

## **Information for applicants**

### **Associate – Licensing & Customer Disputes, Regulatory Enablers Cluster**

**Ref: OFW-BC-129**

### **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 [strategy](#) and as a regulator we are setting ourselves up to achieve and equal the ambition of this 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.

## Regulatory Enablers Cluster

This role is in the Casework and Enforcement team within Ofwat's Regulatory Enablers cluster. This cluster is a group of teams that work with colleagues across Ofwat to influence, support and reinforce the impact of their regulatory interventions. In addition to Casework and Enforcement, the wider cluster includes our legal, communications, governance, customer research and Chief Economist teams.

The Casework and Enforcement team is the “front door” for many of the customers and stakeholders who contact Ofwat with enquiries or complaints about the sector or their water company. Where we have the legal powers to do so (typically under the Water Industry Act 1991, or the Competition Act 1998), the team protects customers and holds water companies to account. Where we have powers to do so, we investigate and resolve customer disputes or water company failures, to ensure that water and sewerage companies meet their legal obligations to their customers. Our work can range from helping an individual customer resolve a dispute with their water company, to imposing multi-million pound fines on a water company where it has failed to meet its legal obligations.

The Casework and Enforcement team also assesses applications from companies wanting to be granted a licence to serve customers in the water sector. In deciding on these applications, we aim to ensure that customers can benefit from having a choice of provider, whilst being sufficiently protected for the provision of their water and sewerage services.

Our team works with a diverse range of stakeholders, including regulated water companies, new entrants to the sector, Government, other regulators, investors, environmental groups and customers and their representative bodies. Communicating effectively with our customers and internal and external stakeholders is central our team's success.

## Role expectations

As an Associate in the Casework and Enforcement team you will support a number of our workstreams. Your work will be particularly focused on responding to customer enquiries and complaints Ofwat receives and assessing licence applications we receive from companies wishing to operate in the water sector. As part of this you will yourself respond to enquiries and complaints we receive and lead the assessment of individual licence applications or complex complaints (which can develop into small scale investigations).

The successful candidate will have strong customer service and planning skills; be able to identify and assess relevant information to make evidence-based recommendations; and be great at working with others to gather and share information clearly in writing or verbally.

You will be responsible for managing a varied caseload of customer enquiries and complaints and licensing work. This will involve:

- Being responsible for assessing and responding accurately and effectively to customer enquiries and complaints received by Ofwat, including contacts made to our CEO and Chair.
- Leading on the delivery of small-scale investigations, where we have legal powers to determine a dispute between a customer and their water company.
- Making recommendations to senior decision-makers on the next steps in processing a customer complaint or licence application.
- Proactively and independently planning, prioritising and managing various work items in parallel to provide a high-quality service to customers and meet our service level timeframes.
- Working with internal and external stakeholders, including those from other professional disciplines (for examples legal, engineers, communications), to gather and share information relevant to each others' work.
- Maintaining accurate and up-to-date case / project files.
- Working with colleagues to identify and consider trends, insights and lessons learnt identified from your day-to-day work, to feed into improvements in how we and water companies deliver for customers, society and the environment.
- Sharing your knowledge and support with colleagues in the team, helping us to "join the dots" between activities, and to adapt and respond to changing workloads and priorities.

You will be a self-starter and expected to take strong ownership of the work you are responsible for, demonstrating Ofwat's [SAILOR values](#) and ways of working. Ofwat is a learning organisation and you will have opportunities to further develop your knowledge and experience. We have a well-supported, agile working environment, and have a trust-based culture intended to help empower you and enable and support you to succeed within Ofwat.

## Key deliverables

The successful candidate for this role will be expected to:

1. **Provide a high-quality service to customers and stakeholders** contacting Ofwat via phone, letter or email with enquiries or complaints. This will require:
  - a. **Strong active listening skills** to ensure you understand and can effectively respond to questions and concerns raised with us.
  - b. **Maintaining accurate and up-to-date records** of customer contacts you have responded to via our contact management system.
  - c. **Keeping abreast of Ofwat’s key announcements and developments** so that you have some awareness of the issues customers may contact us about.
  - d. **Working collaboratively with internal subject matter experts** where needed to prepare appropriate and timely responses.
2. Lead the **successful delivery of licence application assessments, complex complaints and small-scale investigations into customer disputes**. This will require:
  - a. **Strong project management skills** to plan, prioritise and manage work to deadlines and our process and governance requirements, and to maintain complete case files.
  - b. **Analytical and problem-solving skills** that enable you to identify, gather and assess a range of relevant data and information relevant to our decision.
  - c. **Strong written and verbal communication skills** that will allow you to clearly and concisely present evidence-based conclusions and recommendations for complex problems.
  - d. **Effective stakeholder engagement** to identify and gather from internal and external stakeholders the inputs and information required to ensure our decisions are appropriate, timely and reflect relevant links to wider work in Ofwat.
  - e. **Identifying and helping to manage issues and risks** arising from your work, escalating these to managers where appropriate.
3. **Support continuous improvement** in our ways of working. This will require:
  - a. **Helping to identify and flag trends and insights** from our work and **reflecting on lessons learnt** to inform future ways of working and our continuous improvement.
  - b. **Sharing your knowledge and support with colleagues**, including supporting each other in managing and adapting to changing workloads and priorities and by providing constructive feedback to support our learning and growth.
  - c. Actively participating in **finding solutions to challenges** that might arise in our work and in finding better ways to achieve our team's objectives.
  - d. **Taking ownership of your own personal development** and growth.

