

**ANALYST
JOB SPECIFICATION 2021**

Role:	Analyst
Reporting to:	Division Manager
Position:	Permanent
Location:	Tallaght, Dublin 24 / Opportunity to work remotely up to 3 days per week
Direct Reports:	None

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

Economic Regulation

The CRU is the economic regulator of the Irish electricity and natural gas sectors and of public water and waste-water services in Ireland. The overall aim of the CRU's economic regulation role is to protect the interests of customers and to maintain security and sustainability of gas, electricity and water supplies while also contributing to our international obligations to address climate change.

Safety Regulation

The CRU's safety remit includes regulation of electrical contractors, natural gas and Liquefied Petroleum Gas (LPG) installers and the safe operation of the onshore gas network with a view to protecting life and property. Safety regulation of upstream petroleum activities including off-shore gas and oil is also a CRU responsibility.

Protecting the Customer

In both energy and water, the CRU has important customer protection functions, particularly ensuring that the needs of vulnerable customers are taken into account. A dispute resolution service is also provided by the CRU for complaints that customers have with energy and water companies. The CRU also leads major initiatives to provide transformation of services, for example, the national smart metering programme, aimed at upgrading to the next generation of energy meters and services.

Do YOU have the Energy?

The CRU is now seeking high achieving individuals to join the organisation and play their role in the future of the energy and water sectors in Ireland, focusing on the economic, safety and customer protection functions of the organisation.

If you want to be part of a progressive and dynamic organisation, driving change and protecting the public interest in key areas of the Irish economy and society, we are the organisation for you. For the right candidate, you will be given the opportunity to develop skills and gain experience in regulation, policy-making, financial analysis, team-working, verbal and written communication, stakeholder management and negotiation.

As an Analyst, you will be challenged to develop your technical knowledge in order to build your regulation skillset and expertise. The CRU will provide you with ongoing support and training and there will be ample opportunity for professional development allowing you to maximise your potential in shaping and implementing complex regulatory policy.

You will be placed working in one, or across, the following divisions;

- Water, Compliance and Customer Affairs
- Energy Safety
- Energy Markets and Smart Metering
- Energy Networks and Legal

Role Description

Reporting to a manager, the successful candidate will be involved in a varied role working to tight deadlines in a dynamic environment. CRU Analyst roles typically include activities such as:

General

- Preparing CRU consultation and decision papers, preparing reports and making presentations both internally and externally;
- Working as a member of a team and on specific cross functional project teams as required;
- Engaging with internal and external stakeholders in a constructive manner in order to further CRU objectives;
- Engaging with NI, GB or EU counterparts on all-island or EU policy, markets or industry developments;
- Maintaining an awareness of policy developments and best practice within the energy and water industry and related industries both in Ireland and internationally.

Energy / Water or Economic regulation

- Researching policy issues and identification of energy and water data / trends, using this to suggest policy courses of action for the CRU;
- Analysing spreadsheets and arranging of energy / water data, and financial modelling, for example, to estimate the wholesale price of electricity;

Energy Safety

- Supporting a technical team in assessing safety cases;
- Assisting with monitoring compliance of industry with their safety obligations and permits;
- Supporting safety audits, inspections and analysing performance reports; and
- Supporting investigations and issuing of CRU enforcement actions.

The above list is not exhaustive

While the successful candidate will be assigned to a particular team within the CRU, they will also be expected to contribute to the work of the wider Division/CRU as requirements dictate.

The Candidate – Necessary Criteria:

- Third level degree (NFQ Level 8), 2.1 or higher qualification, preferably in economics, law, engineering, science, health and safety (process safety), business or other closely related discipline.
- Minimum of 1 years' relevant experience in an energy, safety, water, process industry or a related sector.
- Possesses good analytical skills, such that they are able to:
 - i. clearly identify and define public policy issues;
 - ii. undertake spreadsheet analysis;
 - iii. undertake original economic, policy and financial analysis to a professional standard;
 - iv. monitor and evaluate industry's ongoing performance with respect to safety;
 - v. design and evaluate policy options from an independent and objective viewpoint;
 - vi. Synthesise complex technical, regulatory, and commercial issues into a form suitable for presentation to management.
- Can demonstrate excellent verbal and written communication skills such that they are able to:
 - i. present policy analysis and advice to management;
 - ii. draft comprehensive, well-structured and detailed policy documents;
 - iii. prepare and give presentations when necessary to management;
 - iv. Assist senior staff to present policy advice to decision makers.
- 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 work;
 - iii. Handle routine work with limited supervision.
- Is a versatile self-starter who demonstrates:

- i. flexibility across teams with different remits
- ii. a keen interest in public policy;
- iii. a positive attitude towards their work;
- iv. willingness to work as part of an interactive team;
- v. willingness to accept new challenges;
- vi. 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;
- vii. An ability to maintain a broad focus on, and interest in current affairs that relate to the Commission.

The Package

We are offering an attractive package:

- i. Starting salary of €36,757 (Salary scale: €36,757 - €53,030)
Candidates should note that entry will be at the minimum of the scale and the rate of remuneration may be adjusted from time to time in line with Government pay policy.
Candidates should note that different pay and conditions may apply if, immediately prior to appointment, the appointee is a serving civil or public servant.
- ii. Pension Scheme
- iii. Increments may be awarded subject to satisfactory performance
- iv. Access to cycle to work scheme
- v. 25 days annual leave on appointment, rising to 29 days after 5 years' service and 31 days after 10 years' service
- vi. 9 days bank/ public holiday
- vii. Flexible working arrangements
- viii. Opportunity to remote work for up to 3 days per week
- ix. Tax free bus / Luas to assist with travel costs to and from work
- x. Access to Employee Assistance Programme
- xi. Future opportunity for further education

Application Process

Please note, the CRU have engaged RSM Ireland as a data processor to assist the CRU with this recruitment competition. RSM Ireland will collect application information and assess suitability on behalf of the CRU. Information collected by RSM Ireland will be kept for 12 months after the conclusion of the competition

A C.V. along with a cover letter should be sent (by email) to Abigail Gannon at CRUcareers@rsmireland.ie. Please reference the position title in the email subject line.

Should you have any queries, please contact CRUcareers@rsmireland.ie.

The deadline for applications is **Friday, 19th November 2021** (to be received not later than 5pm).

The cover letter should clearly demonstrate how you meet the key requirements of the role. You may also indicate if you have a preferred division(s) in which you would like to work.

- Water, Compliance and Customer Affairs
- Energy Safety
- Energy Markets and Smart Metering
- Energy Networks and Legal

Please note: Successful candidates can indicate if they would have a preference for area of work/division for their initial placement. However, it cannot be guaranteed that candidates will be placed in area/division of preference with priority given to filling vacancies in divisions.

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. The CRU may establish a shortlist of suitable candidates for potential future positions within the organisation.

The CRU Recruitment Privacy Notice sets out how we protect the privacy rights of job applicants and can be found on the Careers page on the CRU Website (<https://www.cru.ie/wp-content/uploads/2018/05/GDPR-Recruitment-Data-Privacy-Notice-May-2018.pdf>), or alternatively you can contact CRUcareers@rsmireland.ie who will arrange for this to be sent directly to you.