



Civil Service



Deputy Chief Economic Adviser Competition & Markets Authority

SCS Pay Band 2

Reference: CMA1500

Closing date: 23:55 on Monday 21 June 2021

Contents

Introduction

The Role

**Person
Specification**

Benefits

**Recruitment
Process**

FAQs

**Diversity &
Inclusion**

Contact Us

Why join CMA?

Mike Walker, Chief Economic Adviser, CMA

“ The opportunity to shape the CMA’s economic analysis in the face of new challenges ”

Thank you for your interest in becoming one of the two Deputy Chief Economic Advisers at the CMA.

Right now, the Competition and Markets Authority is a particularly exciting and interesting place for an economist to work – and is set to become even more so over the next few years.

Economics is at the heart of the CMA’s mission. The Deputy Chief Economic Adviser will play a critical role in helping the CMA to respond to the new challenges arising from the UK’s exit from the EU. The CMA has become responsible for many of the larger and more complex international mergers and antitrust cases that were previously reserved to the European Commission, as a result of which the diversity, number, and complexity of the cases we work on is increasing.

The CMA is also taking on a new function as the Office of Internal Markets. The OIM’s work will support the mutual

recognition and non-discrimination principles underpinning the UK’s internal market by providing economic reporting and monitoring, as well as impartial advice to Governments throughout the UK. Economic analysis will be at the heart of this new function.

At the same time, the CMA also has an ambitious programme of markets, Competition Act and consumer protection work, including in the area of digital markets, and has been tasked by the government with setting up the Digital Markets Unit.

Economic analysis will be critical to how we respond to the new competition policy challenges that we face. These include the regulation of digital platforms; the increasing incidence of innovation concerns in merger control; concerns over the effect of common shareholdings on competition; concerns around the evidence on economy-wide concentration and profitability; and potentially an increased focus on sustainability, labour markets and distributional concerns.

The CMA's Economist Team comprises over 100 economists, econometricians and statisticians and is led by the Chief Economic Adviser, assisted by the existing Deputy Chief Economic Adviser. We are recruiting a second Deputy Chief Economic Adviser, to reflect the expansion of our team.

As Deputy Chief Economic Adviser, you will work alongside the Chief Economic Adviser and his existing Deputy in leading the Economics Team. You will have the opportunity to provide economic leadership on complex and important merger, markets and enforcement cases and help ensure that the economic work carried out by the CMA is of consistently high quality. You will also be involved in increasing the size of our economics group, being closely involved in helping to grow, lead, maintain and develop the expanded team culture as strong, intellectually rigorous and responsive.

We do not expect that Deputy Chief Economic Advisers will specialise in

specific areas within the CMA's portfolio of functions, but rather will work across a range of cases at any one time.

The successful candidate will be an excellent senior level competition economist with impressive academic and professional qualifications and experience. With an outstanding track record of providing high quality economic advice on complex cases, studies and enquiries, you will bring an in-depth knowledge of competition and regulatory economics and current issues in the field to the role. You will utilise your extensive experience of building and leading teams, and excellent communication and interpersonal skills as you build and develop the team and interact with internal and external stakeholders.

Further details of this role are set out in these pages, and I hope you find them of interest. The CMA is a hugely rewarding and stimulating place to work – an opportunity to work for the public good

and to stretch and develop yourself in doing so.

Mike Walker
Chief Economic Adviser, CMA



Background to the Competition & Markets Authority

The CMA is an independent non-Ministerial government department and is the UK's lead competition and consumer authority. We work to ensure that consumers get a good deal when buying goods and services, and that businesses operate within the law.

We derive our powers from the Enterprise and Regulatory Reform Act 2013 and our work is overseen by a Board and led by the Chief Executive and senior team. Decisions in some investigations are made by independent members of a CMA panel.

Our statutory duty is to promote competition, both within and outside the UK, for the benefit of consumers, and our mission is to make markets work well in the interests of consumers, businesses and the economy.

The CMA has an exciting and challenging agenda – to contribute to faster economic growth, deliver positive competition outcomes and make markets work well for consumers, businesses and the

economy. We have a vital role to play in the UK economy through our many and varied roles and responsibilities, and while we are in no doubt as to the size of the task, we're encouraged by the progress we have made so far, and excited to take up the challenge of delivering tangible results for UK consumers and businesses, especially post EU exit.

