



UTILITY REGULATION AND COMPETITION OFFICE

JOB DESCRIPTION

Job Title:	Executive Director, Energy and Utilities		
Job Holder:			
Department:	Executive		
Reports to:	Chief Executive Officer		
Number of direct reports:	1	Salary Range:	
Total Points:		Date of last review:	July, 2019
Salary Grade:		PT Grade:	

1. JOB PURPOSE

The Executive Director, Energy and Utilities (EDE&U) reports directly to the Chief Executive Officer (CEO) and has statutory responsibility for the regulation and development of the Energy and Utilities (E&U) sector in the Cayman Islands, in accordance with the Utility Regulation and Competition Law (2019 Revision), the Electricity Sector Regulation Law (2019 Revision), the Water Sector Regulation Law (2019 Revision) and subsidiary legislation. The post also serves as a non-voting member of the Board of Directors, and as a member of the Office's Senior Management Team. The post holder is the principal advisor to the Board on regulatory matters relating to the utilities and energy sector (which includes the electricity, water and wastewater sectors).

The Executive Director, Energy and Utilities ensures the implementation and achievement of OfReg's E&U section's current and future strategic direction set by the CEO, to ensure delivery of strategic and operational key performance results, and outcomes. He/she is also accountable for oversight of Licensees that have Critical National Infrastructure while developing new technological opportunities that will enhance competition in the E&U sector of the Cayman Islands.

Key areas of accountability include, but are not limited to:

The post holder is directly responsible to ensure the provision of comprehensive, high quality services in a cost effective, timely, and transparent manner with a strong customer service focus in delivering (or contributing to the delivery of) the following Purchase Agreement outputs.

- a. URC 1, Drafting of Legislation and Policy Advice.
- b. URC 3, Collection and Verification of License Fees
- c. URC 5, Education of local businesses and the general public on E&U sectoral issues.
- d. URC 6, Regional and international representation as directed by the CEO.

He/she is accountable for establishing the strategic direction of the sector in-line with directions and approval of the CEO, and ensuring that OfReg's vision, mission and objectives are met. The postholder is also responsible for establishing performance standards and agreements and carrying out performance appraisals for their direct and indirect reports to ensure that they meet their set performance targets within the agreed timelines. Finally, the post-holder is also responsible for ensuring a strong focus is placed on the training and development of Caymanian employees by implementing robust succession planning and ensuring maximum opportunity for all employees to rise to their full capability.

The post holder is expected to continually reassess processes, procedures, mechanisms and make amendments to ensure relevancy, transparency, predictability, efficiency and adherence to regulatory best practice while keeping the CEO informed.

2. DIMENSIONS

The work of the EDE&U is generated by the Chief Executive Officer and will mainly be guided by the production of an annual business plan by the postholder. The postholder has significant autonomy in determining how the work of the Office is prioritized and accomplished in consultation with the Chief Executive Officer.

The EDE&U is directly responsible for planning, controlling and directing the operations of the E&U sector and will oversee the work of one direct report (Deputy Director, E&U) and two indirect reports. He/she will also be responsible for the E&U provision of disaster preparedness, response and recovery services.

Budgetary Responsibility:

- i. The post holder will manage an expenditure budget of approximately C\$ 1,000,000.
- ii. The post holder is responsible for the collection of annual regulatory fees of approximately \$1,500,000, license fees of approximately \$1,500,000, and the reconciliation of the amount received from licensees' revenues.

There are mandated six (6) board meetings per annum; however, the Board generally meets once per month. In addition, the Board regularly establishes committees in order to carry out portions of its work, with meeting schedules varying by committee. The postholder is expected to attend all Board and assigned committee meetings in person or by audio/video secure connection when needed.

The post holder will be involved in litigation both as the prosecutor of entities that violate the law and as a defendant in applications for judicial review on regulatory decisions taken.

