

**ENERGY MARKET ANALYST  
JOB SPECIFICATION 2015**

<b>Role:</b>	Energy Market Analyst
<b>Reference number:</b>	15002
<b>Reporting to:</b>	Division Manager
<b>Position:</b>	Permanent
<b>Location:</b>	Tallaght Dublin 24
<b>Direct Reports:</b>	None

The Commission for Energy Regulation (CER) is Ireland's independent energy regulator with a wide range of economic, safety and customer protection responsibilities in energy and water.

The CER's current responsibilities include regulating the Irish electricity and natural gas sectors and it is the economic regulator of public water and waste water services in Ireland. The overall aim of the CER is to protect the interests of customers and to maintain the country's security of supply in what is a constantly changing environment. The CER also has an important related function in customer protection by resolving complaints that customers have with energy and water companies. The CER's growing safety responsibilities include safety regulation of electrical contractors, gas and LPG installers and the safe operation of the onshore gas network with a view to protecting life and property. The CER is also the safety regulator of upstream petroleum safety activities including off-shore gas and oil.

**Do YOU have the Energy?**

The CER is now seeking a qualified, high achieving individual to join the organisation and play their role in the future of the economic regulation of the energy sectors. If you want to be part of a progressive and dynamic organisation, driving change in key areas of the Irish economy, we are the organisation for you.

For the right candidate, you will be have the opportunity to develop on your existing expertise in the energy sector in the areas of regulation, applying and developing skills in policy-making, financial analysis, team-working, verbal and written communication, negotiation and leadership.

There will be ample opportunity for professional development and career progression allowing you to maximise your potential in shaping and implementing complex regulatory policy.

## **Role Description**

Your role, for which in-house training will be provided on an ongoing basis, will include direct involvement in the following types of areas, from economic, customer, environmental, legal and/or technical perspectives:

- i. Regulating the competitive segments of the electricity and gas sectors in Ireland. This could include developing and implementing policy to promote competition among electricity generators and energy suppliers, maintaining the country's security of supply, promoting renewable energy and facilitating competitive prices for energy customers;
- ii. Developing and implementing the detailed design of the new Integrated Single Electricity Market (I-SEM) with the Northern Ireland energy regulator including the new energy trading arrangements, capacity remuneration mechanism, forward contractual arrangements and market power mitigation measures as well as a revised governance and licensing framework;
- iii. Regulating the current wholesale all-island (Republic of Ireland and Northern Ireland) Single Electricity Market (SEM) with the Northern Ireland energy regulator;
- iv. Representing the CER at European level at the Agency for the Cooperation of Energy Regulators (ACER) and engaging with Ofgem, the energy regulator in Great Britain, on cross border regulatory and policy issues that affect Ireland;
- v. Licensing energy players in the gas and electricity sectors and monitoring their activities in line with licence conditions;
- vi. Deciding on customer protection initiatives and retail (supply) market monitoring in order to ensure that customers benefit from competition in the energy sector;
- vii. Regulating and setting tariffs for the monopoly electricity and gas network businesses in a manner which allows appropriate investment in the networks while at the same time provides "value for money";
- viii. Feeding into EU policy developments which have the potential to impact on the Irish energy markets, networks or retail segments with a view to representing Irish interests;
- ix. Writing CER reports, consultation and decision papers.

*Please note that the above list is not exhaustive.*

Reporting to a manager, the successful candidate would be expected to be able to work on the types of issues referred to above autonomously, setting their own day-to-day priorities and working to tight

deadlines in a dynamic environment. The role would be varied and would typically include activities such as:

- i. Researching energy policy issues and identification of energy market data/trends and using this to suggest policy courses of action for the CER;
- ii. Spreadsheet analysis and arrangement of energy data and financial modelling, for example to estimate the wholesale price of electricity, in order to inform CER policy;
- iii. Writing CER consultation and decision papers, preparing internal reports and presenting on energy issues internally and externally;
- iv. Working as a member of a team but also on specific project teams as required;
- v. Dealing with internal and external stakeholders in a positive manner in order to further CER objectives;
- vi. Discussing and negotiating policy proposals with stakeholders including key players in the energy market;
- vii. Maintaining an awareness of best practice both within the energy industry and related industries both in Ireland and internationally.

