

October 2021

Information for applicants Director – Chief Economist

Ref: BC174

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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.

Why join Ofwat

There are so many reasons why Ofwat is a great place to work! We have amazing offices, with an excellent agile working environment, a great team and are driven by our SAILOR values. We actively encourage autonomy, collaboration and innovation and there's a real adult culture fostered by trust, flexibility and respect. As a learning organisation we actively embrace new ways of working and provide the freedom to our people to work smarter achieving a work life balance.

We strive to ensure our people feel connected and valued, where your voice matters. You will be provided with the space and support to shape your future while taking greater control of your own growth and development.

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.

Our People Strategy

We are a modern and ambitious organisation but there's clearly space to go further and our People Strategy is designed to take us to the next level to fulfil our ambitions for the water sector and our role as a regulator.

We have great opportunities to be leaders, to be the best, to be well, to be ourselves and to be effective and fulfilled. Ultimately, we have a vision to transform Ofwat as a great place to work to being a Great Place to Be.

Our People strategy has been developed with our people to support and enable Ofwat to achieve its ambitious strategic goals for the water sector and to continue our journey to ensure that Ofwat is a Great Place to Be.

Our strategy is based around five themes:

- Leadership**
 - Being leaders
- Talent management and development**
 - Being our best
- Health and wellbeing**
 - Being well
- Equality, diversity and inclusion**
 - Being ourselves
- Great work**
 - Being effective and fulfilled

Our values

All our work is underpinned by our values. They set out how we behave and what we aspire to be.

We are Ofwat

We aspire to act in line with our values in everything we do



Being ourselves – Our Diversity

Ofwat is ambitious about the future and looking for people who can help us to achieve our goals. Our commitment to being a truly diverse and inclusive employer, reflective of the customers and communities we serve, encourages applications from all walks of life. Our aim is to create an environment where colleagues feel comfortable in bringing their whole self to work, where everyone is treated equally, empowered to thrive, and together we achieve our vision of improving life through water.

The Role – Director, Chief Economist

The Chief Economist plays an important role across Ofwat. Reporting to the Chief Executive you will ensure that high quality economic analysis is produced across Ofwat and be the head of profession for Ofwat's economists.

The role is cross-cutting in nature and requires ability to collaborate across clusters and keep on top of a varied brief. The role requires you to have the ability to work with a broad range of professions and seeing the bigger picture.

The Chief Economist will play an important role in delivering our strategic goals and in development and delivery of the next price review, PR24, and support the teams focused on developing markets such as the Business Retail Market and Direct Procurement for

Customers. The Chief Economist also leads mergers under the special water merger regime with the Competition and Markets Authority and the evaluation of Ofwat's impact including, where necessary, impact assessments.

It is also expected that the chief economist may lead significant workstreams within other clusters to delivery major policy and regulatory work.

As the Chief Economist in a leading-edge economic regulator, you will develop your network and will participate in conferences, roundtables and discussions beyond Ofwat. forums such as UK Regulatory Network (UKRN), the network of Chief Economists of competition and regulatory authorities or Government Economic Service (GES).

You will be an excellent ambassador for Ofwat in these forums, explaining our approach but also willing to listen, engage and take on board challenge and learning. You will be respected and sought out by others for the quality of your contribution to debates on regulation, competition and relevant aspects of public policy.

You are expected to be an experienced practitioner with deep knowledge of regulatory and competition economics. You don't need to be an econometrician, but you are expected to be comfortable to oversee econometric analysis.

You will lead the economic profession and ensure that Ofwat economists get appropriate training and develop. You need to be committed to continuing with own development and learning to ensure that Ofwat remains at the cutting edge of economic regulation.

You will have the ability to inspire, engage and empower people, so that every individual makes the best contribution they can, learning as they go.

You will have an inclusive and open approach, that sees you proactively consulting others, seeking challenge, and keeping people updated on developments. You will also have sound judgement and be unafraid to take decisions when necessary. You will be confident, but self-aware and able to ask for help when you need it. You will be energetic, self-motivated and resilient.

You will be expected to carry out any other duties within the remit of the role, as directed by your People Leader.

Role expectations for Directors at Ofwat

Leadership

- To provide strong intellectual leadership and strategic input on economics and evaluation across Ofwat
- To be responsible for working as an effective member of the Ofwat wider leadership team and for the development of Ofwat’s vision and strategic direction; demonstrating effective leadership and actively participating in cross working and multi-functional teams.
- To lead and manage projects and people, ensuring that all areas deliver services which are joined up and work together efficiently.

