



## Executive Search

### CHIEF EXECUTIVE OFFICER

### UTILITIES REGULATION AND COMPETITION AUTHORITY (URCA)

#### ABOUT URCA:

The Utilities Regulation and Competition Authority (“URCA”) is the converged regulator for Electronic Communications Services (ECS) (covering broadcasting, radio spectrum and electronic communications) in the Commonwealth of The Bahamas.

URCA is seeking to employ a suitably qualified individual to fill the post of Chief Executive Officer. This position will be based in Nassau, The Bahamas and will report to the Board of URCA.

#### CORE DUTIES:

The successful candidate will be required to:

- Lead and promote the development of URCA as set out in the URCA and Communications Acts
- Take total ownership and overall responsibility for leading URCA through post liberalisation reform, policy development, priority mapping and stakeholder management. Ownership includes, but is not limited to, leadership and human capital development, prioritizing of strategic initiatives and use of scarce resources, monitoring, implementation and reporting same to the Board
- Lead the strategic planning and related fiscal objective setting for URCA in accordance with the Board's policies and consistent with its statutory obligations
- Lead the implementation of policy determined by the Board

- Ensure that URCA's capacity to absorb organizational change is properly assessed and managed through the normal organizational structures and management and identify support where required
- Ensure timely and appropriate transfer of responsibility from consultants and other advisors to the organization
- Attract, excite and retain colleagues within URCA toward the attainment of strategic objectives

## QUALIFICATIONS & EXPERIENCE:

Candidates must:

- hold a university degree, preferably at the post graduate level in the area of law, economics, engineering, accounting or business management or a professional designation that is equivalent, to be able to meet the intellectual demands of the job; and or equivalent experience
- have worked in, consulted in or regulated in comparative sectors for over ten years and ideally have both regulatory and industry experience
- have proven experience in areas of regulation, i.e. communications, broadcasting, electricity, or water at a senior level in a leadership role
- have proven experience in managing post liberalization regulatory issues

Five to seven years experience working at senior/ executive level in other jurisdictions in the regulatory or industry environment will be an asset

## COMPETENCIES & OTHER KEY REQUIREMENTS:

- Demonstrable track record of successful delivery of organizational transformation and change management on a number of very large-scale, high profile, strategic change projects or programme specific to a post liberalized market
- Ability to motivate and manage internal and external stakeholders
- Must have a high degree of organizational awareness and political sensitivity
- Strategic outlook and capable of conceptual thinking and decisive decision making
- Ability to absorb new facts, data and information rapidly
- Demonstrable sensitivity to balancing stakeholder interests as well as the regulatory imperatives of transparency, consistency and fairness

- Capable of modifying strong views in the face of new information, market realities and compelling logic; and is humble enough to ask questions to ensure an understanding of the situation
- Strong bias for action and capable of translating the strategic agenda into actionable, quantitative plans, convey a sense of urgency and drive to closure
- Capable of managing projects from inception within time-frames and approved budgets.
- Good communication and inter-personal skills, and the right attitude to drive a high performance team
- Demonstrable track record of managing relationships with the media

## 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. Further information about URCA can be obtained from the website: [www.urbahamas.bs](http://www.urbahamas.bs)

## CONTACT:

Interested applicants should email their resume to [info@orgsoul.com](mailto:info@orgsoul.com). Applications should be received on or before July 15, 2011. Only candidates with the credentials and experience required for the role will be contacted. Thank you for your interest.