



## POSITION DESCRIPTION

<b>Role title:</b>	Executive Director Monitoring and Compliance	<b>Position number:</b>	ERA22526
<b>Status:</b>	Permanent	<b>Classification:</b>	Class 1
<b>Division:</b>	Energy Markets	<b>Effective date:</b>	April 2026
<b>Team area:</b>	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 Three

#### 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 Monitoring and Compliance Team which comprises of Compliance, Investigations and Analytics. 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 Monitoring and Compliance 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.

### **Market Monitoring and Compliance**

- Manages the Monitoring and Compliance 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 Monitoring and Compliance teams in relation to market investigations and analysis.
- Manages the practical implementation of compliance, enforcement and rules.
- Manages the production of complex reports and documents published by the ERA relating to market monitoring and other 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 Work Health and Safety and Equal Opportunity legislation and plans, policies, standards and practices.

### **Other**

Performs other duties as required.

## **Leadership Capabilities and Behaviours**

### **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 CEO, Energy Markets**

**Chief Executive Officer**

Rajat Sarawat

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