



POSITION DESCRIPTION

Role title:	Principal Analyst	Position number:	ERA22284
Status:	Permanent	Classification:	Level 7
Division:	Energy Markets	Effective date:	January 2026
Team:	Strategy and Innovation		

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 0

Supervisor

Position number: ERA21752
Position title: Assistant Director Strategy and Innovation
Classification/Level : Level 8

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

The primary responsibility of this position is to lead, manage and undertake a variety of complex and sensitive research and analytical projects on energy market issues and regulatory frameworks, ensuring that the ERA's decisions align with market objectives.

Working collaboratively with multidisciplinary analysts across the Energy Markets Division, you will lead and/or contribute to a range of regulatory and strategic projects, such as:

- Determining key pricing parameters, such as market price caps and floors to ensure they provide appropriate signals to the market and mitigate the potential to exercise market power.
- Providing regulatory guidance to industry on constructing bids into the market.
- Conducting research into emerging issues, such as changing technologies, government policy and market design, to understand the implications for the effective regulation of the WEM.
- Developing effective market monitoring models and quantitative tools to identify and investigate non-compliant behaviour in the market.

Position Activities

Strategic Role

- Provides input to influencing strategic discussions and decision making on rules governing the energy markets.
- Is a key contributor in the planning, development, implementation and evaluation of strategic activities in line with the [ERA's Strategic Plan](#).
- Leads and/or provides expertise to the planning, development and implementation of rule changes to improve the effectiveness of the WEM.
- Anticipates, analyses and manages emerging issues related to the effective regulation of the WEM.
- Develops innovative solutions to complex problems related to the effective regulation of the WEM.

Management Role

- Supports the Assistant Director by:
 - translating high-level goals and outcomes into appropriate tasks for project teams to ensure the achievement of project outcomes.
 - providing advice and assistance on issues related to the functions and management of the Division.
- Manages the delivery of complex projects, requiring high level technical expertise and knowledge.
- Initiates and manages own workload and is a key contributor to setting strategic direction for the Division's work.

- Coaches and mentors other team members, including leading discrete project teams comprised of a multidisciplinary team of analysts.
- Engages, coordinates and manages the activities of external consultants and contractors.

Operation Role

- Manages and develops analytical frameworks, models and undertakes research to help understand and solve economic/regulatory/policy problems.
- Manages and conducts complex reviews of legislation, policy and regulatory issues.
- Interrogates complex regulatory information and models, applies relevant analytical frameworks to determine the validity of the information and find relevant solutions.
- Develops evidence-based papers – such as discussion papers, reports, and briefing notes – based on the outcomes of analysis and research.
- Provides high standard submissions crafting research and analysis into strong narratives, themes and publications.
- Undertakes and challenges internal peer review of team research, analysis, working papers and drafts reports, identifying key risks.
- Maintains awareness of energy market developments and trends that may assist with the functions of the Energy Markets Division.

Communication Role

- Communicates:
 - Across a wide range of energy market topics, ideas and information both in written and oral formats.
 - To obtain information, provide advice and liaise, influence and negotiate on complex and sensitive projects/issues.
 - Complex technical information on specialist energy market matters to internal and external stakeholders.
- Acts as a primary internal and external contact for other ERA divisions as well as industry and government stakeholders on complex, sensitive, high value matters relating to the Western Australian energy market.
- Develops internal and external consultation processes to ensure effective coordination, development and evaluation of strategic initiatives, policies and programs.
- Leads and manages public consultation processes as required for industry, Government, representative bodies and other stakeholders.
- Develops and maintains high level and strategic relationships and networks with key stakeholders on behalf of the ERA.
- Leads negotiations with internal and external stakeholders and secures agreement/consensus within the group.
- Represents the ERA at interagency, state and national forums and meetings with senior industry representatives and stakeholders; and on appropriate committees and working parties on complex and strategic issues.

Governance / Accountabilities

- Actively promotes and models behaviour demonstrating compliance with public sector legislative requirements and departmental policies, 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.
 - Appropriate Work Health and Safety and Equal Opportunity legislation and plans, policies, standards and practices.
- Challenges important issues constructively, stands by own position and supports others when required. Acknowledges mistakes and learns from them, and seeks guidance and advice when required.

Other

- Other duties as required.

Position Competencies**Essential**

Tertiary qualifications in a relevant discipline with substantial skills, knowledge and experience in:

- Applied research, quantitative and qualitative analysis to solve complex economic/policy/regulatory issues.
- Applying project management tools to lead, conduct and manage complex and concurrent projects with tight timeframes and competing priorities.
- Excellent verbal and written communication skills, including the capacity to engage with and convey complex technical material to varied audiences.
- Leading and managing human, financial and other resources within agreed allocations.
- Building and enhancing high level, strategic stakeholder relationships and negotiating and facilitating strategic discussions.

Desirable

- Knowledge of and experience in one or more of the following: energy markets, regulation and operation of electricity systems, or application of economic principles to solve energy industry or public policy problems.

Appointment Conditions

Location:	Perth
Accommodation	NA
Allowances / Special	NA

Conditions

Specialised Equipment Operated NA

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 position.

Deputy CEO

Rajat Sarawat

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