

**May 2022**

**Information for applicants:**

**Senior Economist – RAPID**

**Ref: OFW– BC 226**

## 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 wastewater 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

**Ofwat (the Water Services Regulation Authority) is the economic regulator of the water and wastewater sector in England and Wales.**

Safe, reliable and sustainable water and wastewater services are essential for our day-to-day lives, our wellbeing, and our natural world.

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 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

## Why come and join Ofwat

We are forward-thinking, creative, innovative and ambitious. We constantly push the boundaries and embrace new ways of working. 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.

Before the Covid-19 pandemic we were the first Civil Service organisation to achieve Smarter Working status. We have developed this further through our hybrid working during the pandemic and have won awards for our Path Forward approach as we spend more time in person again.

## Economists at Ofwat

Economists work across Ofwat, with diverse opportunities to contribute to meeting our ambitious goals. Ofwat is organised in ‘clusters’. Each cluster has work programmes that focus on particular areas of Ofwat’s regulatory duties and its strategy. We are recruiting for senior associate economists for the RAPID cluster, shaping the commercial and regulatory frameworks for large strategic water supply projects such as new reservoirs and large-scale water trades between companies. This is an area where Ofwat is working in partnership with quality regulators and other Government bodies.

Ofwat is an agile working environment, so you can expect opportunities to support other clusters and to move around the organisation as work priorities shift. Economists are encouraged to gain a broad range of experience by working across different work areas to shape policy outcomes.

## RAPID Cluster

Water is a precious resource. Our water resources are coming under increasing pressure from population growth, economic development and climate change. Society also expects that water will be available for users whilst also improving the environment. These factors all contribute to a growing sense of urgency that we need to act now to develop new national supply options, alongside reducing water usage and tackling leakage, to avoid restrictions in the near future.

In response the (Regulator’s Alliance for Progressing Infrastructure Development) RAPID has been formed to facilitate cross-regulatory collaboration on the development of strategic water supply infrastructure projects and to address issues relating to their development with a view to establishing an enduring regulatory framework for such projects. The partnership

is made up of the three water regulators in England – Ofwat, the Environment Agency and the Drinking Water Inspectorate. It provides a seamless regulatory interface, working with the industry to promote the development of nationally significant water resources infrastructure to meet the needs of customers; and to protect the environment.

RAPID is working with water companies and alongside the five regional water resources planning groups, to ensure that we have timely delivery of new infrastructure. Where necessary, RAPID will assist the regulators in identifying and overcoming potential regulatory and commercial barriers.

RAPID is overseen by a Board chaired by the Ofwat CEO, with membership from each of the regulators. The successful applicant will be working for Ofwat but allocated to the cross-regulator RAPID cluster to support its work.

## Our Values

All our work is underpinned by our SAILOR values which are well established and embedded into everything we do. Actively championed by everyone, they set out how we behave and what we aspire to be as an organisation.

## Our Culture, Our People

Driven by our SAILOR values, we are committed to developing an inclusive culture where our people can bring their whole selves to work, where everyone is treated equally and empowered to thrive. Together we can achieve our vision of improving life through water.

Our people are the heart and soul of Ofwat, and our People Strategy is ambitious and well-

## We are Ofwat

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



embedded. In our annual people survey 2020, 79% of people said they would recommend Ofwat as a great place to work. We saw our PERMA Index score increase to 74% which measures how people are flourishing at work and is based around the 5 dimensions: Positive emotion, Engagement, Relationships, Meaning and Accomplishment.

We have an engagement score of 72%, placing us as one of the Civil Service's highest performing organisations. Our recent external Investing in People re-accreditation assessment saw us move from standard to silver, our aim is to become more diverse and inclusive: reflective of the communities we serve. Our vision is to transform Ofwat from a great place to work to a Great Place to Be. To achieve this, our People strategy is based around five themes:



## The Role

The development of nationally significant water supply infrastructure is a positive step towards ensuring resilient supplies of water. This requires new and innovative thinking around the way that we regulate water supply infrastructure. You will be responsible for:

- Providing economic analysis and advice to support the assessment of the infrastructure projects through the gated process managed by RAPID, this includes using econometric techniques and benchmarking analysis to verify water company costs and evaluating the public value benefits of schemes.

- Exploring the opportunities for wholesale water markets and trading, including bulk transfers between water companies, and water trading models to efficiently allocate water between different types of users
- Developing analytical thinking around how we regulate infrastructure projects under different commercial models to encourage the long-term development of efficient water supply options.
- Shaping key commercial principles that ensure that risk and rewards are allocated in a way that ensures that the interests of water customers are protected and that outcomes are delivered.
- Ensuring the co-ordinated development, delivery and operation of water infrastructure across the sector

We need highly motivated economists to help RAPID shape the commercial, regulatory and institutional arrangements that will have a tangible and meaningful impact on society for many generations to come. The successful candidates are expected to have a strong foundation in technical economic skills. You will also bring intellectual leadership and show strategic awareness.

