

June 2021

Information for applicants – Water Engineers/Scientists (Multiple roles)

Ref: BC552, 553, 533

**Company Performance and Price Reviews / Policy and Outcomes,
Environment team**

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Introduction from David Black, interim 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.

David Black
interim 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.

We are seeking candidates to work in two of Ofwat's work clusters: Company Performance and Price Reviews; or Policy and Outcomes.

Company Performance and Price Reviews cluster – PR24 and Beyond

The Company Performance and Price Reviews cluster is responsible with developing the approach for future price reviews including the next price review in 2024 (PR24). Though this may seem some time away, it is crucial that we begin to work with the sector to develop our approach to help deliver our long term goals for the sector. The development of a price control goes beyond setting the revenue limits and outcomes that we expect from companies but also includes examining how we can make greater use of markets and incentives to deliver better outcomes for customers and the environment.

We have recently published '[PR24 and Beyond: Creating tomorrow, together](#),' which shares our ideas and ambitions for the 2024 price review. In this, we set out four ambitions for what PR24 can achieve for customers and the environment, and principles for how we'll approach and design the price review.

These roles have the opportunity to help shape the design of PR24.

Policy and Outcomes cluster – Environment Team support

The Environment Team is part of the wider Environment, Public Value and Governance team. This forms part of the Policy and Outcomes cluster, one of the seven clusters around which Ofwat's work is structured internally. The focus of the Policy and Outcomes cluster is on developing and implementing regulatory policy, driving improvement to support our strategic goals for the sector and deliver the best outcomes for customers and the environment.

The nature of the role means that you will engage and work closely with Ofwat colleagues across all the clusters. The water sector is deeply invested in and reliant on our natural world, and through our strategy, we are making the environment integral to all that we do. We have set out how we will regulate in a way that means that water companies are able to build on

the work they are already doing to make the environment an integral part of their business, inseparable from the services they provide.

Role expectations

We are seeking a number of experienced water sector engineers or scientists. The successful candidates will play an important role in delivering our strategy and will need to be able to respond flexibly to the needs across the organisation.

We are interested in both Senior Associate and Principal level candidates.

Requirements of a Principal engineer

As a Principal engineer you will:

- use engineering and scientific expertise to develop regulatory policy
- have a high level of technical competency, excellent written and oral communication skills
- have advanced policy development skills, well developed people and stakeholder management skills, and a track record of project delivery against challenging deadlines.
-

Requirements of a Senior Associate engineer

As a Senior Associate engineer you will:

- have a high degree of technical competency and excellent written and oral communication skills
- be looking to grow in your policy development and leadership skills
- be able to work autonomously, without detailed supervision
- develop and use persuasive communication with both internal and external stakeholders.

You are expected to develop your skills through continued learning and development within your profession.

Within the **Company Performance and Price Reviews cluster** we have multiple roles at Principal and Senior Associate engineer grades. In particular we are looking for:

- one or more Principal engineers with considerable wastewater experience
- one or more Senior Associate engineers with wastewater experience
- a Principal engineer with considerable drinking water experience

The roles will involve applying and using engineering experience and problem solving skills to progress our work as a regulator in several different areas. The roles are split across many areas and could encompass:

- helping to develop our approach to assessing company expenditure plans for the next price review, PR24, for example looking at the links between costs and the level of service those costs deliver, or how we take into account wider impacts, such as net zero, over the long term, or appropriately consider the whole life costs of investment proposals;
- assessing company business plans to set our view of efficient costs at the next price review for wastewater and/or water enhancement expenditure; and
- assessing water company capital maintenance programmes, activities and expenditure, operational resilience and asset health.

In these roles you will be expected to:

- Use technical knowledge and numeracy to provide advice on the assessment of expenditure or solve difficult analytical problems, and to present the results to non-technical audiences
- Apply your technical expertise to areas of economic regulation
- Influence and persuade both technical and non-technical stakeholders.
- Display excellent oral and written communication skills.
- Critically evaluate and challenge analysis or product of a professional peer, and to act as intelligent client for procuring external engineering consultancy.
- Produce high-quality documents and contribute to external publications.

For the **Policy and Outcomes cluster**, we are looking for one principal engineer, with considerable wastewater experience to support the water quality work of the Environment Team. This will require a general and wide understanding of environmental issues in wastewater, as well as the experience and skills to be able to work with Ofwat's environmental stakeholders and scrutinise technical approaches with confidence and authority. Knowledge of net zero / greenhouse gas reductions from an engineering perspective would be an advantage, although not essential.

To be successful in this role this you will need to be a strategic thinker, with excellent communication and people-handling skills, being able to influence and persuade both technical and non-technical stakeholders. You will provide engineering advice and support to the environment team and senior leadership team on wastewater issues and the environment. As such, you will be able to 'join the dots' between our work and that of government and other regulators, to ensure joined up regulation.

You will need an understanding of policy development in an environmental setting. Ideally this understanding will have come from working on environmental issues in a government/regulator policy development and delivery environment, or from working in a relevant industry or environmental consultancy role. Enthusiasm and dedication to achieving better environmental outcomes through Ofwat's work is key.

