



## Candidate Brief

Non-Executive Member  
Jersey Competition Regulatory Authority

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# Foreword

Dear Candidate

Thank you for your interest in the role of Non–Executive Member of the Jersey Competition Regulatory Authority (**Authority**).

Jersey has a strong and vibrant economy and the Authority fulfills a number of vital functions, including general competition regulation, as well as regulation of the postal, ports and telecoms sectors encouraging competition and efficiency through administration of Jersey’s competition laws. In addition, the Authority provides guidance and advice to Ministers and to business and has a role in representing Jersey overseas. The role of the reconstituted Authority is a dynamic and evolving one and the successful candidates will join the Board at an exciting and challenging time.

In the field of competition law and across its regulated sectors, the Authority’s core objective is to ensure that consumers receive the best value, choice and access to high quality services, while promoting, competition and the interests of citizens, consumers and businesses. The Authority must also show itself to be pro-business and capable of innovation and adaptation to the needs of fast-changing and evolving economies.

As the Chair, I believe the Authority’s Board must demonstrate an understanding of scale and proportionality, while pursuing the Authority’s core objectives. An independent and commercial approach based upon a clear understanding of the needs of our stakeholders (including Government, businesses, citizens and consumers) will provide a lasting legacy and allow the Authority to continue to serve the needs of Jersey’s economy.

I look forward to meeting the candidates applying to fill this interesting and demanding position.

**Stephanie Liston**

Chair of the Jersey Competition Regulatory Authority

## JCRA Background

As a British Crown Dependency, Jersey is not part of the United Kingdom or European Union. The Island operates largely as an autonomous jurisdiction with wide powers of the self-government, including, but not limited to, fiscal policy. Jersey has its own court of law. The legislature pass primary legislation, which requires approval by the Queen in Council and enact subordinate legislation, under powers conferred by primary legislation. The Island legislates for the territorial waters adjacent to it and for the airspace over its territory and over its territorial waters. More information about Jersey can be found on the website Gov.je. The Authority was established in 2001 under the Competition Regulatory Authority (Jersey) Law 2001. In Jersey, the telecoms, ports and postal sectors are regulated by the JCRA, which is also responsible for administering the Competition (Jersey) Law 2005.

The Authority and the Guernsey Competition and Regulatory Authority (**GCRA**) had been operating for ten years jointly as the Channel Islands Competition and Regulatory Authority (**CICRA**). In February of this year the Minister for Economic Development in Jersey decided to revert to separate independent authorities. This split of the Authority and the GCRA from CICRA took effect from 1 July 2020. In light of this change, the Authority is undertaking a restructuring. We plan to appoint two new independent Board members. We expect these appointments will be staggered between September 2020 and March 2021.

The Authority receives its funding from its own direct licensing activities, plus grants from the States of Jersey for competition law administration.

Jersey has a high-value economy and therefore decisions made by the Authority can have material local economic impact. The Authority's activities and decisions are highly visible and widely reported in the press. This is an important role within the context of the Island's economy.

Further information about the Authority's recent activities can be found at our Website: [www.jcra.je](http://www.jcra.je).

## The Board

The Board complement is a Non-Executive Chair, three Non-Executive Members and one Executive Member. The Authority is seeking to fill the vacancies that have arisen in July 2020, following the split of CIRCA and independence of the Authority and a planned board rotation.

The Board will meet approximately eight times a year in Jersey, with occasional meetings in London. It delegates to the Chief Executive operational delivery of the agreed strategy.

Current Board Members:

### **Stephanie Liston, Chair**

Stephanie Liston is an acknowledged international expert in a wide range of technologies and has been a leading partner in the most respected communications law firms. She has significant experience in helping businesses navigate their marketing and communications strategies to address the broadest and most valuable markets.

As a dual American and British citizen who has lived and worked in the US, UK and British Virgin Islands, Stephanie has extensive knowledge and experience of international and emerging markets. She specialises in providing international strategic, legal and regulatory advice in relation to a variety of types of projects and commercial transactions across multiple jurisdictions and industry sectors.

Stephanie served as an Independent Member of the BT Equality of Access Board; Chief Legal Advisor to the Telecommunications Regulatory Commission in the British Virgin Islands; a Non-Executive Director of Ofcom and as a member of its Audit Committee; an Advisory Board Member of Orga Systems GmbH; a Director of the European Competitive Telecommunications Association; and Co-Chairman of the Communications Committee of the International Bar Association.