Corporate

- To promote a positive image of Ofwat externally when in discussions with partner organisations, stakeholders and outside bodies.
- To influence effectively across Ofwat to promote high quality economics and maximise impact of economics within Ofwat at all levels of the organisation.
- To contribute to staff development. This includes coaching and professional development; ensuring that we apply the most up to date thinking; and taking responsibility for the personal development of specified individuals.
- To continue to learn and develop your own skills.
- To act as an ambassador for Ofwat’s key values – the “SAILOR” values – of support, ambition, integrity, learning, ownership and respect.

Stakeholder

- To develop, manage and maintain effective relationships with stakeholders, specifically peers in other Government departments, other regulators in the water sector and organisations at local, regional and national level.
- To challenge and influence decisions and outcomes in accordance with Ofwat strategic priorities.

Professional requirements

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Educated to a degree or post-graduate level in an economics or equivalent professional experience 	<ul style="list-style-type: none"> • Post graduate degree in economics

<p>Experience</p>	<ul style="list-style-type: none"> • Experience in developing and applying economic and incentive regulation in regulatory or private sector setting • Experience of applying competition economics in a regulatory or private sector setting • Experience of managing several projects at the same time against tight deadlines • Experience working alongside other professions • Experience in developing and performance managing junior colleagues • Ability to think strategically and understand strategic issues; to ensure deliverables meet strategic objectives and recommendations, taking action to make changes that make a positive difference. • Strong communication skills • Ability to communicate complex concepts to a wide variety of stakeholders • Experience of Stakeholder management including government and industry. 	<ul style="list-style-type: none"> • Substantial experience of leading application of regulatory and competition economics in Government, economic regulators, regulated companies or consultancies. • Leading teams (including external organisations) in delivering high quality policy, strategic thinking, and analytical frameworks • Managing complex stakeholder relationships • Managing consultancy input and advice • Strong track record of delivery of complex projects on time and budget. • Substantial experience in people management • Experience representing organisation with
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		academics and public forums
Knowledge	<ul style="list-style-type: none"> • Understanding of economic and incentive-based regulation. • Understanding of competition economics and policy. • Understanding the relevance and the impact of best practice in policy development and being. 	
Behaviours	<ul style="list-style-type: none"> • Seeing the Big Picture • Changing and Improving • Making Effective decisions • Leadership • Communicating and Influencing • Developing Self and Others • Working Together • Delivering at Pace 	

Terms and conditions of employment

Contract

This is a permanent appointment.

Salary

The salary range for this role is Band 5 - £78,971 - £118,457. External candidates can expect to achieve a starting salary from the bottom of the band up to £100,000 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

This role is based at our (London or Birmingham office) and this will be your designated place of work. Ofwat employees have the opportunity for hybrid working so you will have the chance to work both at home and in the office. Ofwat is an inclusive employer and agile working is an important part of our culture. We know that agile working empowers our employees to manage their own time, fostering a healthy work-life balance and boosting health and wellbeing while maintaining productivity.

Here at Ofwat we believe spending regular time together in person is important to support collaboration, build and sustain relationships within others, and supports the delivery of Ofwat's business outcomes. Working from the office will provide opportunities for face-to-face interaction and connection, in-person meetings, and networking. We've made space provision for on average two days per person spread across the week in our offices for colleagues. You will agree the balance between home and office working with your People Leader, who can ask you to work from your designated place of work at any time, and in line with business requirements.

Any home working arrangement does not constitute a change to your designated place of work or contractual terms and conditions. The successful candidate will be expected to pay for their commute to their normal place of work. Travel to other locations that are not your chosen normal place of work will be paid for.

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 2021
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 made 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 at recruitment@ofwat.gov.uk

Selection timetable

Closing date	26th October 2021 at 5pm
Sifting	29 th October 2021
Interview date(s)	8 th , 9 th , 10 th & 11 th November 2021

Please note that interviews will be conducted via video conferencing software such as BlueJeans, Skype or Microsoft Teams or alternatively where suitable at one of our office locations.

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.

Disability Confident Scheme

As part of the disability confident scheme, we guarantee to interview all disabled applicants who meet the minimum criteria.

Investors in People (IIP) -Silver

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 Jasbir Bilal, Director , 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.**

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

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