
Job Title Senior Regulatory Manager

Reports to Head of Regulation

PURPOSE OF ROLE

An important London St. Pancras Highspeed position to support the Head of Regulation and as appropriate, independently lead on regulatory & strategic issues for London St Pancras Highspeed. This includes shaping, influencing and negotiating in the regulatory environment, maximising the opportunities and minimising risk from current and future regulatory and contractual requirements. We also expect the role to play an important part in developing our regulatory arrangements to support our growth strategy and commercial business development opportunities.

KEY RESPONSIBILITIES AND DUTIES

- Support the Head of Regulation on regulatory matters within London St. Pancras Highspeed, working with stakeholders and the Board to identify and address issues, create value and minimise the risk to London St. Pancras Highspeed to deliver excellent sustainable shareholder returns;
- Build relationships with key regulatory stakeholders including the ORR and DFT to support delivery of our London St. Pancras Highspeed strategy and enhance our reputation. Develop great relationships with the train operators that use or may use the London St. Pancras Highspeed network;
- Act as an “internal regulator” – engage and support relevant areas of the business to ensure we deliver on our CP4 promises as set out in the 5 Year Asset Management Statement and we develop a compelling story for formal regulatory reviews and regulatory issues that may arise;
- Ensure we are 100% compliant with all regulations and alongside London St. Pancras Highspeed Legal and other business areas deliver all regulatory and contractual change & reporting requirements;
- Lead the preparation and eventual successful delivery of the route and station periodic reviews;
- Ensure the regulatory framework and processes are developed to support London St. Pancras Highspeed growth strategy.
- Document proposals and keep plans, risks, issues and minutes up to date. Provide input into consultation papers as required. Deliver management scorecards on project status;
- Work independently and as part of the team to proactively bring issues to a close and ensure projects remain on track.

COMPETENCIES

Creative and Conceptual: Learns quickly when facing new problems; a relentless and versatile learner; open to change; identifies and assesses options for action; analyses both successes and failures for clues to improvement; experiments and will try anything to find solutions; enjoys the challenge of unfamiliar tasks; quickly grasps the essence and the underlying structure of anything.

Business Acumen: Knows how businesses work; knowledgeable in current and possible future policies, practices, trends, technology, and information affecting their business and organization; knows the competition; is aware of how strategies and tactics work in the marketplace. Can quickly learn/understands impact/link of workstreams across the commercial functions and when to integrate other functions for collaboration.

Organising: Can marshal resources (people, funding, material, support) to get things done; can orchestrate multiple activities at once to accomplish a goal; uses resources effectively and efficiently. Demonstrates singular ability to work with stakeholders, agencies and outside parties to organise work, set priorities and monitor workflow and achieve workplace goals within set timeframes.

Delegation: Clearly and comfortably delegates both routine and important tasks and decisions; broadly shares both responsibility and accountability; tends to trust people to perform; lets direct reports and/or others finish their own work.

Developing Direct Reports and/or Others: Provides challenging and stretching tasks and assignments; holds frequent development discussions; is aware of each person's career goals; constructs compelling development plans and executes them; is a people builder.

Action Oriented: Enjoys working hard: is action oriented and full of energy for the things they see as challenging; not fearful of acting with a minimum of planning; seizes more opportunities than others.

KEY SKILLS AND EXPERIENCE

- Must possess a strong knowledge of economic regulation and principles; advantageous to have a good knowledge of UK and European rail regulation.
- Demonstrable experience of leading and influencing successful stakeholder engagement with customers, regulators and other external stakeholders, whilst delivering tangible business outcomes.
- Proven record in project management across multi-disciplinary boundaries to deliver high quality outputs to time and cost, that has been applied simultaneously across multiple

unrelated projects.

- Excellent written and oral communication skills, including an ability to explain complex problems clearly and concisely to non-expert audiences and recommend action.
- Strong strategic and commercial awareness coupled with the ability to think conceptually to develop robust solution to complex challenges.
- Ability to provide physical and thought leadership for London St. Pancras Highspeed as a whole and an effective ambassador for the business.
- Highly valued by business colleagues and regularly consulted and involved in areas beyond areas of specific responsibility.
- Demonstrable experience of providing expert regulatory advice to executive team / Board, creating clarity and understanding in highly complex or urgent/crisis situations.
- Desire to be a dedicated and active part of the Regulatory and wider London St. Pancras Highspeed team.
- Above all a real ability to own issues to their conclusion, maintain high levels of professionalism and discretion with a passion for spearheading and driving change.

EDUCATION/QUALIFICATIONS

- Post Graduate qualification or equivalent experience working in regulation including regulatory economics and policy.

IMPORTANT POINTS

- There may be occasions where the post holder is required to work outside of standard hours.
- London St. Pancras Highspeed currently operates a hybrid working policy requiring office presence a minimum of three days per week.
- The post holder may be required to attend meetings and events outside of normal office base and to do this occasional travel will be required.
- No role profile can cover every issue which may arise within the post at various times. The post holder is expected to carry out other duties from time to time, which are broadly consistent with those described.