## Professional requirements

	Essential	Desirable
<b>Qualifications</b>	3 A-levels at grades A* to C or demonstrable relevant experience in a customer facing role	Degree level qualification in an analytical discipline
<b>Experience and Knowledge</b>	<p>Experience of working directly with customers and external stakeholders to provide a frontline service.</p> <p>Experience of managing your work to deliver a service to defined timescales and quality standards.</p> <p>Experience of handling difficult conversations with and conveying complex information to customers, including vulnerable customers by phone and in writing.</p> <p>Experience of working under pressure, effectively planning, prioritising and managing a varied and changing workload to meet different, and often tight, deadlines.</p> <p>Responsibility for maintaining accurate and up-to-date records / project files, with exceptional attention to detail.</p> <p>Experience of gathering and assessing complex information to make evidence-based conclusions and recommendations.</p> <p>Ability to clearly communicate complex information in writing and verbally.</p> <p>Strong stakeholder management skills, with the ability to work with internal and external stakeholders to gather and share information and to deliver a common objective.</p> <p>Experience of contributing to improve ways of working.</p>	<p>Knowledge of utility regulation and current economic issues.</p> <p>Knowledge and/or experience of how the water sector and its regulation operates.</p> <p>Experience of updating and making recommendations to senior managers.</p> <p>Experience of understanding and applying legal and/or compliance frameworks.</p> <p>Experience of handling confidential and sensitive information in day-to-day work.</p>
<b>Skills and behaviours</b>	<p>Success Profile Behaviours at level 2 will be used to assess the skills and behaviours required for this post. More information can be found at <a href="https://publishing.service.gov.uk">Success Profiles – Civil Service Behaviours (publishing.service.gov.uk)</a></p> <p>The following skills and behaviours will be assessed at the sift stage:</p> <ul style="list-style-type: none"> <li>Managing a Quality Service</li> </ul> <p>The following skills and behaviours will be assessed at the interview stage:</p>	

	<ul style="list-style-type: none"><li>• Communicating and Influencing</li><li>• Making Effective decisions</li><li>• Delivering at Pace</li><li>• Changing and Improving</li></ul> <p>In addition we will also assess:</p> <ul style="list-style-type: none"><li>• Demonstrating our SAILOR values (Support, Ambition, Integrity, Learning Ownership, Respect)</li></ul>	
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## How to apply

Applicants should apply through the Civil Service Jobs website. You will be asked to create an account and complete an application form. If you are unable to make an electronic application, you may submit your application on paper. Please contact us to find out how at [recruitment@ofwat.gov.uk](mailto:recruitment@ofwat.gov.uk)

### Selection timetable

Closing date	5pm on Friday 24th September 2021
Sifting	Week commencing 27th September 2021
Interview date(s)	Wednesday 13th, Thursday 14th, Friday 15th October

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

At interview, candidates will be assessed on a combination of criteria outlined in the key deliverables and professional requirement sections of the candidate pack. It is expected that the interview process for this vacancy will also 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](mailto:recruitment@ofwat.gov.uk)

## Terms and conditions of employment

### Contract

This is a fixed term appointment for 12 months.

### Salary

The salary range for Band 2 is – £25,143 – £34,527. For these roles external candidates can expect to achieve a starting salary from the bottom of the band up to £30,000, depending on 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. During the Covid-19 pandemic home working is likely.

## **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](mailto: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 and above	8.05%

From 1 April 2020, 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 30	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

Please note, 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.chldcarechoices.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](mailto: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.

## 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](mailto: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](mailto:people@ofwat.gsi.gov.uk) and/or the Data Protection Officer by emailing [FOI@ofwat.gsi.gov.uk](mailto: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  
recruitment



your application has not been treated in accordance with the 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](mailto:info@csc.gov.uk).