



MANAGER, ACCESS AND ECONOMICS

JOB & PERSON SPECIFICATION

MAY 2018



Position Description

Manager, Access and Economics

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Purpose of Position

The Manager, Access and Economics has a leadership role within the Commission and is responsible for managing the Commission's transport regulatory function and undertaking economic and financial analysis that forms an input into the Commission's development of consumer protection and price regulation frameworks and decisions. This includes the management of pricing reviews and conducting research into complex economic issues.

This role operates autonomously on a day to day basis and is expected to determine key strategic and operational objectives in consultation with the Director, Consumer Protection and Pricing, allocate work, review performance and exercise delegated authority. The position is individually accountable for the quality of the economic and financial analysis required to support the Commission's regulatory reviews and determinations.

Reporting Relationships

The position:

- ▶ Reports to the Director, Consumer Protection and Pricing.
- ▶ Works closely and collaborates with other staff members of the Commission.
- ▶ Manages the Senior Regulatory Analyst (P07418) and Regulatory Analyst.
- ▶ Maintains professional working relationships with a range of external stakeholders including other jurisdictional regulatory staff and regulated industry staff.

Organisation Background

The Essential Services Commission is a statutory authority established as an independent economic regulator and advisory body under the Essential Services Commission Act 2002.

The Commission's primary objective is the protection of the long term interests of South Australian consumers with respect to the price, quality and reliability of essential services.

The Commission regulates the provision of essential services in the water and sewerage, electricity, gas, ports and rail industries, conducts formal public inquiries and provides advice to Government on economic and regulatory matters.

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This Consumer Protection and Pricing group is responsible for establishing and maintaining appropriately targeted regulatory frameworks that promote the delivery of services valued by customers at efficient prices. Its functions include consumer protection, price regulation and access regulation.

The Commission is committed to providing thought leadership in economic regulation and regulatory policy and undertakes extensive stakeholder engagement to inform its work.

Special Conditions

- ▶ Some out of hours work may be required in order to meet critical deadlines.
- ▶ Some interstate or intrastate travel may be required.

Key Accountabilities

Management and staff development

- ▶ Lead, motivate, encourage and inspire the development of a strong, effective, efficient, ethical and professional team and a work environment which fosters innovation.
- ▶ Provide leadership to the Consumer Protection and Pricing group.
- ▶ Provide clear direction on the economic and financial analysis required to support regulatory reviews and build the capabilities and capacities of the individual team members in those areas.
- ▶ Work in close collaboration with the other members of the Senior Management Team to contribute to efficient and effective whole of Commission planning and program delivery.
- ▶ Resolve operational problems and challenges that may require the development of innovative approaches, creative thinking and the exercise of sound judgement and evidence based decision making.
- ▶ Provide guidance and professional support for staff, exchange information and facilitate their ongoing professional development.

Economic research and financial analysis/framework development?

- ▶ Provide leadership in the management of the Commission's economic and financial analysis.
- ▶ Manage and undertake key components of pricing reviews in regulated industries.
- ▶ Manage and undertake reviews as required under legislation for regulated industries, and other industries as required.
- ▶ Provide analysis and advice on access, market conduct and competition issues in regulated industries as appropriate
- ▶ Advise on developing and implementing guidelines, standards, and codes for regulated and other industries as required.
- ▶ Advise on the development and integration of regulatory systems.

Access regulation

- ▶ Manage the Commission's role as regulator of third-party access in the ports, rail and water industries, including management of reviews of access regulation and management of any access disputes.

External publications/communications

- ▶ Research and prepare reports, discussion papers and information packages for industry participants and consumers and other documents concerning matters associated with industries regulated by the Commission.
- ▶ Develop and present clear and concise written and verbal policy advice to inform Commission decisions.
- ▶ Develop and manage the development and delivery of Commission publications that will assist in facilitating public consultation processes.

