



# EXECUTIVE SEARCH

## CHIEF EXECUTIVE OFFICER

### *ABOUT URCA:*

The Utilities Regulation and Competition Authority (“URCA”) of The Bahamas came into effect on 1 August 2009 as the converged regulator for the Electronic Communications Sector (ECS) – covering broadcasting, radio spectrum and electronic communications. On January 28, 2016 URCA also became the regulator of the Electricity Sector (ES) in The Bahamas. URCA is seeking to attract an exceptional candidate with the requisite competencies and experience to fill the post of Chief Executive Officer. The post holder will be based in The Bahamas and will be an Executive Member of the Board of URCA with full voting rights.

### *CORE DUTIES:*

- Lead and promote the development of URCA as set out in the URCA, Communications and Electricity Acts.
- Take total ownership and overall responsibility for, policy development, priority mapping and stake holder management in the post liberalization reform of the ECS and the structural reform of the ES and any sectors that may be assigned to URCA as well as for the effective strategic leadership and day to day management of URCA. 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
- Build and develop institutional capability by guiding, coaching, and managing members of the team toward a more effective and efficient regulatory regime. Attract, excite and retain colleagues within URCA toward the attainment of strategic objectives

### *QUALIFICATIONS & EXPERIENCE:*

- 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
- Must have worked in, consulted in or regulated in comparative sectors for over ten years and ideally have both regulatory and industry experience

- Experience in areas of regulation, i.e communications, and broadcasting, electricity, or water sectors at a senior level and in a leadership role would be an asset.
- Five to seven years experience working at senior/ executive level in other jurisdictions such as the Caribbean/EU will be an asset
- Experience in managing post liberalization and multi sector regulatory issues would be an asset.

#### *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.urbahamas.bs](http://www.urbahamas.bs)

#### *CONTACT:*

Applications should be received on or before **January 16, 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@urbahamas.bs](mailto:hr@urbahamas.bs)**

## **GENERAL COUNSEL**

#### *ABOUT THE POSITION:*

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#### *CORE DUTIES:*

- Under the direction and general guidance of the Chief Executive Officer, is responsible for the provision of professional legal services, and practical and pragmatic legal advice and support to URCA, in ensuring that it carries out its regulatory functions and complies with all applicable laws in a manner that fosters trust and respect from all URCA's stakeholders.
- Secretary to URCA's Board and therefore responsible for providing all corporate secretarial services to URCA, and to perform as the Secretary to URCA's Board, Audit Committee, and committees constituted by URCA's Board.
- Coordination and administration of the legislative process in keeping with any and all policy guidelines as laid down in the URCA Act and any other regulated sector law applicable to URCA.



- Management and oversight of URCA's legal department.
- Functions as in house legal advisor and maintains relationships with external counsel.

#### ***QUALIFICATIONS AND EXPERIENCE:***

- A Bachelor of Laws (LLB) degree and admittance to the Bahamas Bar.
- Specialized knowledge in Company Law, Settlement Negotiation, Legislative Drafting, Alternative Dispute Resolution and Litigation (Utility Regulation would be an asset).
- Experience in the work of a Company Secretary with the ability to command the respect and confidence of the URCA Board.
- Experience gained either in-house or in private practice dealing with Government Departments, Executive Agencies, statutory regulators, superior courts of law and statutory tribunals.
- Experience and understanding of regulatory matters pertaining to any of URCA's regulated sectors will be an advantage.
- A minimum of ten (10) years admission to the Bahamas Bar, and experience performing functions of a similar nature in a senior capacity.
- The job requires mental alertness and application, to exercise judgment in relation to legal issues which could have serious implications for the organization and the country.
- Keen reasoning and analysis are required to interpret legislation and arrive at defensible positions.
- Excellent analytical, interpersonal, verbal and written communication skills and specifically the ability to distil expert advice of sometimes complex legal issues into material that can quickly inform management and Board decision-making.
- Ability to produce quality materials within tight deadlines and simultaneously manage several issues.
- Ability to interact effectively with others involved in the work of URCA from many different disciplines and other key functions (e.g. compliance, regulatory, economics, finance and technical) and external experts.

#### ***RENUMERATION AND BENEFITS:***

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#### ***INTERESTED?***

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