



UTILITIES REGULATION & COMPETITION AUTHORITY

Job Description – Chief Executive Officer

1. **Role Objective:**

The primary objective of the role of Chief Executive Officer is to align the organisation, internally and externally, with its strategic vision and to facilitate the attainment of the core objectives of the organisation by building an environment of team work to deliver high level of corporate performance.

2. **Reports to:**

The role reports to the Board of URCA and will have a seat on the Board of URCA with full voting rights.

3. **Manages:**

The Director of Policy & Regulation and other senior staff as assigned.

4. **Summary of Core Duties:**

- i. Lead and promote the development of URCA as set out in the URCA and Communications Acts
- ii. Take total ownership and overall responsibility for leading URCA through post liberalization reform, policy development, priority mapping and stake holder management. Ownership includes, but is not limited to, leadership and human capital development, prioritizing of strategic initiatives and use of scarce resources, monitoring and implementation and reporting same to the Board

- iii. Lead the strategic planning and related fiscal objective setting for URCA in accordance with the Board's policies and consistent with its statutory obligations
- iv. Lead the implementation of policy determined by the Board
- v. Overall responsibility and accountable for day to day management of the organization
- vi. Overall fiduciary responsibility for and prudent management of the organizations assets
- vii. Sensitive to and manages risks, and keeps the Board apprised of changes in the risk profiles of the organization
- viii. Ensure that the URCA's capacity to absorb organizational change is properly assessed and managed through the normal organizational structures and management and identify support where required
- ix. Ensure timely and appropriate transfer of responsibility from consultants and other advisors to the organization
- x. Attract, excite and retain colleagues within URCA toward the attainment of strategic objectives

Additional Core Duties

- a. Build and develop institutional capability by guiding, coaching, and managing existing members of the team toward a more effective and efficient regulatory regime. Activities to include but are not limited to:
 - Performance management via the formal Performance management system and general management tools and informal feedback;
 - On the job training and mentoring;
 - Succession planning, leadership development and team building;
 - and

- Attendance at formal training, conferences and seminars to gain further knowledge and insights

b. Represent URCA and The Bahamas in regional and international fora

5. Key Relationships:

Must be comfortable interacting with URCA's various stakeholders inclusive of but not limited to:

- Internal stakeholders – colleagues, the Board
- External
 - Governments
 - Operators
 - Customers
 - Interveners
 - Investors
 - Other Regulators
 - Consultants and Advisors
 - International and regional agencies
 - Media