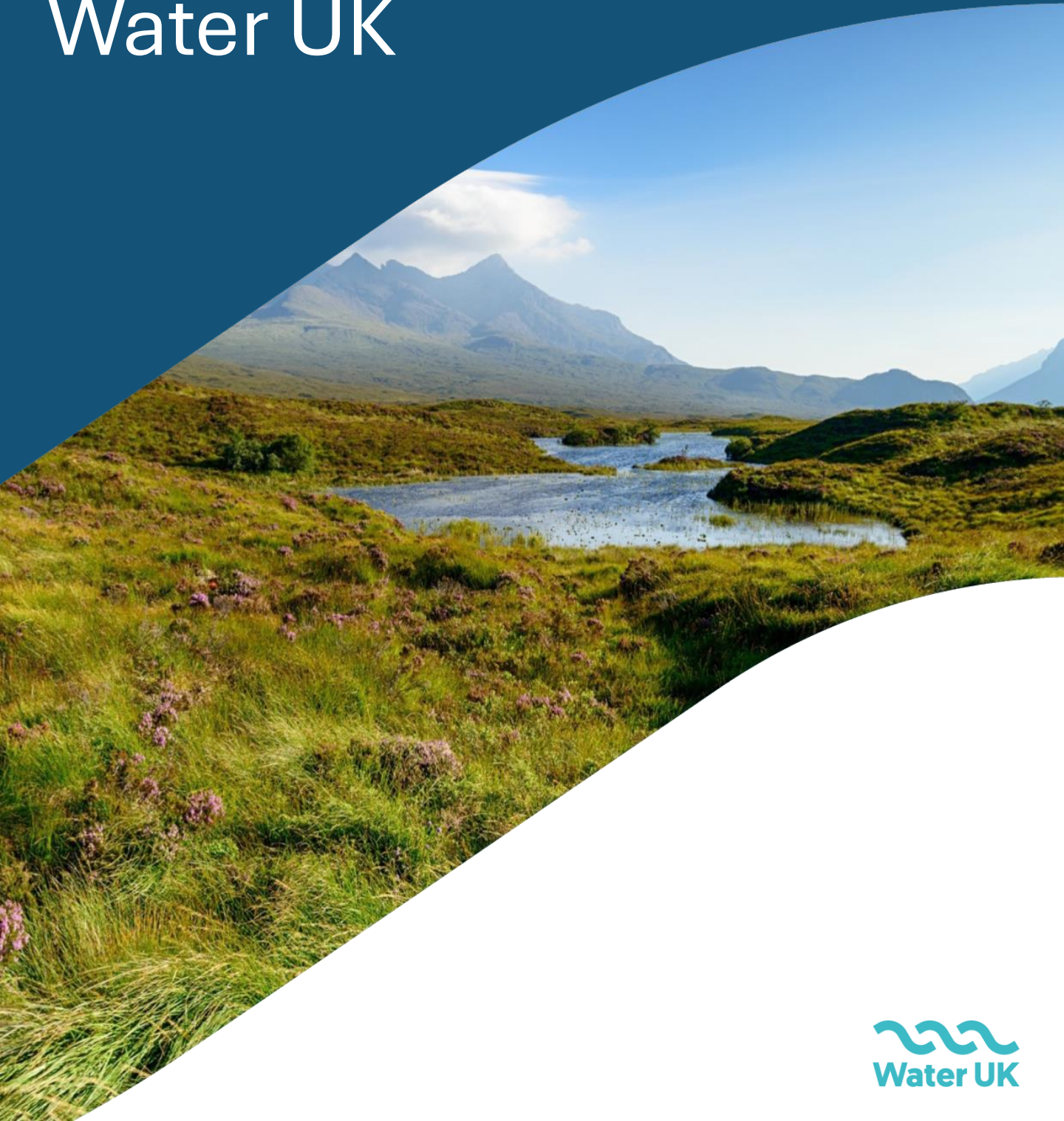


Regulatory Economist / Analyst Water UK



Introduction from the CEO

Water is used by each of us every day, but until recently was rarely the subject of political debate. Greater scrutiny on the industry has created an unprecedented opportunity to challenge conventional wisdom and secure acceptance for contentious – but necessary – reforms. Joining Water UK provides the chance to develop ideas that are radical but progressive, and design the strategies needed to have them adopted by decision-makers.

Since joining as CEO in 2023, and supported by our Chair, the former Cabinet Minister Ruth Kelly, Water UK has increasingly been at the centre of leading work to ensure that the water industry better meets the needs and interests of society. This has included major new transparency platforms, sweeping and detailed work on long-overdue reforms and building the detailed case for investment.

However, there is much more to do and, in the next few years, I have three main priorities.

First, we need to ensure that industry is well-placed to deliver a quadrupling of capital investment over the next five years. This investment must deliver tangible benefits for customers and the environment or we will lose trust. To accelerate that progress we must also work with government to modernise controls over sewage treatment and wider pollutants across society, much of which can enter the water sources from which we take drinking water for treatment.

Second, we must work with Government on its major programme of reform, including the independent Commission being led by Sir Jon Cunliffe. Our aim is to develop major, well-evidenced and compelling policy ideas that better enable the sector to deliver long-term improvements. This includes much better environmental performance, the huge effort needed to secure water supplies against climate

change and to support economic growth and new homes.

It is hard to overstate the potential of this Commission. Since privatisation in 1990, there has been no major change to water regulation. With public and political expectations running very high, Water UK is uniquely well placed to shape the future of water for decades to come.

The third is to bolster our organisation's national capabilities across policy, regulation and wider engagement. The industry looks to Water UK to analyse some of the most profound public policy challenges facing the country. We need to develop and deliver policies in partnership with some of the largest companies in the country, as well as the most senior decision makers across government, regulators and NGOs.

