



POSITION DESCRIPTION

Role title:	Executive Director Market Regulation and Strategy	Position number:	ERA22527
Status:	Permanent	Classification:	Class 1
Division:	Energy Markets	Effective date:	April 2026
Team area:	N/A		

Conditions of employment are in accordance with the current *Public Sector CSA General Agreement and the Public Service Award 1992*.

Reporting Relationships

Number of Positions Supervised Two

Supervisor

Position number: ERA21110
Position title: Deputy CEO, Energy Markets
Classification/Level : Class 3

Organisational Context

The ERA is the independent economic regulator of electricity, gas, water and rail in Western Australia. Our purpose is to benefit all Western Australians by promoting strong economic outcomes through effective regulation and decision making. We strive to make sure current and future consumers pay no more than necessary for safe and reliable utilities.

The Energy Markets division carries out the regulatory functions for the market, which include monitoring whether the market is operating effectively, monitoring and enforcing compliance with the WEM Rules, and reviewing and approving market parameters.

We are one of two regulatory divisions at the ERA: the other being regulation

How we work is just as important to us as what we do. Our people have integrity, strive for excellence, and build trust.

Position Summary

Leads and directs the operations and functions of the Market Regulation and Strategy Teams. Provides professional expertise to support the ERA's regulatory functions.

The Executive Director works collaboratively with, and facilitates linkages across ERA, industry and government. The Director leads strategic and innovative reviews to enhance the effectiveness and efficiency of the state's energy markets.

Oversees the performance monitoring and analysis of the Western Australian Energy Markets. Ensures the Western Australian Energy Market participants adhere to established regulation and guidelines.

Position Activities

Strategic Leadership and Management

- Contributes as a member of the Executive team in the planning, decision making and strategic management of the ERA.
- Works collaboratively with the ERA's Executive team on broader work programs and projects that contribute to the achievement of the ERA's objectives.
- Manages the Market Regulation and Strategy Team's resources ensuring that human, physical, technological and information resources are strategically deployed to address needs and are sustained in accordance with relevant legislative requirements.
- Develops staff and ensures the maintenance of high-level capability in the delivery of services to meet current and future requirements.
- Leads innovation; develops and leads change initiatives.
- Provide informed advice and reports to the ERA's Executive team and relevant committees on energy market trends, challenges, and opportunities.

Markets

- Manages the Market Regulation and Strategy teams in the strategic direction, planning and decision-making of the ERA's access functions.
- Provides expert advice and analysis to the Executive team on matters relating to the ERA's energy market functions.
- Manages the production of complex reports and documents published by the ERA relating to energy market matters referred by Government.
- Develops proposals and frameworks to achieve greater efficiency and effectiveness in the application of economic regulation.
- Contribute to the formulation and implementation of policies that govern the state's energy sector, aligning with both state and national objectives.

Representation and Stakeholder Relationship Management

- Leads and develops consultation processes and strategies.
- Develops effective working relationships and establishes networks across industry, government and with other key stakeholders, and liaises to shape perceptions about, educate and promote the role of the ERA.
- Represents the ERA in business and professional dealings and on a range of forums.

Governance / Accountabilities

- Actively promotes and models behaviour demonstrating compliance with public sector legislative requirements, policies and procedures, including exercising given delegations. In this regard particular attention is given to the application of:
 - the guidelines and principles of the Western Australian Public Sector Code of Ethics and the ERA's Code of Conduct within a framework of high ethical standards and behaviours; and
 - appropriate Health and Safety and Equal Opportunity legislation and plans, policies, standards and practices.

Other

Performs other duties as required.

Leadership Capabilities and Behaviours

For this role, you will be someone who exhibits behaviours and mindsets within the leadership context of Executive Leader in line with Public Sector Commission Leadership Expectations.

Lead collectively

You proactively shape strategy to align with the collective needs of the agency and sector, balancing delivery of tactical short-term requirements with creating value in the medium term.

Think through complexity

You work with a high level of complexity arising from ambiguity and uncertainty and create value for an unknowable long-term future.

Dynamically sense the environment

You identify and acknowledge trends at societal, political and economic levels relevant to and likely to have an impact on your business areas.

You establish trusting relationships in all interactions both internally and externally to ensure there are no misunderstandings or adverse impacts to progress or credibility.

Deliver on high leverage areas

You pursue with tenacity the high leverage priorities that are essential to your agency, key stakeholders and Western Australians.

Build capability

You focus on supporting the development of long-term capability in your business areas, providing development, coaching and mentoring opportunities for leaders.

You understand your role and responsibility for creating a healthy culture in your business areas, contributing to a productive sector culture.

Embody the spirit of public service

You display and embody the spirit of public service in all your decision-making interactions and professional activities.

Lead adaptively

You regularly self-reflect and vary your personal style to engage and influence the performance of your teams and business areas

Position Competencies

ESSENTIAL:

The occupant must be able to demonstrate, within the context of this position:

Shapes and Manages Strategy

- Champions and promotes a shared commitment to the organisation's vision, goals and strategic direction. Focuses strategically. Harnesses information and opportunities and shows effective judgement, intelligence and common sense to weigh up options and develop appropriate solutions.

Achieves Results

- Marshalls professional expertise applies economic and advanced conceptual and analytical skills, independent judgement and problem-solving techniques and delivers intended results. Builds organisation skills and responsiveness.

Builds Productive Relationships

- Nurtures internal and external relationships. Facilitates cooperation and partnerships. Draws on the knowledge of key stakeholders within and outside the organisation and facilitates cooperation by sharing information. Guides, coaches and develops people.

Exemplifies Personal Integrity and Self Awareness

- Demonstrates professionalism and probity, engages with risk and shows personal courage and resilience. Commits to action.

Communicates and Influences Effectively

- Communicates clearly, listens, understands and adapts to the audience. Communicates complex information effectively, particularly in writing. Structures messages for brevity and presents messages with precision and confidence. Negotiates persuasively.

Experience

- Extensive experience in regulatory and/or economic analysis and in managing a team providing economic research and analysis.

DESIRABLE

Energy market knowledge and experience.

Appointment Conditions

Location:	Perth
Accommodation	N/A
Allowances / Special Conditions	N/A
Specialised Equipment Operated	N/A
Systems Used	Oracle, Fusion 5 HRMIS, MicroFocus Content Manager, Convene / Diligent meeting software

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the job.

**Deputy Chief Executive Officer,
Energy Markets**

Chief Executive Officer

Rajat Sarawat

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