The successful candidate will have an excellent economic background with sound analytical skills, be able to proactively explore and propose appropriate techniques/analysis, have the ability to quality assure, understand economic models and interpret output data for the purposes of providing guidance to decision-makers, as well as being able to deliver against challenging deadlines.

You will have a significant degree of autonomy and responsibility. You are expected to be a self-starter and to exercise your judgement responsibly in line with our strategy and ways of working. You will use your well-developed ability to communicate persuasively and engage with stakeholders, both internally and externally, including explaining economics concepts and thinking to non-technical audiences. You are expected to provide support to colleagues across the organisation, proactively sharing skills and knowledge, and equally will be supported by coaching and mentoring.

This role would suit economists seeking to apply their technical skills to a high profile and fast-developing area. You will have ample opportunities to develop and consolidate your skill set. You will continuously develop your skills through continued learning and development

within the Economist profession across Ofwat, building your skills and expertise in the area of environmental and economic regulation.

## Key deliverables

Some of the key areas of work include:

- Analyse barriers, gaps and opportunities to the development of multi-party, multi-sector water infrastructure schemes and help shape policy interventions to address those issues
- Developing elements of longer-term strategic policy, handling uncertainty and ambiguity, to support the development of wider economic regulatory and commercial frameworks to deliver large scale multi-party infrastructure development
- Influencing and contributing to managing strategic policy relationships with government, regulators, companies and NGOs;
- Provide wider support of the RAPID team in delivering its [forward programme](#) and the interactions with other Ofwat clusters (primarily Future Assets & Resources and PR24 & beyond).

## Professional requirements

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Degree level qualification or equivalent experience with significant economics contents</li> </ul>	<ul style="list-style-type: none"> <li>• A post graduate qualification in economics</li> </ul>
<b>Experience and Knowledge</b>	<ul style="list-style-type: none"> <li>• Experience of providing intellectual leadership on regulatory policy issues based on sound knowledge of relevant economic theory and commercial concepts, including contributing to strategic policy development, design and implementation in a complex organisational environment <ul style="list-style-type: none"> <li>• well-developed ability to communicate persuasively and engage with stakeholders, both internally and externally, including explaining economics concepts and thinking to non-technical audiences. You are expected to provide support to colleagues across the organisation,</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Experience of public value or environmental benefits assessments</li> <li>• Experience of partnership or cross-agency working.</li> <li>• Experience of providing analysis or advice on infrastructure projects in the UK or other countries</li> </ul>

	<p>proactively sharing skills and knowledge, and equally will be supported by coaching and mentoring.</p> <ul style="list-style-type: none"> <li>• This role would suit economists seeking to apply their skills to a high profile and fast-developing area. You will have ample opportunities to develop and consolidate your skill set. You will continuously develop your skills through continued learning and development within the Economist profession across Ofwat and within the RAPID cluster.</li> <li>• Detailed understanding of techniques applied to economic regulation including one or more of the following:           <ul style="list-style-type: none"> <li>• Incentive design and the allocation of risk</li> <li>• Cost assessment and modelling</li> <li>• Market design and development</li> <li>• Mechanisms to facilitate third party delivery of infrastructure</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of infrastructure planning, water resource management or environmental economics</li> <li>• Experience of successfully managing challenging projects and programmes</li> </ul>
<b>Strengths and behaviours</b>	<p>The successful candidate is expected to demonstrate Civil Service behaviours and strengths during the recruitment process. The following behaviours will be assessed at interview:</p> <ul style="list-style-type: none"> <li>• Communicating and influencing; and</li> <li>• Seeing the big picture</li> <li>• Making effective decisions</li> <li>• Delivering at pace; and</li> <li>• Working together</li> </ul>	

## 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	05 June 2022
Sifting	Week commencing 06 June 2022
Interview date(s)	Week commencing 13 June 2022

Please note that the interviews will be conducted via video conferencing software such as Microsoft Teams.

It is expected that the interview process for this vacancy will include a short presentation. 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 permanent appointment.

### Salary

The salary range for Band 3 (Senior Associate) is - £34,528 - £51,627, 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, with travel between offices and occasional other travel as required. Relocation expenses will not be paid for this role. 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' people to manage their own time, fostering a healthy work-life balance and boosting health and wellbeing while maintaining productivity. Each of teams have developed a Team Charter which agrees who they will work in a hybrid environment. You will agree the balance of home/office-based working with your People Leader.

### **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**

This post is open to full-time (37 hours per week), part-time or job-share. 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 2020, member contributions are based on actual salaries.

From 1 April 2020, employee contributions are:

Actual pensionable salary (annual)	All members
Up to and including £22,600	4.60%
£22,601 to £54,900	5.45%
£54,901 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%

<b>45,501 to 77,000</b>	27.9%
<b>77,001 and over</b>	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:

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

## **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.

## **Further information**

### **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).

## 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.

## 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) – 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.

### **Disability Confident Scheme**

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

### **Complaint's 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 Ruth Noake, Head of Talent & OD, 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).

**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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