



UTILITY REGULATION AND COMPETITION OFFICE

JOB DESCRIPTION

Job Title:	Director of Economics and Regulatory Affairs		
Job Holder:			
Department:	Economics		
Reports to:	Chief Executive Officer		
Number of direct reports:	1	Salary Range:	CI\$103,476.00 – \$139,164.00
Total Points:		Date of last review:	2022
Salary Grade:	F	Approved By:	Chief Executive Officer

Who are We?

The Utility Regulation and Competition Office (OfReg, the Office) is the independent multi-sector regulatory body with responsibility for the energy and electricity, fuels, information and communication technology (ICT), and water and wastewater sectors of the Cayman Islands. The Office maintains regulatory oversight for all utility providers in the Cayman Islands.

The economic regulatory policy functions are attached to the Economics and Regulatory Affairs team to provide economic, research and analysis as well as compliance actions across all sectors to support the functional sectors and departments – energy and electricity, fuels, ICT, water and wastewater, and consumer protection.

1. JOB DESCRIPTION

1.1. Overview

Reporting to the Chief Executive Officer (CEO), the Director of Economics and Regulatory Affairs (DERA) is the principal economic and policy advisor of the Office, responsible for leading assessment and the provision of sound advice, for all competition economics and regulatory economics matters to the various sectors under OfReg's remit. This will include a focus on the mentorship and development of economic regulatory expertise within OfReg.

1.2. Job Purpose

The DERA is the principal economic policy advisor to the Office and is a member of the Senior Management Team. The post holder has responsibility to ensure that, as an economic regulator and competition office, OfReg discharges its duties in a manner that promotes fair regulation for consumers and industry and exercises its duties and decision making consistent with sound economic principles. Analysis and guidance given must reflect and be consonant with OfReg's remit and duty to protect the short and long-term interests of

consumers, promote competition where appropriate and ensure existence of a modern regulatory regime.

1.3. Scope of Work

Specifically, the DERA shall:

- a) Ensure the Office creates an economic policy framework that instils the confidence of all stakeholders, in accordance with the Utility Regulation & Competition (URC) Act, Information & Communications Technology Act (ICTA), Electricity Sector Regulation Act (ERA), the Water Sector Regulation Act, The Water (Production and Supply) Act, the Wastewater Collection and Treatment Act, the Fuel Market Regulation Act, the Dangerous Substances Act and other relevant Acts, subsidiary legislation and government policy and applicable licenses.
- b) Lead applied economic research on a wide range of matters related to the utilities and industries that OfReg regulates, which include short- and long-term forecasting of loads, the billing determinates of public utilities, competitive policy analysis, market analysis, cost analysis, and rate structure analysis of various aspects of utility issues.
- c) Have accountability for establishing the strategic economic policy direction of the sectors in line with directions and approval of the CEO, which assists to ensuring OfReg's vision, mission and objectives are met.
- d) Lead development of economic policies, rules, and establishment of tools to enable OfReg to exercise its powers for consumer protection and promote innovation in the sectors for which it has responsibility for economic development.

1.4. Principal Accountabilities

The principal accountabilities of the post include:

ACCOUNTABILITIES	PERCENTAGE
Competition Economics and Policy <ol style="list-style-type: none">1. Lead development of economic policy and provide advice and support to the CEO and all sectors, departments, and teams in OfReg.2. Advise the CEO and Executive Team on and participate in negotiations with licensees or applicants for licences and concessionaires on the terms of licences to be issued by the Office.3. Direct the upgrading of policies and procedures to ensure compliance with economic statutory requirements and reviewing and providing input to all economic decisions, regulatory measures, and consultative documents to be issued by OfReg to ensure sound economic basis.4. Lead, organise and conduct major economic proceedings, such as incremental costing methodology and price cap plans, significant market power appraisals and reviews.	35%