Our functions include:

- Investigating mergers that have the potential to lead to a substantial lessening of competition;
- Conducting studies, investigations or other pieces of work into markets where there are suspected competition and consumer problems;
- Investigating businesses and individuals to determine whether they have breached UK competition law and if so, to end and deter such breaches, and pursue individuals who commit the criminal cartel offence;
- Enforcing a range of consumer protection legislation, tackling issues which suggest a systemic market problem, or which affect consumers' ability to make choices;
- Promoting stronger competition in the regulated industries (gas, electricity, water, aviation, rail, and communications), working with the sector regulators;
- Conducting regulatory appeals and references in relation to price controls, terms of licences or other regulatory arrangements under sector-specific legislation;
- Giving information or advice in respect of matters relating to any of the CMA's functions to the public, policy makers and to Ministers.

We adopt an integrated approach to our work, selecting those tools we believe will achieve maximum positive impact for consumers and the UK economy.

We have a UK-wide remit: as well as our London office, where most of our staff are

based, we now have a significant presence in Scotland as well as offices in Northern Ireland and Wales.

Our [Annual Plan 2021/2022](#) has more detail on our prioritisation, resources and impact.

The CMA is committed:

- **To continue to step up enforcement** – we intend to further step up the pace, scale and impact of our enforcement without sacrificing hard-won improvements to quality and fairness across all our work.
- **To improve our effectiveness and our efficiency** – we will ensure that we are using the resources at our disposal as efficiently as possible – physical, financial and intellectual. We will learn from our experiences to date.
- **To ensure that consumers are protected** – we will intervene in markets to protect consumers from illegal anti-competitive practices, from harmful unfair trading practices and where wider market practices are not serving them well.

- **To continue to use our powers to support economic growth** – our existing priorities will allow us to make a valuable contribution to the sustained growth of the UK economy.



Organisational chart



About the role

Job Title

Deputy Chief Economic Adviser

Location

London or Edinburgh

Please note the requirements for travel and level of flexibility available as set out in the FAQs section.

The CMA may require you to work from home to continue delivering our objectives during the Covid-19 pandemic period. Any remote or home working arrangement is temporary only and does not constitute a permanent change to your designated place of work or working conditions.

Salary

£123,468 to £135,000 per annum.

We follow the Senior Civil Service Pay Rules for civil servants who secure a SCS role at the CMA, including existing CMA staff. Existing civil servants will retain their current SCS salary or move to the advertised salary minimum if appointed to a SCS role on level transfer, whichever is

the greater. If promoted to a new SCS role, they will receive a 10% pay increase or move to the advertised salary minimum, whichever is the greater.

Applicants new to the Civil Service may be considered for appointment at a salary higher than the advertised salary minimum depending on skills, knowledge, experience and qualifications.

Contract Type

This role is being offered on a permanent basis.

The Role

The Deputy Chief Economic Adviser is a key member of the Chief Economic Adviser's (CEA) leadership team. Reporting to the CEA, the post holder will work alongside the existing Deputy Chief Economic Adviser to support the CEA in leading the economists, statisticians and econometricians (the "economics profession") at the CMA and being responsible for the quality of economic work carried out by the CMA.

Along with the CEA and the existing Deputy Chief Economic Adviser, the post holder is responsible for leading, monitoring and developing staff operating in the economics profession. They will also be involved in expanding the size of the economics profession in response to the increased caseload brought about by the UK's exit from the EU and the setting up of the DMU.

Key Responsibilities

- To support the CEA in leading the economics profession at the CMA, ensuring the development of a strong, intellectually rigorous and responsive culture.
- To be responsible for providing guidance on individual cases from their early stages, particularly with reference to those cases raising complex economic issues.
- To support the CEA in ensuring that the economic work carried out by the CMA is of consistently high quality, represents state-of-the-art thinking, plays a key role in

ensuring that the CMA makes maximum impact and is appropriately communicated to specialist and other audiences.

- To build strong collaborative relationships with those leading case teams to ensure effective economic evidence to support decisions.
- To be responsible for ensuring a 'culture of economics' is maintained in which economists share information on cases, provide analytical support to each other, cascade development ideas and feel part of a professional grouping.
- To have direct line management responsibility for about 5 SCS PB1 Economic Directors at all times demonstrating and delivering professional excellence.
- Along with the CEA and the other Deputy, to lead, manage and develop the talents of the 100+ economists at the CMA, which inspires staff and enables innovative thinking and integrated working across the organization. Also, to help expand the size of the economics profession whilst

maintaining the current high economic standards of the CMA.