Recognising the challenges and opportunities facing the industry, and our members' commitment to Water UK, we are expanding the organisation and are currently seeking to recruit a variety of roles across policy, regulation and public affairs.

If the kind of questions we're grappling with sound interesting, and you are excited about making a real difference on a subject that touches the lives of everyone in the country, I would love you to apply for one of our vital new positions. Should you have any further questions get in touch.

David Henderson
CEO
Water UK



Regulatory Economist / Analyst

We are now recruiting for a Regulatory Economist or Regulatory Analyst to expand the capacity of the team, reflecting the impact and influence we have had with industry and wider stakeholders.

Water UK's Regulation team is a small but very high-performing team which leads the water industry's work on economic regulation, securing investment and consumer policy.

Our work lies at the heart of work to implement wide-ranging reforms to the water sector, including by redesigning its economic regulation and introducing new customer policies like a new approach to customer charges and social tariffs for those struggling to pay. We are also responsible for managing certain industry data, including updating the [Discover Water](#) website.

Examples of recent-high profile work delivered by the regulation team include:

- Developing [industry's position on the Independent Water Commission](#) which is carrying out a major review of the water sector regulatory system in England and Wales,
- Leading industry engagement with the [National Audit Office's review of regulation in the water sector](#),
- [Responding](#) to Ofwat's price review decisions (including during [referrals to the Competition and Markets Authority](#)),
- Convening a [cross-industry project](#) to improve the health of infrastructure in the sector,
- Engaging with regulators, water companies, government officials and investors.

Successful candidates will join Water UK at an exciting time. They will play an important role in delivering for customers and shaping future regulatory design.

Typical work could include, for example:

- 1) Working with colleagues and companies to support major policy and analysis concerning reforms to the sector - such as the right role for competition, how to support economic growth, and how regulation should work.
- 2) Leading discrete pieces of work across economic regulation and consumer issues. This would involve managing the overall process and drawing in expert input as necessary.
- 3) Support colleagues in delivering high-calibre research, briefings, thought leadership, events and position papers. This could include compiling, analysing and communicating industry data (e.g. on performance or expenditure) to inform a recommendation. It could also involve analysing company documents to identify the most relevant issues, researching cross-sector experience and engaging with stakeholders.
- 4) Helping prepare senior leaders for stakeholder, parliamentary and media appearances.
- 5) Provide high-quality secretariat support to a range of senior groups, including meetings of industry's Directors of Regulation and Strategy.

Skills and Experience

The successful candidate will have the following attributes:

Essential

- A degree (or higher) qualification in a numerate discipline such as economics, finance, mathematics or science.
- Experience in undertaking research and quantitative and/or qualitative analysis to develop and evidence credible findings and recommendations.
- Strong communication skills, including drafting and presentations. Be able to convey findings in a simple and compelling way, including through engagement with colleagues, external stakeholders and decision-makers.
- An ability to manage and prioritise between multiple projects, comfortable delivering quickly and moving swiftly between topics, and the resilience and initiative to proactively overcome challenges.
- A self-starting attitude, able to identify and pursue work with limited oversight and to get to grips quickly with new, complex topics.
- Strong interpersonal skills, with an ability to work confidently and credibly with companies, government and stakeholders.
- High degree of comfort with handling and interpreting data.

Desirable

- An understanding or interest in policy making and economic regulation.
- Knowledge of the water sector (or another regulated industry).
- Proficiency in visualising or otherwise communicating complex data to non-specialist audiences.

We welcome applications from recent graduates and/or candidates with up to three years of experience.

About Water UK

Water UK represents all water companies across England, Wales, Scotland and Northern Ireland. Our members range from Government-owned and not-for-profit companies to some of the UK's largest enterprises listed in the FTSE100. Water UK's job is to act as a force for good by understanding the biggest challenges facing the sector and solving them. Our activity ranges from developing long-term plans to suggesting legislation to running national behaviour change campaigns. Some recent areas of focus include:

- The increasing pressures to public water supply and the environment from drought. We are responding with work on leakage, new reservoirs and water transfers, and a national campaign to reduce wasted water.
- Achieving faster progress on sewage spills at lower cost to the customer (for example, by leading the work on options, setting out a plan of action and campaigning to reduce sewer blockages).
- Improving the broader condition of rivers and seas (for example, by reducing pollutants from sewage works or supporting the creation of new wetlands and other nature-based treatment).
- Working towards achieving net zero operational emissions, reflecting the sector's use of about 2% of UK electricity.
- Responding to new threats to drinking water, like microplastics and persistent toxic chemicals.
- Providing better support for vulnerable customers and those struggling with bills.
- Securing investment for dealing with these challenges, and considering how they could better deal with specific problems such as the ageing state of water infrastructure.
- Promoting education, information and understanding and working very closely with the most senior leaders across the UK's water companies, NGOs, investors, regulators and government departments – as well as international bodies and companies abroad.



Working for Water UK

Water UK is a small, friendly and high-performing organisation.

Our work is typically fast-paced and offers engagement with and exposure to very senior decision makers. There is an opportunity to have a real and enduring impact for customers and the environment. The work is high-profile, varied and interesting.

1. The salary range for the role is £30,000-40,000, based on experience
2. Discretionary bonus up to 25%
3. Private medical insurance and dental coverage
4. 27 working days' holiday
5. Pension scheme – employee 5%, employer 6%
6. Life assurance from date of joining.

**We are based in central London, close to St James's Park.
All roles are offered on a hybrid basis, meaning 2-3 days in the office.**

Please send your CV and a covering letter of no more than 500 words to **recruitment@water.org.uk**. Applications will be reviewed on a rolling basis. We encourage interested candidates to apply as soon as possible, as the position may be filled before the application deadline.