<ol style="list-style-type: none"> 5. Direct the conduct of market behaviour and dominance, market definition and pricing tactics as part of addressing competition issues and make recommendations to the CEO. 6. Continuously monitor the relevant markets to ensure and promote fair competition and where there appears to be market failure to propose remedies to the CEO. 7. Advise the Executive Team and provide support with disputes to ensure that the decisions are based on sound economic principles, and in accordance with the regulatory framework. 8. Research, analyse and direct changes to the legislative and economic policy frameworks to ensure the Office is operating effectively and appropriately considering current circumstances, whilst enabling the environment to accommodate future changes in technologies and innovation. 9. Review and comment on papers and policies prepared by OfReg management and staff as requested. 10. Supervise appraisal and assessment or investigation of anti-competitive practices and or abuse of dominant position in relation to agreements, decisions, or practices of covered services, by or between sectoral providers or between one or more sectoral providers and any other person. 11. Provide support in the appraisal and assessment of applications for mergers and acquisition or change in control in relation to licensees. 	
<p>Economic Regulation and Policy</p> <ol style="list-style-type: none"> 1. Lead development and supervise the implementation of tariff schemes and provide advice and support to the CEO and all sectors, departments, and teams in OfReg. 2. Lead evaluation of rate review applications. 3. Lead development of regulatory financial models which combine all the building blocks of the regulatory price-setting process within a full accounting framework and licensing conditions. 4. Oversee design and development of tariff structures within a proper regime. 5. Provide support in monitoring performance of the service providers in terms of level of investment, cost of services, and level of efficiency in production and distribution of the required services. 6. Lead in benchmarking the performance of service providers over time with like utilities within the Caribbean region and internationally, to assess their productivity, indirect costs, return and growth and efficiency. 7. Lead in the provision of economic policy analysis and provide support in coordinating, monitoring, and evaluating integrated business planning processes, capital investment planning for the generation, supply and distribution of electricity, water production and supply, and all other sectors 	40%

<p>under OfReg's remit, thereby providing support and assistance and advice to the Executive Directors.</p> <ol style="list-style-type: none"> 8. Keep under review the relevant framework for economic regulation and competition in the respective and relevant markets. 9. Manage and deploy the technical competencies of OfReg, thus enabling the Office to discharge its economic regulatory functions efficiently. 10. Support agreed strategies to promote awareness of the role of OfReg in the economic, social, and political development of the Islands. 11. Advise on the development of performance measurement standards as required for monitoring performance of regulated operators. 12. Lead assessment and advise to ensure that the necessary systems and procedures needed to monitor regulated utilities and sectors are developed, established, and operated in a transparent and effective manner, in accordance with the enabling legislation and sound, relevant economic policy. 13. Assist in establishing and maintaining a high professional relationship with public utility regulators and industry associations in the international arena, through which OfReg may obtain information as to best practice in utilities regulation. 	
<p>Support:</p> <ol style="list-style-type: none"> 1. Deliver presentations of OfReg's economic policies and position to various interest groups. 2. Assist in preparing consultative documents on regulatory issues before OfReg. 3. Assist in preparing statements of regulatory issues for print and electronic media. 4. Assist in reviewing contracts including renewable power purchase agreements (PPAs) and affiliate transactions and contracts. 5. Prepare and submit reports as required. 	10%
<p>Leadership, Management and Oversight</p> <ol style="list-style-type: none"> 1. Provide strong intellectual leadership and strategic advice on economics and assessments across all sectors of OfReg. 2. Interact and coordinate with other executive members and senior managers and to assign resources in line with organisational priorities. 3. Manage a multi-sector, multi-disciplinary team of economists, and contracted consultants and ensure appropriate training and development for the economics team members. 4. Identify skills gaps and development needs for team members and ensure appropriate training, coaching and talent development. 5. Provide training to OfReg staff and direct reports on regulatory economic principles. 6. Assess departmental needs for submission of forecast and budget projections. 	15%

7. Monitor expenditures in accordance with approved budget. 8. Submit reports on budget performance. 9. Any other duties which may be assigned from time to time.	
---	--

1.5. Assignment & Planning of Work

The work of the DERA is generated by the CEO and is identified through an annual business plan. The post holder, in collaboration with the executive management team, will assist in the development of the annual business plan for the Office.

The post holder has significant autonomy in determining how the relevant work is accomplished in consultation with the CEO. Specific projects, industry-imposed priorities often dictate the focus of the work at any given time.

The DERA will ensure the effective execution of all obligations required to meet the outputs and achieve successful outcomes. The post holder must anticipate and promote change, respond innovatively and effectively, and pursue initiatives to conclusion. The DERA identifies required work streams and ensures their achievement in support of OfReg's business priorities.

1.6. Supervisory Responsibilities & Key Working Relationships

The DERA is currently responsible for managing one (1) staff member and when needed will join or assign staff to project teams established under the regulatory sectors. Indirectly, the post holder advises other sectors managers.

The post holder is expected to have a daily working relationship with all OfReg employees, interns, and Consultants. In addition, the post holder will also have a working relationship with Central Government, other Authorities, Government Companies, and the community in general.

