**Finance & Commercial Services
Reporting to Manager Economic Regulation**

## Position Purpose

Responsible for developing and implementing regulatory strategy and analysis relating to the economic regulation of WaterNSW’s infrastructure. The role is responsible for preparing regulatory proposals to a standard acceptable to Management and the Board and for coordinating effectively with WaterNSW’s internal and external regulatory stakeholders.

## Key Accountabilities

1. **Safety:** ensure all activities are undertaken with the safety of our people as the number one priority and always role model safe behaviour.
2. **Values:** behave and make decisions in accordance with the WaterNSW Values at all times.
3. Participate in, and advocate WaterNSW’s positions with respect to, economic regulatory policy reviews by regulators and Governments on matters affecting the regulation of water utilities.
4. In reporting to the Manager Economic Regulation, take a leadership role in preparing pricing submissions, including responses to regulatory draft determinations, and actively managing information requests and expenditure investigations by economic regulators (e.g. IPART and ACCC), including:
	1. Prepare submissions and input to multi-year pricing proposals that address key regulatory issues including: the form of regulation, incentives, managing uncertainty, return on capital, expenditure proposals, tariff design and customer engagement.
	2. Undertake detailed economic/regulatory analysis and revenue modelling to fully understand the revenue and pricing impacts of WaterNSW’s proposals.
	3. Work with the relevant business units to develop and implement strategies for effective customer engagement and to demonstrate that customers’ views are reflected in WaterNSW’s regulatory proposals to benefit, from our investments.
	4. Project manage the preparation of WaterNSW’s submissions to regulatory determination processes and or key elements of those submissions.
5. Participate in the regulatory process, including attending public hearings, interviews and coordination submissions to IPART and other agencies on matters impacting WaterNSW’s regulatory framework.
6. Collaborating with WaterNSW’s operational, asset management and customer-facing business units in relation to their input into WaterNSW’s proposals, in particular the operating and capital expenditure aspects of our submissions.
7. Engage with relevant stakeholders from IPART, the ACCC, other water utilities, utility companies from other sectors and Government agencies in relation to economic regulatory strategy development.
8. Undertake regular reviews of WaterNSW’s performance against regulatory allowances in each of our determinations and analyse, and communicate to Management, the key drivers of any material variances.
9. Analyse economic regulatory decisions and trends and develop regulatory strategies to improve incentives for investment and outcomes for customers.
10. Take ownership of regulatory tasks with varying degrees of support and demonstrate a 'hands-on' approach to get the job done when required.
11. Identify opportunities to improve commercial outcomes for WaterNSW and remove regulatory barriers for investment in non-regulated assets through sound commercial acumen and superior understanding of the economic regulatory landscape.

## Key Challenges

* Conceptualisation and project management of multiple pricing determinations, requiring the ability to reprioritise in a dynamic environment.
* Management of policy activities which are diverse, complex and organisation-wide in effect and require interaction with internal and external stakeholders at a senior level.
* Recognising and balancing the commercial, community and customer interests in regulatory policy development.
* Obtaining the input and ‘buy-in’ of other business units in the development of WaterNSW regulatory proposals without having direct reporting lines in most cases.
* Achieving successful outcomes in an environment of potential industry reform and the ongoing effects of a global pandemic.
* Ensuring regulatory policy and strategy development for the long term occurs while meeting challenging short-term external deadlines.

## Significant Internal Relationships

|  |  |
| --- | --- |
| Stakeholder | Purpose of Relationship |
| * Assets
 | * Work collaboratively to identify key drivers of expenditures and to obtain supporting information for submissions.
 |
| * Customer & Community
 | * Work collaboratively to identify key drivers of expenditures and to obtain & include information for submissions.
 |
| * Legal Governance & Risk
 | * Work collaboratively to obtain & include information for submissions.
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## Significant External Relationships

|  |  |
| --- | --- |
| Stakeholder | Purpose of Relationship |
| * IPART
 | * Liaise on economic regulatory matters
 |
| * ACCC
 | * Liaise on economic regulatory matters
 |
| * NSW Water Utilities (including Sydney Water, Hunter Water, Essential Water)
 | * Liaise on economic regulatory matters
 |
| * NSW Government (including the Department of Primary Industry & Environment, Water and NSW Treasury)
 | * Liaise on economic regulatory matters
 |
| * Commonwealth Government
 | * Liaise on economic regulatory matters
 |

## Delegations, Financial Accountabilities & Freedom to Act

As defined in the WaterNSW Financial Delegations as varied from time to time.

## WaterNSW Leadership & Performance Competencies

|  |  |  |
| --- | --- | --- |
| People | Level |  |
| Communicating with influence | B | * Tailors communication to suit the audience and uses a range of influencing techniques to build support
* Supports messages with relevant examples, demonstrations and stories
* Communicates issues clearly with different audiences
* Handles challenging questions confidently and constructively
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|  |  |  |
| --- | --- | --- |
| Customer | Level |  |
| Partnering & Advice | B | * Engages in a productive dialogue with the customer to consultatively identify a solution
* Provides credible advice for customers based on an understanding of the underlying issue
* Knows when to draw on additional resources to provide appropriate support and advice for customers
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|  |  |  |
| --- | --- | --- |
| Business | Level |  |
| Analysis & Problem Solving | B | * Defines the extent and cause of the problem through observation and investigation
* Knows when and how to source and use additional information to effectively diagnose the problem and determine suitable solutions.
* Considers all possible solutions and seeks input from subject matter experts where appropriate
* Takes necessary action to implement the identified solution
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| Business Acumen | C | * Uses in-depth knowledge of key business drivers, regulatory activity and customer requirements to leverage opportunities and minimise threats to business performance
* Ultilises knowledge and analysis of internal and external business and industry trends, to identify opportunities and trade offs to be made when formulating and executing business unit plans
* Assists others to understand the commercial implications and customer impacts of their contributions
* Uses knowledge of other business units plans and drivers to inform own business plans and the identification of opportunities and risks
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## Mandatory Candidate Requirements

**Qualifications:**

* Bachelor’s degree in economics, commerce, law, business management or a related field.
* Current NSW Drivers Licence

**Knowledge:**

* High level knowledge of Australian economic regulatory frameworks and the key issues facing regulated firms.
* Effective leadership skills and working collaboratively with stakeholders with technical and non-technical backgrounds to achieve successful outcomes.

**Experience:**

* Previous experience in economic regulation for a regulated utility, regulator or consultant.
* Previous experience preparing regulatory submissions and participating in regulatory determination processes.
* Previous experience in developing and implementing regulatory strategy.
* Sound commercial acumen gained through working in a results-oriented, commercial environment.
* Established professional relationships in the utility regulatory sector.
* A strong communicator with superior writing capabilities.
* Experience in developing and using sophisticated financial (i.e. Excel) spreadsheet models.

## Favourable Candidate Requirements

* Experience in the economic regulation of the water sector.
* Experience with project managing large, complex projects with tight externally-imposed deadlines.
* Experience in working collaboratively in a large complex organisation and ‘winning the hearts and minds’ of others.
* Possesses a high-level understanding of economic, financial, engineering, operational and asset management concepts in water or other industries and how these concepts apply to regulatory determinations.
* Familiarity with the workings of Government.

## Pre-Employment Checks Required

* Identification
* Qualifications
* Drivers Licence
* Pre-employment Medical – office based
* Police Check