- To be accountable for ensuring the optimal allocation of economic resources across the CMA's projects to ensure the effective and robust delivery of the CMA's caseload.
- To be a strong external advocate for competition in the UK, Europe and internationally and build strong relationships with counterparts, including competition and regulatory authorities, Government Departments, economic academics and consultants. To represent the CMA through public speaking engagements within the UK, as part of the ICN and OECD as required.

As a key member of the CMA's Senior Leadership Team, you will be expected to play an active role in the on-going corporate management and development of the organisation. We expect all our senior leaders to be:

- **Inspiring** – about our work and its future

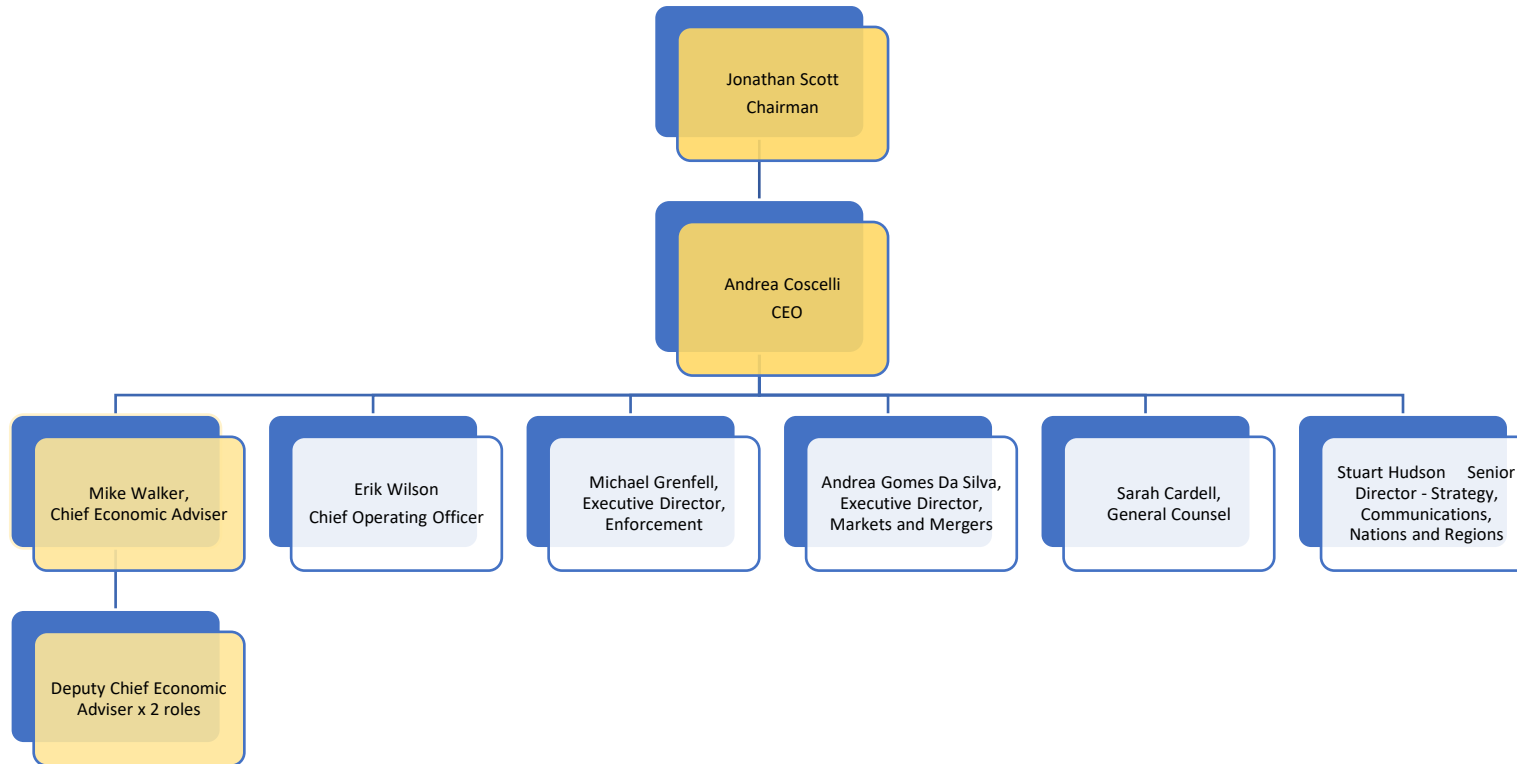
- **Confident** – in our engagement with others

- **Empowering** – to allow our teams to deliver

<https://www.gov.uk/government/publications/civil-service-leadership-statement/civil-service-leadership-statement>.

