment and the future of water is tangible and meaningful.

Our work is high-profile and fast-moving, within a dynamic and agile environment. The work that you'll be involved in every day will be about helping us to deliver our strategy, helping to us to be the regulator we want to be and helping the sector to deliver outcomes that matter to customers and society. Our strategy sets out the role Ofwat will play. We will adapt, be confident, act with purpose and integrity and continuously improve so that we make the greatest contribution possible to improving life through water.

The advisory panel roles will operate across our work at Ofwat, but will particularly focus on the following three clusters of work:

PR24 and beyond will shape and design the 2024 price review (PR24) and PR29 to accelerate progress towards our long term goals for the sector.

Future assets and resources will help ensure future major infrastructure and water resource needs are delivered in a cost effective and environmentally beneficial way.

The Regulators' Alliance for Progressing Infrastructure Development (RAPID)¹ will identify and address issues relevant to the development of major water supply infrastructure projects and analyse the feasibility of strategic water supply schemes. 17 schemes have been proposed so far.

¹ The Regulators' Alliance for Progressing Infrastructure Development (RAPID) was set up in 2019. It is a joint team made up of the three water regulators Ofwat, Environment Agency and Drinking Water Inspectorate. RAPID is overseen by a Board chaired by the Ofwat CEO, with membership from each of the regulators.

Role expectations

We are looking to appoint a panel of experts in economic regulation, development of markets and/or corporate finance to help to support the development of our regulatory approach in particular in regard to PR24 and future assets and resources. You will be involved from the early stages of work, helping shape our approach and challenging and informing our work as it develops.

We are also looking to appoint experts in infrastructure development to support our RAPID work programme. This includes individuals with proven experience of managing the delivery of big infrastructure in the UK regulatory context. As well as the UK context we are also looking for individuals with expertise in infrastructure development internationally and the development of infrastructure to serve multiple benefits and to benefit / be funded by several parties. We are also looking for individuals with commercial experience of infrastructure development, including investment and corporate finance expertise. The candidates need not have specific experience of water infrastructure however this would be an advantage.

We would expect panel members to be acknowledged experts in their chosen field of activity, and can provide thought leadership or insights from a range of regulatory environments and be able to bring considerable experience and expertise to bear on the issues that Ofwat will need to address going forwards.

As a trusted adviser to Ofwat, you will often be involved in a variety of activities spanning the most complex and critical parts of the regulatory framework. The work could involve:

- providing thought pieces on individual topics;
- attending [virtual] meetings to provide input on emerging thinking; and
- reviewing parts of documents to provide and challenge work as it develops

Work will be commissioned on an individual basis and will depend on the needs of Ofwat as it develops its regulatory approach.

Key deliverables

The key deliverables for the work will be to provide as required:

- Thought pieces on individual topics, which we may seek to publish to support our emerging thinking;
- To discuss, review and comment on the development of the regulatory framework.
- perspectives on emerging issues related to the infrastructure schemes included in the RAPID process

- To provide input on future regulatory frameworks to support the efficient development of water supply infrastructure.

Professional requirements

	Essential	Desirable
Qualifications	Degree in a relevant subject or equivalent professional experience	
Experience and Knowledge	<p>Experts in economic regulation A proven track-record in developing and/or challenging the policy of economic regulators in the UK and/or overseas at a senior level. This would include experience of applying a range of different approaches to economic regulation. Ability to deliver key pieces of economic, regulatory or financial analysis to inform decision making and understand the wider context in which the analysis will be applied. For at least one of the roles we are looking for expertise in the development of regulation to make markets work more effectively.</p> <p>Experts in infrastructure development A proven track record of successfully delivering big infrastructure projects in the UK context and working with / advising regulators on infrastructure development. You will have experience of the spatial planning requirements, engineering considerations, land acquisition and risk management. And / or experience in similar areas either developing big infrastructure projects overseas or advising those responsible for doing so. We are also looking for individuals with commercial experience of infrastructure development, including investment and corporate finance expertise, the role of contracts, as well as the resolution and management of legal and environmental issues.</p> <p>All roles Ability to provide robust high level challenge and constructive support The ability to communicate complex matters clearly to a range of audiences Understanding of all the environments which impact Ofwat Undisputed integrity, standing, authority and discretion</p>	<p>All roles Excellent stakeholder management skills with the ability to influence and gain the trust of other senior leaders and external stakeholders Knowledge of the water sector</p>

Terms and conditions of appointment

Contract

This is an appointment. It will be a call-off contract, with a capped number of days per year, but there will be no guaranteed minimum number of days. The contract will likely run until December 2022.

Fee & Hours

We ask applicants to provide a proposed hourly/daily rate for their work as part of the application process.

Location

The role will not be based in Ofwat's offices. However if conditions permit, there might be a need to attend meetings in either Birmingham or London.

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.

Confidentiality

Through membership of the panel, you may have access to sensitive information about water companies and policy developments. It will be essential that this is not given to people outside Ofwat without authority. Therefore, you will be required to sign a confidentiality statement if appointed to this role, confirming that you will not disclose information you have access to through the panel to anyone outside Ofwat, without prior approval.

Stocks or shares

The Contractor shall not, apply for, purchase or sell or otherwise deal for profit in shares, options or any other securities in any water or sewerage company in England and Wales during the Contract

For the avoidance of doubt, the above applies to any shares held in a self-invested pension plan (SIPP) or any other pension plan where they can influence how money is invested; it does not apply to money held in pension plans that are controlled by an independent asset manager.

How to apply

Applications should include a:

- curriculum vitae (CV); and
- 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; and an indication of your expected day rate for this role;

Please email your CV and supporting documents to recruitment@ofwat.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	08 December 2020 @ 5.00pm
Sifting	10 /11 December 2020
Selection date	15 / 16 December 2020

If you have any queries about any aspect of this role or selection process, please email recruitment@ofwat.gov.uk

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.gov.uk for further details.

Data protection

We will use your application only to inform the selection process. If you are successful it will form the basis of your personal record with us and we will store it electronically within our SharePoint Electronic Document Management System (EDRMS) and our HR system iTrent. Unsuccessful applications are not retained and will be destroyed using Ofwat's secure disposal methods. If you have indicated that you would like Ofwat to retain your information for future similar employment opportunities we will retain this information. If at any point you decide you do not wish Ofwat to retain your information for these purposes please contact us and we will ensure your information is removed from our systems, unless we are legally obliged to hold it for a further period.

We will hold any data about you in completely secure conditions and with restricted access. Information in statistical form on present and former employees or office holders in some instances is provided to appropriate outside bodies. Wherever possible Ofwat ensures that statistical information is anonymised.

Ofwat processes all the personal data you have provided during your application as set out in Ofwat's privacy policy which is available here: <https://www.ofwat.gov.uk/publication/privacy-policy/>. If you have any concerns regarding the processing of some or all of your data please inform the People Hub in writing to people@ofwat.gov.uk and/or the Data Protection Officer by emailing FOI@ofwat.gov.uk.

Diversity

Ofwat 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.

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.

**Ofwat (The Water Services Regulation Authority)
is a non-ministerial government department.
We regulate the water sector in England and Wales.**

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