### **The Candidate**

- Has an excellent tertiary academic record (2.1 honours degree or higher), preferably in Economics, Finance or Engineering
- A minimum of 3 – 5 years' experience in the energy sector with an emphasis on competition or regulation
- Possesses excellent analytical skills such that they are able to:
  - i. clearly identify and define public policy issues and undertake evidence based policy development work;
  - ii. undertake spreadsheet analysis;
  - iii. undertake original economic, policy and financial analysis to a high professional standard;
  - iv. design and evaluate policy options from an independent and objective viewpoint;
  - v. synthesise complex technical, regulatory, and commercial issues into a form suitable for presentation to senior management.
- Can demonstrate excellent verbal and written communication skills such that they are able to:
  - i. present policy analysis and advice to line manager and senior management;
  - ii. draft comprehensive, well structured and detailed policy documents including decisions;
  - iii. present, or assist senior staff to present, policy advice to decision makers;

- iv. assume a delegated responsibility where required to represent the Commission's views to other organisations and in public forums.
- Demonstrate the confidence to be able to liaise and negotiate with people at senior levels both internal and external to the CER in formulating policy options.
- Possesses self-management skills and the motivation to be able to:
  - i. Efficiently plan and organise their own work time
  - ii. assess priorities within their own area of responsibility
  - iii. handle routine work with limited supervision.
- Is a versatile self-starter who demonstrates:
  - i. a keen interest in public policy
  - ii. a positive attitude towards their work
  - iii. willingness to work as part of an interactive team
  - iv. willingness to accept new challenges
  - v. an ability to build and maintain good networks internally and externally and to keep up to date with the academic literature around their key areas of work
  - vi. an ability to maintain a broad focus on and interest in current affairs that relate to Commission.
- Is able to work well under tight deadlines, sometimes heavy workloads and with a high degree of individual responsibility, all of which are implicit in the position.
- Experience in one or more of the following areas would be highly desirable:
  - i. Energy industry or other regulated sector
  - ii. Policy analysis, competition law, regulatory economics
  - iii. Experience in a project based environment and the ability to adapt to a diverse range of activities

### **The package**

We are offering an attractive package:

- i. Salary scale: €34,588 – €55,280 (*A different salary scale may apply if immediately prior to appointment, the individual is a serving member of a public/civil service body*).
- ii. Pension Scheme
- iii. Increments may be awarded annually subject to satisfactory performance.
- iv. Access to Cycle to Work Scheme
- v. 25 days annual leave
- vi. 9 days bank/ public holiday
- vii. Flexi working arrangements

- viii. Tax free bus/Luas to assist with travel costs to and from work
- ix. Access to Employee Assistance Programme
- x. Future opportunity for further education in professional work surroundings

### **Application Process**

A C.V. and cover letter clearly demonstrating how you meet the key requirements of the role should be sent (preferably by email) to CER's HR Manager at the address below by 5pm on Monday 13<sup>th</sup> April 2015.

Commission for Energy Regulation,  
The Exchange,  
Belgard Square North,  
Tallaght,  
Dublin 24.

Tel: +353 1 4000800

Fax: +353 1 4000850

Email: [recruitment2015@cer.ie](mailto:recruitment2015@cer.ie)

**Important note: Applicants must clearly state the reference number ONLY in the subject matter line of the application.**

**We acknowledge receipt of all applications. If you do not receive an acknowledgement within 24 hours of applying, please email [awhite@cer.ie](mailto:awhite@cer.ie)**

Short listed candidates will be invited to attend for interview and may be asked to make a short presentation on a brief that will be forwarded prior to interview. A two-stage interview process may also be applied.