This role profile is not exclusive or exhaustive. It is intended as an outline indication of the areas of responsibility and may be amended in light of the changing needs of the organisation. There is an expectation that members of the SCS will have the flexibility and ambition to apply their skills across the CMA and the wider Civil Service; this may include taking on a different role in the future to that for which they are originally recruited.

Organisational chart – Senior Leadership Team



Person Specification

It is important through your CV and Statement of Suitability that you give evidence and examples of proven experience of each of the selection criteria detailed.

The successful candidate will be able to demonstrate evidence against the following essential criteria:

1. Excellent competition economist with impressive academic and professional qualifications and experience, holding at least a Masters degree in a branch of economics relevant to competition policy.
2. Considerable experience of working on the economics of competition law cases, with a proven strong track record of providing high quality and impactful economic advice.
3. Evidence of the ability to lead, plan and direct cases, working to tight deadlines, using cutting edge technical and theoretical concepts.
4. Ability to debate economic analysis with the foremost academic and consulting economists.
5. Excellent interpersonal communication skills, with the ability to communicate and explain complex issues with clarity, simplicity and precision to both specialist and non-specialist audiences.
6. A track record of strong leadership and team management in all aspects of people management and development, including priority setting, recruitment, staff appraisal, career development and motivation.
7. A commitment to promoting a culture of respect, equality, diversity and inclusion.

Benefits of working for the Civil Service

Whatever your role, we take your career and development seriously, and want to enable you to build a really successful career with the CMA and wider Civil Service. It is crucial that our employees have the right skills to develop their careers and meet the challenges ahead, and you'll benefit from regular performance and development reviews to ensure this development is ongoing. As a Civil Service employee, you'll be entitled to a large range of benefits.

Equality, Diversity and Inclusion

The Civil Service values and supports all its employees.

We have strong and pro-active staff networks, special leave policies for hospital appointments, reasonable adjustments put in place for those who need them, and diversity talent programmes to help everyone, irrespective of background, to achieve their potential.

Pension

Your pension is a valuable part of your total reward package.

A competitive contributory pension scheme that you can enter as soon as you join, where we will make a significant contribution to the cost of your pension, where your contributions come out of your salary before any tax is taken and where your pension will continue to provide valuable benefits for you and your family if you are too ill to continue to work or die before you retire. Visit [Civil Service Pension Scheme](#) for more details.

Generous Annual Leave and Bank Holiday Allowance

25 days' annual leave on entry, increasing on a sliding scale to 30 days after 5 years' service. This is in addition to 8 public holidays. This will be complemented by one further day paid privilege entitlement to mark the Queen's Birthday.

Staff Wellbeing

Flexible working including part time working and access to Flexible Working Schemes, including job share opportunities.

Generous **paid maternity and paternity leave** which is notably more than the

statutory minimum offered by many other employers.

Childcare benefits (policy for new employees as of 5 April 2018): The government has introduced the Tax-Free Childcare (TFC) scheme. Working parents can open an online childcare account and for every £8 they pay in, the government adds £2, up to a maximum of £2000 a year for each child or £4000 for a disabled child. Parents then use the funds to pay for registered childcare.

Onsite facilities Opportunity to use facilities such as staff canteens (where applicable).

Season Ticket and Bicycle Loan

Interest-free loans allowing you to spread the cost of an annual travel season ticket or a new bicycle.

Sick Pay

Occupational sick pay.

The Recruitment Process

Application

To apply for this post you will need to complete the online application process accessed via the advertisement listed for this role. This should be completed no later than the [Advert Closing Date, which is 23:55 on Monday 21 June 2021](#), and will involve uploading the documents outlined below:

1. A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.
2. A **Statement of Suitability** (no longer than two pages), giving examples of how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the criteria in the person specification.

Applications should be submitted via <https://www.gatenbysanderson.com/job/GSe74212>

Failure to submit both documents will mean the panel have only limited information on which to assess your application against the criteria in the person specification.

