



Candidate Brief

Chief Executive Officer
Jersey Competition Regulatory Authority

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Foreword

Dear Candidate

Thank you for your interest in the role of Chief Executive Officer 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 ports, postal and telecoms sectors encouraging competition and efficiency through administration of Jersey's competition legislation. In addition, the Authority provides guidance and advice to Ministers and to business and has a role in representing Jersey overseas. The role of a reconstituted Authority is a dynamic and evolving one and the successful candidate will join the Authority at an exciting and challenging time. The Authority plays a critical role in Jersey's economy and has an ambitious work program for 2021, supporting all areas of the Authority's responsibilities.

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 CEO 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.

We are now seeking to appoint a CEO to lead the organisation through the next stage of its development. 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 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 ports, postal and telecoms sectors are regulated by the Authority, 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 2020, 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. Two new independent Board members have been appointed and the Authority is now seeking to appoint a permanent CEO to lead the organisation through the next stage of its development.

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

Jersey's economy is critical to its consumers, citizens and businesses, and 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.

Team Profiles

Tim Ringsdore, Interim CEO and Executive Member of the Board

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.

Sarah Price, Senior Case Officer and Secretary to the Board

Sarah joined JCRA in October 2014. She holds an MA in European Competition Law and is a qualified Chartered Secretary. She has worked previously at Andium Homes and Ports of Jersey, and on secondment to the States of Jersey Law Officers Department.

Peter Hetherington, Senior Economic Case Officer

Peter is an experienced economist and has worked for a number of regulators in the United Kingdom, including Ofcom and Ofwat. Prior to joining the JCRA, Peter was the Senior Economist for the Fourth National Lottery Licence Competition at the Gambling Commission.

Roderick Graham, General Counsel

Rory joined the Authority in January 2021. He is a highly respected leading legal practitioner in a broad range of technology-based work, with a flair for solving practical problems by effective negotiation and clear drafting. Fascinated by the technology underpinning successful business deals, but with a focus on building relationships that work on the ground.

Caroline Spencer-Burrowes, Office Coordinator

Caroline has worked both in the commercial and the financial sectors. Born in Jersey, Caroline was educated in the Island and has worked in Jersey most of her life.

Board Profiles

The Board complement is a Non-Executive Chair, three Non-Executive Members and one Executive Member. The Authority has recently filled two non-executive roles.

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

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.

Stephanie has extensive knowledge and experience of international and emerging markets. 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 CICRA as a Non-Executive Board Member in February 2017. He has spent most of his career in the printing and communications industry in the UK, USA and Asia. Paul has a number of directorships in finance, insurance and property development. From 2012 to 2017 he was Chairman of Digital Jersey, a partnership between the States of Jersey and the digital sector to represent and promote the industry

Hannah Nixon

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

Lara Stoimenova

Lara was appointed a non-executive director of the JCRA in October 2020. Lara is a competition and regulatory policy expert with significant experience in the public and private sectors including the UK's Competition and Markets Authority) and Ofcom. She is currently Managing Director of Sigma Economics Limited. She is also a Trustee at the Reform think tank.

Ian Walden

Ian was appointed a non-executive director of the JCRA in October 2020. Ian has extensive experience in technology, media and telecommunications policy, law and regulation. He is Professor of Information and Communications Law and Director of the Centre for Commercial Law Studies, Queen Mary, University of London. Ian is a member of the European Commission's Expert Group to support the application of the GDPR.

The Objectives of the Authority and its CEO

The Authority is seeking to appoint a high calibre experienced Chief Executive to lead the organisation through the next phase of its development. Jersey has a high-value economy, and decisions made by the Authority can have material economic impact. The Authority's activities and decisions are also highly visible and make a critical contribution to Jersey's international reputation for strong and stable governance. Details of the JCRA's activities in 2020 can be found at the JCRA and CICRA websites www.jcra.je and www.cicra.je.

The Authority's vision is to look for solutions that will make markets work for consumers, business and the economy of Jersey by providing value for the future through choice, innovation and confidence for citizens, consumers and businesses in Jersey. The Authority delivers this vision through the following values and behaviours:

- **Trusted:** We develop trust by making clear proportionate decisions, being open, transparent and working closely with all stakeholders.
- **Collaborative:** We are approachable, listen and engage.
- **Proactive and evidence based:** We constantly look for ways to improve the well-being of our community.
- **Determined:** We are ready to act courageously, not afraid of making difficult decisions and also being innovative in our approach for the benefit of Jersey.

Job Description

The CEO will provide strong leadership across the broad range of areas which the Authority oversees and regulates. The subject matter is varied, technically complex,

highly sensitive and material to the economic success of Jersey, and critical to consumers.

Reporting to the Chair, the CEO has responsibility for providing leadership and management of the team of the Authority in the areas that are regulated by the Authority, including competition, mergers and acquisitions, Ports, Post and Telecommunications. The role also includes advising the Government of Jersey on policy, while maintaining its independence and developing and executing clear work programmes supporting all areas of the Authority's responsibilities. Please see the Authority's website for the work plan for 2021.

The CEO will be responsible for representing and raising the profile of the organisation publicly and providing clarity when dealing with a wide range of key stakeholders. Excellent communication and interpersonal skills are essential. The role typically includes a mixture of contentious and non-contentious work and the CEO will need to adapt their style when dealing with a diverse range of issues.

The successful applicant must be qualified to work in Jersey and will be required to live in Jersey. They will have an extensive knowledge of local issues and the political landscape, as well as having an eye to international best practice.

Primary Responsibilities

The principal responsibilities of the role are:

- Lead, develop and motivate a high calibre team;
- Develop and deliver critical strategic and operational plans;
- Oversee all operational activities;
- Join the Board as its executive Member and make recommendations to the Board;
- Be the public face of the organisation;
- Ensure all licenced operators adhere to their licence conditions and the law;
- Enforce the competition law as appropriate;
- Develop and disseminate regulatory guidance for regulated entities and the public;
- Respond effectively to external events and developments impacting the Authority;
- Ensure the Authority is run efficiently;
- Build trust and respect from all stakeholders; and
- Maintain a deep knowledge of the markets the Authority regulates and political landscape.

Person Specification

- Excellent C- level leadership skills;
- Board level experience;
- Thorough knowledge and experience of Jersey and understanding of the island's structures, political framework and culture;
- Ability to absorb and understand complex technical matters, together with excellent analytical abilities and problem solving skills;
- Preferably, previous regulatory and competition law experience, locally and/or internationally;
- Excellent communications and public speaking skills;
- Proven ability to lead a high calibre team including the management of expert consultants; and
- Excellent relationships with a wide range of local stakeholder groups.

Commitment

The CEO role is a full time commitment. Compensation will be commensurate with experience. It is anticipated that Authority will agree a five year contract with the option to renew for a further five years.

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 25th January 2021. The short-listing process will take place shortly thereafter and once completed all applicants will be contacted. Interviews will take place the first week in February. If candidates find the interview schedule outlined above difficult, they should make this known at the start of the process.

How to Apply

All applicants must be entitled to work in Jersey and the successful candidate will be required to live in Jersey. The Authority welcomes applications from qualified candidates regardless of age, gender, ethnicity, sexual orientation, faith or disability.

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 contributions or impacts that you have made at CEO and board level and what you believe you could bring to the Authority as the CEO.
- 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.je and sarah.price@jcra.je

The closing date for applications is Monday 25th January 2021.

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