Currently, Stephanie is Senior Counsel and leads Mishcon de Reya LLP's cross-disciplinary Regulatory Group; Senior Advisor to Frontier Economics; Chief Executive Officer of Sequoia Way Limited; Associate Director of Innovation Advisors; and Founder and Director of Women in Telecoms and Technology.

## **Paul Masterton**

Paul Masterton joined the Authority as a Non-Executive Board Member in February 2017 and is now Senior Independent Director of the Authority. He has spent most of his career in the printing and communications industry in the UK, USA and Asia.

From 2008 to 2013, Paul was the Chief Executive of the Durrell Wildlife Conservation Trust, an international wildlife charity.

Paul has a number of directorships in finance, insurance and property development and in 2012 was appointed as the founding Chairman of Digital Jersey, a partnership between the States of Jersey and the digital sector to represent and promote the industry.

Non- Executive roles:

Non-Executive Director and Senior Independent Director, 3i Infrastructure;  
Chairman, Insurance Corporation of the Channel Islands;  
Chair of the Jersey Development Company;  
Governor, Highlands College; and  
Trustee, Digital Jersey.

## **Hannah Nixon**

Hannah was appointed a Non-executive member of the Authority in 2014. Hannah has extensive experience in economic regulation and competition issues, working across a range of industries in the public and private sectors.

She was until recently the Managing Director of the newly established Payment Systems Regulator, which has responsibility for regulating the £75 trillion payment systems industry in the UK. Hannah was previously a Senior Partner at Ofgem, the GB gas and electricity regulator. She had particular responsibility for leading the regulation of the local distribution network companies. Whilst at Ofgem, Hannah led the development and implementation of RIIO, a new and innovative approach to regulation. She was also Ofgem's Head of Profession for Economics.

Before that, Hannah was Head of Regulatory Economics at the Office of Rail Regulation (**ORR**), a founding member of CEPA, an economic and financial consultancy, and a Vice President of Deutsche Bank's global markets economics team.

Non-executive roles:

Director - C Nixon and Partners LLP

### **Tim Ringsdore, CEO and Executive Member**

Tim has over 15 year's extensive experience as a Managing Director within the telecoms industry, working at Board level across the Channel Islands, London and the Caribbean. This included working with various regulatory bodies and building strong relationships which resulted in positive outcomes for all parties. Tim has a passion for delivering high standards of customer experience alongside key strategic objectives.

Tim was Managing Director of Jersey Telecom and was pivotal in setting up Wave Telecom in Guernsey in 2002. He had responsibility for consumers and corporate clients across both Islands. Tim was also instrumental in developing JT's global business with the acquisition of Worldstone in 2012.

Tim has moved back to the Channel Islands to join CICRA after leading Cable & Wireless as Managing Director based in the British Virgin Islands. He had jurisdictional and overall financial responsibility for the Cable & Wireless business in the BVI and was responsible for developing relationships with government, the industry regulator and corporate clients. During this time, he successfully restructured and rebranded the business to help improve credibility and the customer experience.

Working for Authority since 2018 Tim was focused on improving the telecoms sector, however as a result of the separation he was appointed Interim CEO and he will now focus on delivering strong results which will support the economic strategic objectives for the governments in both Islands. He will help ensure that Channel Islanders receive the best value, choice and access to high quality services in addition to promoting competition and consumers' interests.

### **Sarah Price, Senior Case Officer and Secretary to the Board**

Sarah joined the Authority in October 2014. She was appointed as Company Secretary in July 2020.

Previously, Sarah was Company Secretary at Andium Homes during the incorporation of the former States Housing Department. Prior to that, she was Group Business Manager for Ports of Jersey (Jersey Harbours and Jersey Airport) where she was extensively involved in the incorporation project and setting up the Shadow Board in 2011. During her time with the States of Jersey, Sarah also worked on secondment with the States of Jersey Law Officers Department.

Sarah completed a Master of Arts in European Competition Law from Kings College, London in 2019, having completed the Postgraduate Diploma in 2016 and has a Graduate Diploma in Law from Nottingham Trent University. She qualified as a Chartered Secretary in 2009 and completed her Chartered Shipbroker's exams in 2000.