Please ensure that both documents contain your full name.

As part of the online application process, you will be asked a number of diversity-related questions. If you do not wish to provide a declaration on any of the particular characteristics, you will have the option to select 'prefer not to say', but this information is very important to the Civil Service as we seek to build organisations

and develop policies that reflect our society. Any information you provide is confidential and will not be used during the selection process or to inform decision making.

Should you encounter any issues with your online application please get in touch with Michael Lloyd at michael.lloyd@cma.gov.uk.

Selection Process

Jane Burgess, a Civil Service Commissioner, will chair the process. The Civil Service Commission has two primary functions:

- Providing assurance that selection for appointment to the Civil Service is on merit on the basis of fair and open competition, in accordance with the Recruitment Principles. For the most senior posts in the Civil Service, the Commission discharges its responsibilities directly by overseeing the recruitment process and by a Commissioner chairing the selection panel.
- Hearing and determining appeals made by civil servants under the Civil Service Code, which sets out the Civil Service values – Impartiality, Objectivity, Integrity and Honesty - and forms part of the relationship between civil servants and their employer.

More detailed information can be found on the [Civil Service Commission website](#).

In addition to Jane Burgess, the other panel members will be:

- Mike Walker, Chief Economic Adviser, Competition and Markets Authority

- Julie Bon, Deputy Chief Economic Adviser, Competition and Markets Authority
- Maureen Paul, Interim Chief Economist, Ofgem

Longlist and Shortlist Selection

You will receive email acknowledgment of your application through the online process.

The panel will then assess your application to select those demonstrating the best fit with the role by considering the evidence you have provided against the criteria set out in the '[Person Specification](#)' section. Failure to address any or all of these may affect your application.

At the longlist meeting, applications will be sifted to select those candidates demonstrating the best fit with the posts. Longlisted candidates will be invited to a preliminary interview with Gatenby Sanderson to discuss the role and their suitability in more detail. Following the preliminary interview, a panel shortlist meeting will take place where the results of the preliminary interviews will be discussed. Those candidates who demonstrate strongest suitability will be invited to final interview.

The timeline later in this pack indicates the date by which decisions are expected to be made, and all longlisted and shortlisted candidates will be advised of the outcome as soon as possible thereafter.

Assessment

If you are shortlisted, you will be asked to take part in a series of assessments which could include psychometric tests. These assessments will not result in a pass or fail decision. Rather, they

are designed to support the panel's decision making and highlight areas for the panel to explore further at interview.

You will also have the opportunity to speak to Mike Walker prior to the final interview to learn more about the role and the organisation. Please note this is not part of the formal assessment process.

You will be asked to attend a panel interview in order to have a more in-depth discussion of your previous experience and professional competence in relation to the criteria set out in the Person Specification.

Interviews will consist of questions where candidates will be expected to build on the information provided in their personal statement and CV. Candidates may be asked to prepare a short presentation on a topic to be advised if invited to the interview stage.

Full details of the assessment process will be made available to shortlisted candidates.

Offer

Regardless of the outcome, we will notify all candidates as soon as possible after the final interview.

Expected Timeline

We will try and offer as much flexibility as we can, but it may not be possible to offer alternative dates for assessments or interviews. You are therefore asked to note the below timetable, exercising flexibility through the recruitment and selection process, in order to meet the dates given. Please note that these dates may be subject to change.

The anticipated timetable is as follows:

Advert Closing Date	23:55 on Monday 21 June 2021
Longlist Meeting	w/c 28 June 2021
Shortlist Meeting	w/c 26 July 2021
Assessments	2 August 2021 – 3 September 2021
Interviews	Commencing 9 September 2021

FAQs

Can I apply if I am not currently a civil servant?

Yes. This role is open to suitably qualified people in the external market and to existing civil servants and those in accredited Non-Departmental Bodies.

Is this role suitable for part-time working?

This role is available for full-time, part-time patterns and for pre-existing job share partnerships.

If you wish to discuss your needs in more detail, please get in touch with the named point of contact in this pack.

Will the role involve travel?

Yes, some travel will be required for this role.

Where will the role be based?

London or Edinburgh.

Unfortunately, relocation costs will not be reimbursed.

Can I claim back any expenses incurred during the recruitment process?

No. Unfortunately we will not be able to reimburse you, except in exceptional circumstances and only when agreed in advance.