Stakeholder management

- ▶ Build and maintain effective working relationships within the Commission and with external stakeholders including regulated businesses, consumers and their representative organisations, other regulators and government agencies.
- ▶ Develop and maintain strong positive relationships and demonstrate effective communication within the Commission and with outside stakeholders.

General

Contribute towards the achievement of the Commission's strategic direction by:

- ▶ contributing to an environment which facilitates collaborative and productive teamwork, and learning and professional development.
- ▶ contributing to the ongoing development of the Commission's corporate objectives and actively participating in the development, implementation and monitoring of the Strategic Plan and Performance Plan.
- ▶ developing strong positive relationships and demonstrating effective communication within the Commission and with outside stakeholders.

Contribute to the WH&S of the Commission and a strong culture of safety by demonstrating safe working practices and adhering to WH&S legislation, regulation, policies and practices.

Contribute to the effective operation of the Commission's Corporate Governance Framework by complying with all corporate policies and procedures which includes keeping accurate and complete corporate records.

Undertake other tasks as directed.

Essential Minimum Requirements

(those characteristics considered absolutely necessary).

Educational/Vocational

- ▶ Tertiary qualifications in relevant disciplines such as economics, commerce, accounting, law, engineering, mathematics or other appropriate qualification.

Personal Abilities/Aptitudes/Skills

- ▶ Proven ability to work independently and take responsibility for achieving results.
- ▶ Demonstrated professional performance, competence and ethical approach that indicates a high degree of personal integrity and credibility.
- ▶ High level written and verbal communication and presentation skills which result in effective and appropriate communication with a broad range of people.
- ▶ Demonstrated ability to liaise effectively, including consultation and negotiation, with a wide range of stakeholders, to facilitate their cooperation and support to achieve desired outcomes and to establish and maintain effective relationships.
- ▶ Demonstrated ability to work collaboratively in a team environment and take a shared responsibility for achieving results.
- ▶ Proven ability to plan, prioritise and lead projects to achieve goals and meet deadlines, including dealing with competing demands and managing multiple projects and tasks in a complex environment.
- ▶ Ability to think creatively and laterally and exercise initiative and independent judgement.

- ▶ Ability to deal with ambiguity and change, having a positive attitude to change, new ideas and changing environment.
- ▶ Excellent written and verbal communication skills, including the ability to influence others with the use of credible presentation of complex data.
- ▶ Proven research and negotiation skills and a proactive approach in analysing problems and proposing solutions.
- ▶ Demonstrated ability to produce high quality work independently on a diverse range of subjects while balancing high workloads and competing priorities.
- ▶ Demonstrated ability to manage a work program.

Experience

- ▶ Extensive experience in economic and financial analysis.
- ▶ Extensive experience in access regulation?
- ▶ Sound management experience including the management of teams and projects.
- ▶ Experience in the conduct of microeconomic analysis and advice.
- ▶ Experience in the drafting of complex public reports.

Knowledge

- ▶ Detailed understanding of financial and commercial issues associated with regulated industries.
- ▶ Understanding of regulatory economics, including access regulation, and its applicability in the Australian environment.
- ▶ Expertise in spreadsheets and database financial modelling.
- ▶ An understanding of the principles of Work Health and Safety.

Desirable Characteristics

(to distinguish between applicants who have met all essential requirements).

Educational/Vocational

- ▶ A masters degree in any relevant field or other relevant postgraduate qualification.

Knowledge

- ▶ Knowledge of the SA regulatory arrangements applying to industries regulated by the Commission.
- ▶ Knowledge of national regulatory frameworks.
- ▶ Knowledge of legislation relevant to the Commission.
- ▶ Knowledge of, and experience in the application of, corporate finance principles, statistical analysis, and the interpretation of complex financial and legal documentation.



HOW TO APPLY

Applications in Word format only should be forwarded to Julie Brennan by email to 23149@hender.com.au

Telephone enquiries are welcome and may be directed to Julie or Gill Manser on (08) 8100 8827.

Please Note

Your application will be automatically acknowledged by a return email.