



JOB OPPORTUNITY

DIRECTOR OF ELECTRONIC COMMUNICATIONS

ABOUT URCA:

The Utilities Regulation and Competition Authority (“URCA”) is the independent regulator of the Electronic Communications Sector (comprising broadcasting, radio spectrum and electronic communications) and the Electricity Sector in The Bahamas. URCA’s mission is *“Improving lives through effective utilities regulation”*.

URCA is seeking to attract a highly qualified and motivated individual with proven leadership ability to fill the post of Director of Electronic Communications (DEC). The DEC has overall responsibility for URCA’s regulatory activities in the Electronic Communications Sector and, together with the other executive members and the Board, leads the organisation in the fulfillment of its mission.

The DEC is based in The Bahamas, reports to the Chief Executive Officer (CEO), and is an executive member of URCA’s Board.

JOB DUTIES:

The DEC has overall responsibility for the regulation of the Electronic Communications Sector (ECS) in The Bahamas, under the overall direction of the CEO and the Board. As this is an executive level role, the DEC’s duties are dependent on the changing requirements of the organisation from time to time, and the DEC is expected to handle such matters as may be required to achieve URCA’s vision, mission and strategic objectives.

Additional duties will include:

- Attract, excite and retain colleagues within URCA toward the attainment of strategic objectives
- Build and develop institutional capability by guiding, coaching, and managing existing members of the team toward a more effective and efficient regulatory regime.

QUALIFICATIONS & EXPERIENCE:

Candidates considered for the position of DEC will generally have already established themselves in a senior leadership position within an organisation with similar characteristics or responsibilities to URCA, or in an industry relevant to URCA’s work. Candidates will also meet the following specific requirements regarding qualifications and work experience:

- Post graduate degree in Law, Economics, Engineering, Accounting/Financial Management or Business Administration, with relevant professional qualifications
- A minimum of fifteen (15) years of progressively senior responsible and relevant experience, preferably in a telecommunications entity, utility, regulatory body, or relevant academic environment
- Qualifications in and/or exposure to competition economics will be an asset;
- Experience in the regulation of a competitive communications market, including required knowledge of one or more forms of retail price control, access, and the design and interpretation of regulatory financial statements and related reports;
- Outstanding leadership skills;
- Excellent analytical and strategic thinking skills;
- Comprehensive understanding of the financial, economic, legal and technical factors underpinning the performance of all utilities, and particularly those comprising the Electronic Communications sector;
- Strong theoretical appreciation of critical regulatory issues;
- Ability and confidence to interact at a professional level with senior industry and government officials, both local and international;
- Working knowledge of the URCA Act as amended, the Communications Act as amended, other relevant sector Acts and other government policies relating to URCA's regulatory functions;
- Outstanding negotiating skills;
- Exceptional oral and written communication skills;
- Computer literacy - proficiency in Microsoft Office Suite (word, excel, PowerPoint, outlook).

REMUNERATION & BENEFITS:

URCA is a performance driven organisation and offers a competitive and attractive remuneration and benefits package as well as opportunities for career enrichment. Through URCA's various international affiliations, employees have the opportunity for global exposure in the areas of regulation and competition. For more information about URCA, please visit our website: www.urcabahamas.bs

INTERESTED?

Applications should be received on or before **23 October 2017**. URCA thanks all applicants for their interest but only applicants who have been short-listed and have the qualifications and experience requested will be contacted. **Interested applicants should email their resume to: hr@urcabahamas.bs**