Are you offering visa sponsorship with this position?

Yes, for exceptional candidates, we may be able to sponsor your right to work. Sponsorship will be considered on a case-by-case basis.

What nationality do I need to hold in order to apply?

This job is broadly open to the following groups:

- UK nationals
- nationals of Commonwealth countries who have the right to work in the UK
- nationals of the Republic of Ireland

- nationals from the EU, EEA or Switzerland with (or eligible for) status under the European Union Settlement Scheme (EUSS)
- relevant EU, EEA, Swiss or Turkish nationals working in the Civil Service
- relevant EU, EEA, Swiss or Turkish nationals who have built up the right to work in the Civil Service
- certain family members of the relevant EU, EEA, Swiss or Turkish nationals

For further information on whether you are eligible to apply, please visit [Gov.UK](https://www.gov.uk).

Reserved for UK Nationals

Certain posts, notably those concerned with security and intelligence, might be reserved for British citizens, but this will not normally prevent access to a wide range of developmental opportunities within the Civil Service.

This is not a reserved post.

Is security clearance required?

Yes. If successful you must hold, or be willing to obtain, security clearance to SC level. More information about the vetting process can be found [here](#).

What reasonable adjustments can be made if I have a disability?

We are committed to making reasonable adjustments in order to support disabled job applicants and ensure that you are not disadvantaged in the recruitment and assessment process.

If you feel that you may need a reasonable adjustment to be made, or you would like to discuss your requirements in more detail, please contact recruitment@cma.gov.uk in the first instance.

Do you offer a Guaranteed Interview Scheme for Disabled Persons?

The Civil Service embraces diversity and promotes equal opportunities. As such, we run a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria. Selection will be on merit. If you wish to apply under the DCS, you should complete the relevant section of the online application. It is not necessary to state the nature of your disability.

Will this role be overseen by the Civil Service Commission?

Yes. As this role is one of the more senior posts within the Civil Service, a Commissioner will oversee the recruitment process and chair the selection panel.

More detailed information can be found on the Civil Service Commission [website](#).

What do I do if I want to make a complaint?

The law requires that selection for appointment to the Civil Service is on merit on the basis of fair and open competition as outlined in the [Civil Service Commission's Recruitment Principles](#).

If you feel your application has not been treated in accordance with the Recruitment Principles, and you wish to make a complaint, you should contact Charlotte Warmington at Charlotte.Warmington@cma.gov.uk in the first instance.

If you are not satisfied with the response you receive from the Department, you can contact the [Civil Service Commission](#).

What should I do if I think that I have a conflict of interest?

Candidates must note the requirement to declare any interests that might cause questions to be raised about their approach to the business of the Department.

If you believe that you may have a conflict of interest, please contact recruitment@cma.gov.uk before submitting your application. Please include 'Deputy Chief Economic Adviser query' in the title of your email.

Diversity & Inclusion

The Civil Service is committed to becoming the most inclusive employer in the UK.



We are committed to understanding, respecting and representing as broad a range of views and backgrounds as we have in UK society. We know that diverse perspectives and experiences are critical to an effective, modern Civil Service.

Our vision is to ensure the Civil Service represents modern Britain and is a truly inclusive employer – an example to other employers. We will create an organisation where diversity is not only respected and valued – but celebrated.

What's in it for me?

We want to maximise the potential of everyone who chooses to work for us – regardless of background.

If you're interested in becoming a world class leader, developing your career with us – starting with this interesting and challenging role – or doing things differently and inspiring colleagues, then the Civil Service is the place for [you](#).

Our passion for diversity and equality means creating a work environment for all employees that is welcoming, respectful, engaging, and enriched with opportunities for personal and professional development.

What's next?

You've taken the first step and looked through this job pack to understand the skills and experience needed to perform this role. Now join us in achieving our ambitions and let us help you achieve yours. [Read more](#).

You can view our [Priority focus: Race action plan 2020 to 2021 - GOV.UK \(www.gov.uk\)](#) which details the CMA's commitment to the personal and professional development of all staff, including those from all under-represented groups.

For more information, please read the [Equality, Diversity and Inclusion Strategy 2020 to 2024 - GOV.UK \(www.gov.uk\)](#).



Civil Service

Contact us

Should candidates like to discuss the role in more detail before submitting an application, please contact **Michael Lloyd** at michael.lloyd@cma.gov.uk