



EXECUTIVE SEARCH DIRECTOR OF POLICY & REGULATION

ABOUT THE COMPANY:

The Utilities Regulation and Competition Authority (“URCA”) of The Bahamas came into effect on 1 August 2009 as the new converged regulator for Electronic Communications Services (ECS) – covering broadcasting, radio spectrum and electronic communications.

URCA is further strengthening its capacity in policy and regulation of the communications sector and is seeking to employ a suitably qualified individual to fill the post of Director of Policy and Regulation in the Policy and Regulation Department. The position will be based in The Bahamas and will report to the Chief Executive Officer or designate.

CORE DUTIES:

The successful candidate will be required to:

- Lead and promote the development of appropriate post liberalization reforms
- Provide direction and leadership on matters of policy and regulation, policy development and implementation and stake holder management
- Act as an advisor to the Board on matters of policy and regulation
- Provide leadership to a professional management team across disciplines of Economics, Law, Regulatory Finance and Telecommunications Engineering
- Prepare strategies and annual plans in accordance with the Board's policies and is consistent with its statutory obligations
- Oversee coordination of URCA’s yearly policy and regulatory initiatives across its core functional units
- Establish internal policies and practices that would ensure timely and effective transfer of appropriate responsibilities and expertise from consultants and other external advisors to the organization and its members, in fulfillment of URCA’s ongoing commitment to institutional capacity building,
- Attract, excite and retain employees within URCA toward the attainment of strategic objectives
- Pursue other specific projects as directed by the CEO and or the Board of URCA.



QUALIFICATIONS & EXPERIENCE:

The successful applicant:

- Must hold a university degree, preferably at the post graduate level in the area of law, economics, 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 (such as telecommunications, broadcasting, electricity or water) for a minimum of 8 years at a senior management/specialist level
- Superior understanding of the URCA and Communications Acts, and The Bahamas Electronic Communications Sector Policy
- Experience in managing post liberalization and competition policy issues will be an asset
- Experience in dealing with transformation and change at an organizational level will be an asset

COMPETENCIES & OTHER KEY REQUIREMENTS:

- 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
- 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

RENUMERATION AND BENEFITS:

URCA is a performance driven organization and offers a competitive and attractive remuneration and benefits package as well as opportunities for career enrichment. For more information about URCA, please visit our website: www.urbahamas.bs. This job advertisement can be found in the Job Opportunities tab in the News Room section.



DEADLINE FOR APPLICATIONS

Interested applicants should email their resume to hr@urcabahamas.bs

Applications should be received on or before **May 18, 2012**. Only candidates with the credentials and experience required for the role will be contacted. Thank you for your interest.