



ECONOMIC / PUBLIC POLICY CONSULTANT – LONDON

1. Role Details			
Job Title	ECONOMIC / PUBLIC POLICY CONSULTANT	SALARY RANGE	Competitive salary, plus discretionary bonus
Practice	IN THE REGULATED UTILITY SECTORS – LONDON	STATUS	Permanent, Full time, 37.5 hours per week

2. The Company

CEPA Limited is currently recruiting exceptional economists with 3-5 years' work experience to join the team in our London office to support our work in economic regulation and competition in relation to regulated utility networks.

Overview

- At CEPA, we recruit exceptional economists from a wide range of backgrounds, including from consulting, financial advisory, industry, international institutions, governments and regulators.
- Our employees provide robust, evidence-based public policy advice to clients ranging from international organisations like the World Bank, to regulators such as Ofgem, Ofwat and Ofcom, to governments across most continents.
- Our team is growing and we are currently looking for individuals with two to four years' experience of working with regulated utility networks – and particularly in the energy, transport and water sectors – to join our dynamic team.

Why work at CEPA?

- CEPA is an internationally respected economic and financial policy advisory business that makes a meaningful contribution to policy- and decision-making exercises in the UK and abroad. To date, we have worked on over 500 projects in over 50 countries, with our analysis drawing upon expertise and insight from across CEPA's service lines and sector offerings
- Our Energy, Water and Transport Practices work with Europe's leading regulators, governments, research groups and companies. Our clients across these practices include: British Airways; Centrica; the Civil Aviation Authority; the Competition Commission of Singapore; the Czech Ministry of the Environment; EDF Energy; EirGrid; the Energy Users Association of Australia; Heathrow Airport; Ofgem; Ofwat; Transport for London; the UK and South African Departments for Transport; Thames Water; the World Bank and many others.
- You would be joining a dynamic team of nearly 40 full-time economists working across a wide range of sectors, and offering a wide range of skills, experience and interests. Our project teams are flexible and enable you to work with a wide range of staff members, associates and industry experts. We don't operate using a system of line managers. Instead, all staff have a designated mentor for professional development purposes and report to the project managers responsible for their ongoing projects. We are not hierarchical: we encourage all grades of staff to participate in brainstorming, knowledge and skills sharing exercises in a collaborative manner to promote continuous on-the-job learning.
- Lifelong learning and education are intrinsic to our corporate values. In addition to on-the-job learning, we encourage all of our staff to participate in internal and external training exercises, conference series and industry intelligence events.

3. What to expect as an Consultant at CEPA

As a Consultant at CEPA you will:

- actively contribute to CEPA's consultancy projects for our wide range of clients by leading core areas of analysis and managing workstreams within projects;
- use a range of economic and financial analysis skills to provide advice that helps shape our clients' business and policy decisions;
- work in project teams reporting to your project manager(s) for your ongoing project(s) as well as advising and helping to develop more junior colleagues;
- support new business development, including through leading key aspects of bid documents;
- develop and acquire new skills by participating in internal and external training and educational opportunities; and
- contribute to more general practice management and company improvements.

Most of your day-to-day work will be conducted in our London office, however you may be required, at times, to travel and work at clients' sites (in the UK and internationally).

4. What skills and experience do we look for in candidates

First and foremost, we look for exceptional people with a desire to contribute to the development of meaningful, evidence-based policy. We also look for people that can take complex problems and use strong problem solving and communication skills to deliver robust solutions to clients in straightforward, non-technical language.

While all candidates must offer relevant work experience and a strong academic understanding of economics to be considered, we value diversity. Our employees come from a wide range of academic and professional backgrounds, which helps us to 'think outside the box' when helping our clients to solve problems and provide robust policy advice.

It is expected that candidates will have the following skills and experience:

- three to five years of relevant experience, gained in consulting, financial advisory, industry, international institutions, government or at a regulator;
- an interest in public policy and a desire to contribute to the development of meaningful, evidence-based policies;
- a postgraduate degree in economics, finance or another relevant discipline, although, outstanding individuals with only an undergraduate degree will also be considered;
- strong quantitative and qualitative analytical skills; experience in designing and building quantitative models and applying econometric analysis to economic and financial data;
- a successful track record of delivering complex projects and/or programmes, utilising appropriate techniques and tools to ensure and measure success;
- knowledge of and experience applying basic financial accounting and financial valuation;
- ability to prepare high-quality deliverables for clients – including reports, presentations and quantitative models that present complex research results;
- a proven ability to develop existing and establish new business opportunities, which are commercially attractive and in keeping with CEPA's fair, transparent and ethical approach;
- ability to assist with presenting to clients and sales;
- strong interpersonal skills with a professional and service-oriented attitude;
- excellent written and spoken communication skills including an ability to communicate with impact, ensuring complex information is articulated in a meaningful way to wide and varied audiences;
- experience in building effective networks across business areas, developing relationships based on mutual trust and encouraging others to do the same;
- ability to work collaboratively in a team environment;

4. What skills and experience do we look for in candidates

- an adaptable individual with a can do attitude in order to react to new projects and hit the ground running; and
- experience of using Microsoft packages including Word and Excel.

Although not essential, it is also desirable for candidates to have the following skills and experience:

- previous consultancy experience;
- experience of working across more than one of the energy, water and transport sectors;
- strong econometric and financial modelling skills, with knowledge of statistical software packages such as STATA;
- experience of working with UK regulators and HM Government departments; and
- language abilities in Spanish or French.

We are a relatively small team and so require “all hands on deck” when delivering our project work. This requires us to recruit highly competent, motivated and friendly individuals to ensure that we can deliver robust, high quality work. This is an exciting opportunity for professional development.

5. Other requirements

Candidates should have the ongoing legal right to work in the UK. Please provide details of your eligibility to work in the UK in your application. Applicants that do not provide this information may not be successful.

6. Remuneration

A highly competitive consultancy remuneration package will be available for the right candidate. CEPA places significant emphasis on a discretionary performance-related pay through its bonus system. Employee benefits include:

- Generous healthcare insurance;
- Life assurance (8x base salary);
- Group Income Protection
- BUPA business & personal travel insurance;
- 5% employer pension contribution;
- 25 days’ holiday, plus eight public and bank holidays; additional three days holiday after 10 years;
- A corporate Cycle to Work scheme; storage for bikes and shower facilities;
- Discounted gym membership;
- Eyecare Vouchers;
- Flexible working arrangements;
- An employee mentorship scheme; and
- A long term incentive scheme.

7. Application Process

Applicants should send a full CV and covering letter to CEPA Careers by clicking on the Apply button on CEPA’s website or by emailing careers@cepa.co.uk. Covering letters should clearly set out / summarise individuals relevant skills and experience – including client and sector experience, project management and sales experience as well as communication and language skills.

CEPA welcomes applications from all sections of the community. We recognise and actively promote the benefits of a diverse workforce and are committed to treating all employees with dignity and respect regardless of race, gender, disability, age, sexual orientation, religion or belief.