Key deliverables for all roles

- Develop policy on how Ofwat should set efficient cost allowances across a range of company activities
- Design and deliver procedures and processes to ensure thorough and effective cost assessment at the next price review and beyond
- Thought leadership in cost assessment and related areas
- Lead / deliver results via others including external stakeholders
- Work closely with colleagues across Ofwat to align with other areas of work

Professional requirements – Principal (Company Performance and Price Reviews, & Policy and Outcomes)

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Graduate qualification and/or equivalent professional experience in engineering, science or equivalent • Chartered status with engineering or other appropriate professional body 	<ul style="list-style-type: none"> • Post graduate degree (or equivalent) in a relevant field.
Experience and Knowledge	<ul style="list-style-type: none"> • In depth experience of water sector engineering, capital programmes, asset management and/or business planning • Experience of working effectively in multi-disciplinary teams • Experience of working with senior management and external stakeholders • Project management experience • Experience of carrying out a relevant role within a regulated business, water sector supply chain organisation, consultancy, Government or in another similarly relevant position • Proven capability to use advanced technical knowledge and numeracy to solve difficult analytical problems which include ambiguity, and to present the results to technical and non-technical audiences • Experienced communicator (oral and written) • Experience of thought leadership and developing policy • Experience of working flexibly and collaboratively with multi-disciplinary teams to deliver joined up strategic thinking. • Able to critically evaluate and challenge analysis or product of a professional peer 	<ul style="list-style-type: none"> • Understanding of investment appraisal techniques • For Policy and Outcomes role – Knowledge of net zero / greenhouse gas reductions from an engineering perspective
Skills and behaviours	<ul style="list-style-type: none"> • Developing Self and Others • Working Together • Making Effective decisions • Managing a Quality Service • Seeing the Big Picture 	<ul style="list-style-type: none"> • Delivering at Pace • Leadership

Professional requirements – Senior Associate (Company Performance and Price Reviews)

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Graduate qualification and/or equivalent professional experience in engineering, science or equivalent 	<ul style="list-style-type: none"> Post graduate degree (or equivalent) in a relevant field Chartered status with engineering or other appropriate professional body.
Experience and Knowledge	<ul style="list-style-type: none"> Experience of water sector engineering, capital programmes, asset management and/or business planning Experience of working effectively in multi-disciplinary teams Project management experience Experience of carrying out a relevant role within a regulated business, water sector supply chain organisation, consultancy, Government or in another similarly relevant position Proven ability to solve difficult analytical problems, and to present the results to technical and non-technical audiences Excellent written communication skills. Practical knowledge of the water industry in an areas such as meeting environmental obligations, wastewater network operation 	<ul style="list-style-type: none"> Understanding investment appraisal techniques Experience of working with internal and external stakeholders Broad understanding of utility regulation
Skills and behaviours	<ul style="list-style-type: none"> Developing Self and Others Working Together Managing a Quality Service 	<ul style="list-style-type: none"> Delivering at Pace

Terms and conditions of employment

Contract

These are permanent appointments.

Salary

The salary range for Band 3 (Senior Associate) is – £34,528 – £51,627 and for Band 4 (Principal) is – £51,628 – £78,970. For these positions external candidates can expect to achieve a starting salary within the applicable band level depending on relevant skills and experience required for the post. For Principal level roles it is likely that the maximum salary will not exceed £65,000 however the salary will be determined based on internal and external relativities and communicated to the successful candidate(s) at the point of offer. 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, with travel between offices and occasional other travel as required. However, the majority of employees are currently working from home in line with the government's advice, due to the Covid-19 pandemic. Ofwat operates flexible/agile working practices and it is expected a mixture of home and office based working once restrictions are lifted.

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.

This means that you will not be required to meet the costs of travel to the office location where you are not based.

For further information on taxable expenses, please email payroll@ofwat.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 2021, member contributions are based on actual salaries.

From 1 April 2021, employee contributions are:

Annualised rate of pensionable earnings	Employee contribution rate
£0 to £23,100	4.60%
£23,101 to £56,000	5.45%
£56,001 to £150,000	7.35%
£150,001	8.05%

From 1 April 2021, employer contributions are:

Revised Salary Band (£)	ASLC rate from 1 April 2020
23,000 and under	26.6%
23,001 to 45,500	27.1%
45,501 to 77,000	27.9%
77,001 and over	30.3%

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.

Employer age-related contributions are:

Age at the last 6 April	Percentage of your pensionable earnings
Under 31	8%
31 to 35	9%
36 to 40	11%
41 to 45	13.5%
46 or over	14.75%

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 ‘Edenred’ 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;
- 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

Any move to Ofwat from another employer will mean you can no longer access childcare vouchers. This includes moves between government departments. You may however be eligible for other government schemes, including Tax-Free Childcare. Determine your eligibility at <https://www.childcarechoices.gov.uk/>.

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.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 be completed on the Civil Service Jobs website prior to the closing deadline.

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	Sunday 20 June 2021 @ 5:00pm
Sifting	Week Commencing 21 June 2021
Interview date(s)	Week Commencing 28 June 2021

Please note that during the Covid-19 pandemic interviews will be conducted via video conferencing software such as BlueJeans, Skype or Microsoft Teams.

It is expected that the interview process for this vacancy will include a short presentation and/or assessment. Further details will be provided to shortlisted candidates upon invitation to interview. It may be necessary for a second stage interview, which will be communicated to the successful candidates, if required.

If you have any queries about any aspect of this role, selection process, or you require any reasonable adjustments 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 employee 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 in some instances is provided to appropriate outside bodies. Wherever possible Ofwat ensures that statistical information is anonymised.

We will include data that you provide on the diversity monitoring form in a general database for statistical monitoring purposes only. This enables us to monitor the effectiveness of our policy on equal opportunities in employment.

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.gsi.gov.uk and/or the Data Protection Officer by emailing FOI@ofwat.gsi.gov.uk.

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 you feel your application has not been treated in accordance with the recruitment principles and you wish to make a complaint, you should contact Sarah Lal, Head of HR, Corporate Enablers (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 at info@csc.gov.uk.

**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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Any enquiries regarding this publication should be sent to mailbox@ofwat.gov.uk.

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