1.7. Decision Making Authority & Controls

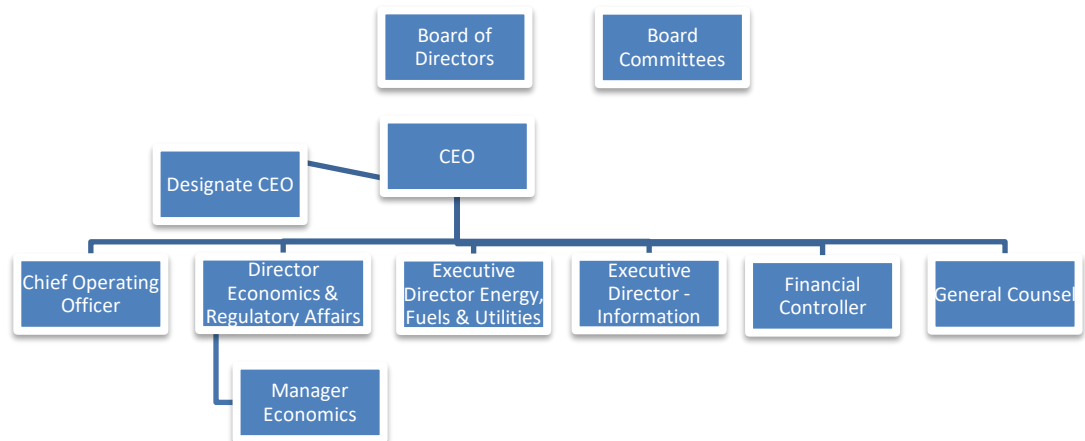
The post holder will act as the principal economic advisor to the CEO and sector heads and will be responsible for establishing and maintaining sound economic strategic principles and frameworks to facilitate decision-making.

The post holder has authority to approve expenditures related to their budget, including payments to contracted economic consultants or other consultants operating under their purview in accordance with the procurement policy. The post holder will indirectly manage an expenditure budget of approximately CI\$ 500,000.00.

1.8. Working Conditions

Normal office working conditions apply, with a flexibility to work outside the normal working hours of 8:30am – 5:00pm if needed. A considerable amount of time will be spent viewing a computer. Some travel, both local and overseas may be required.

2. The Team



3. PERSON SPECIFICATION

3.1. Person Overview

Emerging issues in the industries and sectors related to economic policy have a significant impact on this role. The Director of Economics & Regulatory Affairs must maintain effective working relationships with licensees, business leaders, and other stakeholders without compromising the independence of their office or of OfReg. In addition, the role requires a strong appreciation for best practices in corporate governance and excellent advocacy skills. The post holder is expected to have the desire and initiative to constantly learn and develop skills whilst identifying and embracing changes to improve processes and practices within the organization.

3.2. Education and Qualifications

- A Master's degree in Economics with a concentration in Regulatory Economics and/or Competition Economics is required, with a PhD being preferred.
- Other relevant post graduate qualifications are desired.

3.3. Experience

The post holder must have:

- A minimum of 10 years' progressive senior level experience in utility regulation dealing with major licensees in competitive as well as noncompetitive markets.
- Sound understanding of economic regulation and competition analysis and policy.
- Advanced knowledge and understanding of the technology, structure and economic principles of regulated markets, their development and trends related to public utilities and undertakings.
- Experience advising on competition and regulatory policy issues.
- Experience on regulatory projects such as market studies, investigations, actions and appeals.
- Experience in econometric modeling and statistical analyses.
- Significant previous experience in developing economic policy related to public utilities regulation and competition regime.

3.4. Skills & Abilities

- Knowledge and understanding of relevant legislation, regulations and procedures governing OfReg and working knowledge of the Cayman Islands utility and regulatory landscape. Familiarity with international and regional utility regulatory bodies.
- Strong research, analytical and investigatory skills to quickly analyse complex factual situations to understand key risk issues.
- Ability to read, understand and apply regulations, contracts and other legal documents.
- The ability to multi-task and interpret complex data, maintain a sense of urgency in achieving outputs and other deliverables consistently and with a high degree of quality and accuracy.
- Strong critical thinking skills with the ability to understand different perspectives and articulate the costs and benefits of different policy positions.
- An understanding of the financial, economic and technical factors underpinning the performance of all utilities in order to develop pricing models.
- Advanced knowledge of regulatory principles and practices, and their application to small jurisdictions.
- Strong inter-personal and presentation skills to communicate effectively, professionally, and comprehensively, both orally and in writing, with colleagues, licensees, and a large cross-section of industry representatives.
- Dynamic and strong leadership skills in the areas of organising, coordinating, and mentoring and leading a team of economists and economic analysts.
- Exhibit the highest levels of confidentiality, integrity, and political neutrality.

This job description and person specification is a guide to the minimum requirements of the role and is not intended to restrict activities that will contribute to the growth and success of the organization. The duties and requirements contained herein, may be reviewed and amended, in consultation with the post holder, considering any organizational development within OfReg.

By signing below, I agree that this is an accurate description of my role / intended role. I understand that I am employed to carry out the duties listed in the job description, and that these duties may, from time to time, change in line with the changing and evolving nature of the Office and its role.

AGREED BY

Jobholder

Date: _____

Chief Executive Officer

Date: _____