## The Role

The role of Non-Executive Member of the Authority includes the following responsibilities:

- Ensuring that the Authority's business is conducted in an impartial, open and efficient manner and in accordance with international best practice.
- Providing advice and guidance in decision-making and on the strategic direction of the Authority.
- Maintaining a close working relationship with the Executive, providing support and guidance as required.
- Together with other Board members, building and maintaining a positive reputation for the Authority so that it commands the trust and respect of all of its stakeholders -the citizens, consumers, businesses, the States of Jersey, and in doing so enhances Jersey's reputation nationally and in the international community.
- Ensuring that the Board maintains an appropriate level of scrutiny of the operations and governance of the Authority, maintaining the Authority's independence.

## Person Specification

Candidates for this position should ideally possess the following skills, experience and behaviors:

### **Part One - Experience**

- Evidence of having operated at a senior level in a commercial, regulatory or public service environment with a successful track record of achievement in their professional field.
- Experience in utility regulation and an interest in competition law.
- A thorough understanding of the competition, commercial, economic, cyber security, consumer, data protection, privacy and other legal issues



addressed by the Authority and the ability to understand and explain complex legal and economic regulatory policy.

- A thorough understanding of technical and engineering issues together with an understanding of public policy and a proven track record in working with governments.
- An understanding of the challenges faced by small island economies.

## **Part Two – Personal Style and Behavior**

- The ability, stature and personal authority to establish credibility with the Board and key stakeholders and to be respected by peer groups on the wider international scene.
- The resilience, determination and integrity to reach well balanced judgments in an impartial, objective and transparent manner.
- The ability to demonstrate the highest standards of honesty, probity and integrity, in the performance of his/her functions and the encouragement of such standards across the Authority.
- Politically astute and aware, with a thorough understanding of Government concerns and the public interest.
- A high level of analytical ability, combined with an ability to take a wide view of technical or economic matters, including an understanding of citizen and consumer interest.
- A keen interest in collaboration at Board level to reach consensus through debate leading to decision making that leads to successful outcomes for all stakeholders.

## **Commitment Required**

It is envisaged that the time commitment for a non-executive Directors will be eight to ten board meetings and such other work as is required, equating to approximately 18 to 20 days per year. This includes time required to review relevant papers, attend the Authority's meetings and liaise with key stakeholders. Regular travel to Jersey will be required for non-residents and appointees will be entitled to claim expenses for this purpose.

In recognition of the time and commitment required for this non-executive position, an honorarium of £18,000 per annum is paid.

The Nolan Principles guide all appointments to public office and will be used as criteria for selection of this position. A copy of the Nolan principles can be found at [Appendix A](#).

# The Recruitment Process

The Authority is seeking to identify outstanding individuals who would be interested in talking about the role in more detail.

Applications should be submitted by Monday 24th August 2020. The short-listing process will take place shortly thereafter and once completed all applicants will be contacted. Interviews will take place in late August. If candidates find the interview schedule outlined above difficult, they should make this known at the start of the process.

## How to Apply

Applications should be made by submission of a full CV detailing your qualifications, employment skills and experience. Please also include a covering letter.

- Please summarise the most significant contribution or impact that you have made at board level and what you believe you could bring to the Authority as a Non-Executive Member.
- Please include the names and contact details of two referees who are in a position to comment on you professionally, with a brief indication of how long and in what capacity they have known you (referees will *not* be contacted without your prior agreement).

Please also include your full contact details including daytime and evening telephone numbers.

The application should be sent as follows:

By email to [stephanie.Liston@jcra.ie](mailto:stephanie.Liston@jcra.ie) and [sarah.price@jcra.ie](mailto:sarah.price@jcra.ie)

The closing date for applications is Monday 24th August 2020.

If you would like to discuss the position or the process, please do not hesitate to contact the Chair, Stephanie Liston: [stephanie.Liston@jcra.ie](mailto:stephanie.Liston@jcra.ie) or by telephone +44 (0) 7713 786 666.

# Appendix A

## **Nolan Principles**

Non- Executive Directors are expected to apply the Nolan Principles which are set out below.

### **Selflessness**

Holders of public office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

### **Integrity**

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

### **Objectivity**

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

### **Accountability**

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

### **Openness**

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

### **Honesty**

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

### **Leadership**

Holders of public office should promote and support these principles by leadership and example.