3. PRINCIPAL ACCOUNTABILITIES

ACCOUNTABILITIES	PERCENTAGE
<p><u>Leadership, Management and Oversight</u></p> <p>a) Vision/Strategic Planning:</p> <p>The post holder creates the vision and work culture of the E&U division in-line with the strategic direction set by the CEO. The post holder also effects, plans and formulates section strategies, policies, procedures and programmes and ensures their effective implementation and measurement.</p> <p>b) Leadership:</p> <ul style="list-style-type: none"> • Creates an empowered and challenging team culture that delivers outstanding performance. Fosters a culture that promotes the Office’s core values and work ethic. • Demonstrates a professional leadership style together with a positive working relationship that supports the attainment of respect and credibility by all internal and external stakeholders. • Serves as part of the Senior Management Team in a manner that fosters information sharing, cross-section collaboration and sound operational management of the Office. <p>c) Advisory:</p> <p>Advises the CEO and Board of Directors on E&U matters, including:</p> <ul style="list-style-type: none"> • Compliance with government’s national and international obligations, E&U markets, technology, innovation and regulation. • Attends meetings of Cabinet, Public Accounts Committee and Finance Committee when summoned and provides professional advice as requested and update the CEO. <p>d) Management:</p> <ul style="list-style-type: none"> • Manages the E&U section on a day to day basis in relation to all matters. Formulates and implements technical strategies to achieve the section’s objectives and outputs. • Ensures all management and regulatory actions and decisions are transparent, robust, and properly documented to minimise risks and ensure accountability and are in line with the existing regulatory framework. • Manages the staff of the E&U section to ensure the attainment of the highest professional standards; and high-quality and timely delivery of the section’s outputs. <p>e) Financial Management / Budgeting:</p> <ul style="list-style-type: none"> • Develops, recommends, oversees, and monitors the section’s multi-year budget (capital and recurrent). Safeguarding that expenditure does not exceed agreed levels. Ensures that all financial matters are dealt with in an efficient, fair, timely, transparent and prudent manner. • Implements and coordinates the board’s policies and the implementation of directives from the CEO in accordance with all relevant laws. 	<p>40%</p>

<ul style="list-style-type: none"> • Provides direct support to the Chief Executive Officer in handling the day-to-day compliance and financial responsibilities of the E&U division. • Ensures the procurement of goods and services are fully compliant with the procurement Law and OfReg policy and in keeping with good governance principles. • Provide expertise and detail on costs in the planning and budgeting for activities that have E&U components. <p>f) Business Operations:</p> <ul style="list-style-type: none"> • Directs the Office’s E&U section to ensure compliance with its legal obligations to effectively manage: • Licensees to ensure compliance with license conditions and all relevant laws. • .ky Internet domain. • Telephone numbering plan. • All radio spectrum within the Cayman Islands. • The efficient use of shared E&U infrastructure. • Scheduling and conduct of compliance reviews of licensee due diligence records according to established guidelines, adhering to the requirement to immediately communicate all issues affecting financial and or operational performance to the CEO. • Under the supervision of the CEO, directs the negotiations between OfReg and licensees in all matters, including renewal of licenses. • Keeps up-to-date on the technological developments in the sector, with a view to identifying opportunities for the introduction of new and innovative technologies related to the sector in the Cayman Islands. • Liaises with other government and associated stakeholders and agencies as it relates to the execution of the E&U mandate. 	40%
<p>a) Business Planning, Communication and Coordination</p> <ul style="list-style-type: none"> • Develops the strategic plans for the section, in accordance with URCO Law and coordinates the implementation of approved annual plans. • Develops and promotes awareness of OfReg’s ICT section’s role in the economic, social, and political development of the islands. • Acts as the spokesperson for the ICT sector when directed to do so by the CEO. • Coordinates national disaster preparedness in the ICT sector with the national Hazard Management Cayman Islands (HMCI) unit and all ICT licensees. • Manages the national Cybersecurity Incident Response (‘CIRT’) and coordinating Cybersecurity efforts with licensees, Central Government, and other stakeholders together with local and international law enforcement agencies. • Represents the Office at forums, and as part of inter-agency, local and overseas delegations, and supports, on 	20%

the CEO's request, as necessary on sectoral matters.	
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4. ASSIGNMENT & PLANNING OF WORK

The post-holder leads a team, working directly under the CEO who gives assignments with specific deadlines. Work assignments generally fall within the delegated authority and assigned responsibility of the CEO but are also received from the Board of Directors and the Cabinet Office as OfReg's Portfolio head which are all coordinated through the CEO.

