

## POSITION DESCRIPTION

### Position details

Position Title	Chief Advisor – Competition
Group	Wholesale and Supply
Location	Auckland or Wellington
Date	May 2024

### Our vision

We are a kaitiaki of electricity. Our purpose is to enhance New Zealanders' lives, prosperity & environment through electricity.

### How we work

The Electricity Authority Te Mana Hiko promotes competition in, reliable supply by, and the efficient operation of, the New Zealand electricity industry for the long-term benefit of consumers.

Our functions describe how we do this. We work to:

- Promote market development: To enable New Zealand's electricity markets to deliver better outcomes for consumers, we maintain a responsive regulatory environment that both reflects industry's current state and supports innovation and change. Key tools for market development include market facilitation measures and amending the Code.
- Monitor, inform and educate: Transparency and understanding are vital to the operation of the electricity markets. Our market monitoring, information and education work focuses on making data, information and tools available, increasing participation and improving awareness of how electricity markets function.
- Operate the electricity system and markets: We are responsible for the day-to-day operation of the electricity system and markets. To achieve this, we contract out some services including the role of system operator, which provides the real-time coordination of sending generated electricity across the national grid to meet demand from consumers.
- Enforce compliance: We ensure the Act, regulations made under the Act and the Code are followed by electricity industry participants. Our compliance function also helps improve the industry more generally, as lessons learned support our education of participants and help us to identify and resolve on-going or systemic issues.
- Protect the interests of consumers: We are responsible for protecting the interests of domestic and small business consumers in relation to the dealings of industry participants supplying their electricity.

More information can be found on our website [www.ea.govt.nz](http://www.ea.govt.nz).

## Our values

The Electricity Authority has the following values:

### ***Our people***

We support the development of each other and work together to achieve our goals.

### ***Boldness***

We are decisive, forward thinking and not afraid to do the right thing.

### ***Excellence***

We are committed to producing the highest-quality work.

### ***Openness***

We are transparent in our work and listen to others.

### ***Integrity***

We are honest and trustworthy and treat everyone with fairness and respect.

## Purpose of this position

There are long-running questions about the competitiveness of the electricity market. This role is central to understanding these issues and developing potential solutions within the limits of the Authority's functions and objectives.

This is a new role. The Authority is now reaching a scale where a senior role dedicated to competition matters makes sense, working with the people we already have who have advancing competition as a part of their work.

## Working relationships

Reports to	General Manager – Wholesale and Supply
Direct reports	None
Delegations	Delegations as set out in the Authority's Corporate and Financial Delegations Schedule and Policy
Internal relationships	<ul style="list-style-type: none"><li>• Board and its committees</li><li>• Senior Leadership Team (SLT)</li><li>• Programme Director, Wholesale Markets</li><li>• Market Policy Team</li><li>• Monitoring Team</li><li>• Other Authority staff</li></ul>
External relationships	<ul style="list-style-type: none"><li>• Electricity industry participants including consumers</li><li>• Commerce Commission</li><li>• Ministry of Business, Innovation and Employment (MBIE)</li><li>• Other Government agencies as required</li><li>• Advisory and working groups</li></ul>

## Key accountabilities

The key accountabilities listed below are not intended to be a complete or limiting description of the role and certain duties may change from time to time.

### Lead competition adviser at the Electricity Authority

- Be the primary expert on competition issues in the Authority's work. Contribute to existing projects, and think strategically across the New Zealand electricity sector about what new work might be required, defining and taking responsibility for delivery of new projects that can help advance towards the Authority's goals.
- Develop and deliver analysis and presentations, and provide written reports on competition, policy and regulatory issues to the SLT and Board. Help ensure that different projects within the Authority are coherent from a competition perspective.
- Contribute a coherent competition policy lens to internal discussions on regulatory and policy issues; help ensure that promoting competition is a central part of the Authority's decision making. There could also be opportunities to represent the Authority externally on these issues, eg, with industry stakeholders and in the media.
- Maintain an up-to-date picture of developing international decisions and trends in economic regulation and electricity, and bring them to the conversation as appropriate to shape the work of the Authority.
- Take a role in technical mentoring and coaching of analytical staff across the Authority, helping to build our internal expertise in network and regulatory economics, and competition analysis.

### Significant Project Leadership

- Manage projects to develop and recommend policy solutions. You will be involved in several projects at the same time. You will be responsible for contributing to and forming ad-hoc teams and leading work to ensure delivery. Example projects might include:
  - Drafting and review of analysis on projects within the Energy Competition Task Force.
  - Drafting and review of papers, briefings and presentations covering specific workstream policy issues for the Chief Executive, Board and advisory groups.
  - Drafting and review of papers for public consultation and, where required, management of any consultation process.
  - Collating and considering stakeholder views on draft proposals and making recommendations to the Board or advisory groups.
- Manage projects that you are responsible for appropriately, to ensure the Authority's requirements for scope, quality and timeliness are met and the intended benefits are realised. This will include regular monitoring and reporting on project progress, risks and opportunities, with support from the Authority's Programme Management Office for the most material work.
- Identify and manage project risks effectively, alerting SLT to potential issues well in advance and proposing solutions.

### Workflow Support

- Secure and support resources, internal or external, required for delivery of projects.
- Support the General Manager, Wholesale and Supply with team workflow, helping set priorities, providing direction and clarity.
- Effectively identify and either manage or escalate risks to ensure an informed team approach where surprises are kept to a minimum.

### Relationship Management

- Leverage relationships with industry stakeholders to have an impact on industry, legislation, standards etc.
- Develop effective working relationships with Authority staff including in order to transfer knowledge and learning to the wider organisation.

## Key accountabilities

- Build strong working relationships across the Authority, including with the SLT and Board members as their lead competition adviser. Be seen as a highly credible and expert voice that can be relied upon for up to date, robust and relevant advice.
- Build and sustain effective relationships with relevant external bodies and organisations, including the Commerce Commission and the Ministry of Business Innovation and Employment.

## Team Support

- Participate as an active team member and contribute knowledge and expertise needed to achieve the Authority's outcomes.
- Strengthen business performance and lead innovatively to foster continuous improvement at the Authority.
- Enhance the overall capability of the Wholesale and Supply group and the broader Authority through technical mentoring and coaching of staff in their day-to-day work and against their longer term development plans. Foster an open collaborative environment that encourages quality, innovation and ongoing learning and knowledge sharing.
- Promote connectiveness across the Authority.

## Experience and knowledge

To be successful in this role you are likely to have:

- An advanced tertiary qualification in a relevant discipline
- Extensive experience working on applied competition policy issues
- A proven track record of producing high-quality written work, underpinned by useful analysis, including working with data and evidence.
- Previous work experience in regulatory and policy development within the electricity sector or another regulated utility sector would be beneficial, especially in Australia or New Zealand
- An understanding of New Zealand government and public policy processes would be an advantage

## Personal specifications

To be successful in this role you are likely to need:

- Highly developed competition policy or regulatory economics skills with a demonstrated ability to assess policy and regulatory issues, and develop appropriate regulatory solutions
- Excellent skills in the preparation and delivery of written and oral advice on complex economic or regulatory issues.
- Good relationship management skills, with the ability to manage conflicting viewpoints and integrate the views of people from different backgrounds with varying points of view.
- Previous experience in managing consultation process across a diverse range of stakeholders.
- A strong orientation to action, and the ability to self-manage; you'll likely be highly organised and attentive to quality, ensuring all details are picked up and dealt with systematically.