Specific projects, industry-imposed priorities and negotiations often determine the focus of the work at any given time. The post holder plans and manages his/her own activities to allow for efficient monitoring and co-ordination of all section activities, in collaboration with the active engagement of the E&U Section team.

5. SUPERVISORY RESPONSIBILITIES & KEY WORKING RELATIONSHIPS

5.1 The post-holder:

- a) Has supervisory responsibility in accordance with the organisational structure.
- b) Has working relationships with the CEO, Board Members, Executives, Senior Managers and all employees.
- c) Is responsible for ensuring that good, ethical and transparent business practises and relations are maintained with all E&U Licensees, as well as other interested parties.
- d) Supervises and verifies work and carries out performance evaluations of supervised staff.
- e) Coordinates the activities of project consultants in specialist areas.

5.2 Working Conditions

Normal office working conditions apply. Flexibility and being able to work outside normal working hours, 8:30 AM – 5:00 PM, will be needed from time to time.

6. THE TEAM



7. QUALIFICATIONS, EXPERIENCE AND SKILLS:

7.1 Education

The post-holder must hold:

- A first Degree.
- A Master's Degree in Utility Regulation or Competition, Accounting, Economics, Engineering, Finance, Law or Public Policy, or an equivalent professional qualification from a recognized educational institution.
- In the absence of a Master's Degree another post-graduate qualification and/or 15 years' experience in one of the above fields will be considered.

7.2 Experience

The post holder must have:

- A minimum of seven (7) years' experience in a utility regulatory operation including four (4) years at a middle or senior management level.
- The Office will also consider a minimum of seven (7) years' progressive experience in the utilities sector, related consulting field, or other related industry.
- A minimum of four (4) years' financial and people management experience at the senior management level.

- Three (3) years' experience of working at the interface between government and private sector business, whether from the public sector side or from the private sector side would be advantageous.
- Proven track-record of facilitating, negotiating, arbitrating or supervising contracts, licences or equivalent forms of authorisation, preferably between the Government and the private sector.
- A sound understanding of ICT regulatory operations and technologies, consumer demand for services as well as trends in their development.

7.3 Skills & Abilities

The post holder must demonstrate:

- Highly developed skills (both written and oral) in the presentation of arguments and ideas.
- Strong business ethics, integrity and composure at all times and in all situations, with all stakeholders.
- An appreciation of the applications of E&U systems for organisational operations.
- A personality and demeanor that commands the attention and respect of individuals and groups with whom OfReg has regular contact and all OfReg's Staff.
- A professional and positive image and attitude regarding OfReg and its work.
- The ability and willingness to consider all sides of a dispute and to rely on objective evidence before making a decision.
- Diplomacy and tact.
- Political, social and cultural sensitivity and maturity.
- Confidence in public speaking, including interacting with the media, special interest groups, the general public, and high-level Government stakeholders.
- The ability to multi-task and interpret complex data, while maintaining a sense of urgency in achieving outputs and other deliverables.
- The highest levels of confidentiality, integrity and political neutrality.
- The ability to advise on the drafting of primary and secondary legislation.

8. PERFORMANCE & SPECIAL CONSIDERATIONS

The CEO will, on an ongoing basis, discuss the post holder's progress and performance. The annual plans form a key part of the annual performance assessment for the post holder.

Emerging issues in the industries such as renewable energy with related policy implications have a significant impact on this role.

The post holder is performing the duties of the role effectively when:

- There is fair, effective economic regulation and competition in the sector; enforcement of fair, equitable and competitive market principles and the restraining of dominant market players to ensure a level playing field for market participants.
- There is appropriate and relevant policy formulation, analysis and implementation to improve the regulatory and legislative framework for the sector and to promote innovation.
- There is appropriate and timely investigation of complaints and resolution of conflicts via existence of an effective compliance and enforcement regime.
- There is effective management and control of staff, resources and budget.
- There are adequate mechanisms in place to protect the interest of consumers.
- There is effective planning, management and monitoring of the utilization of renewable energy in accordance with legislative and public policy objectives.
- The post holder demonstrably and consistently displays high ethical standards, integrity and due care; confidentiality and professional behavior.

Some travel, both local and overseas are required.

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 within may be reviewed and amended, in consultation with the post holder, considering any organizational development within OfReg.

By signing below, I understand that I am employed to carry out the duties listed in this 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: _____