

Job Title: Head of Energy Policy Grade: SEO

Department of Environment, Food and Agriculture

The Energy Policy team leads on the delivery of a wide range of key energy policy areas and mineral services for the Department:

- Offshore Energy Strategy;
- Climate Change Action Plan – energy supply;
- Energy efficiency initiatives;
- British Irish Council Energy work stream;
- Mineral resources;
- Abandoned mine entrances.

What will you do?

This is a strategically important role as the Island transitions away from its traditional fossil fuel based energy supply towards a net zero future and has priorities which change on a frequent basis. These include:-

- the leadership of energy related projects across Departments in the Isle of Man Government;
- the evaluation of initiatives or proposals (e.g. on the use of renewable sources of energy production);
- conduct or commission of relevant research (e.g. into comparative energy costs; the implications for the Isle of Man of international obligations with regard to reducing carbon emissions);
- the organisation of energy related events;
- the determination and monitoring of appropriate measures to assess and benchmark performance in relation to achieving energy policy objectives;
- advise the Council of Ministers Environment and Infrastructure committee and the Climate Change Transformation Board on Energy Policy;
- liaison with the Crown Estate, the Department of Business, Energy & Industrial Strategy, the Oil & Gas Authority and National Grid to progress energy projects in the Isle of Man territorial seas;
- working with other Departments to progress energy projects (e.g. interface between Government and developers/investors);
- working with the Climate Change Transformation Team to provide expertise and input on energy research, policy and delivery
- co-operate as a member of the Senior Management Team in the Environment Directorate, supporting the Director in the delivery of wider politically prioritised Directorate, Department and Government objectives.

What does that involve?

Leadership and Strategic Responsibilities

- Provide leadership, effective delegation and performance management to the team comprising direct reports of 2 x HEO and contracted staff. As Team Leader, you will ensure that the operational unit delivers consistent and coherent services in compliance with legal frameworks.
- Whilst managing the core delivery team within the Department, much of the delivery will rely upon the actions of other key staff across other Directorates within the Department, other Departments and Boards and the commercial and third sectors. The role will include leading teams consisting of representatives from several Departments and also external consultants to deliver energy projects.
- It is vital that the Head of Energy Policy can build strategic relationships with internal and external partners and stakeholders and influence others to manage in a manner consistent with wider policy objectives; recognising the differing, and sometimes conflicting, priorities of others to create “win win” outcomes.
- You will be seen as a subject matter expert on Energy Policy and will be expected to keep abreast of the wider issues surrounding energy policy globally.
- You will be expected to prioritise work against a mixture of Government and Department objectives, standing back from operational issues and effectively managing conflicts with other teams both within and outside the Department.
- Co-ordinate and oversee delivery of the Island’s Energy Policy set in the Climate Change Action Plan, Programme for Government and the Offshore Energy Strategy, to ensure the Island maintains a secure, affordable and low-carbon supply of energy to consumers and businesses.
- Attendance at relevant Department politically chaired committees including Environment Directorate, as well as the Department Policy and Strategy meeting when appropriate.

Working Together for the Isle of Man

- Representing DEFA and Isle of Man Government in British Irish Council (BIC) meetings and in particular participate in the BIC Energy Work Sector, co-ordinating input from other areas of Government as necessary.
- Ensuring a productive relationship, on both a personal and team level with key stakeholders in the public and private sector.
- Ensure an effective and productive relationship with the UK Government on energy policy matters of international importance.

Management Authority

- Delegated authority on behalf of the Director to deal with all staffing and performance issues within the team.

Performance Management and Improvement Responsibilities

- Contributing to the production of the Department Business Plans and any input of the Department to corporate plans. You will be responsible for developing and implementing energy policy and strategies and reporting at Committee and Department level on performance against their delivery. You will also be expected to be a key contributor to a Directorate Plan and a Department Plan. You may also be allocated specific responsibility for delivery of items within Programme for Government.
- Managing and co-ordinating the development and implementation of robust systems of performance monitoring, risk management and contingency planning across the operational area. You will be expected to prepare and regularly update the Energy Policy Unit risk register, reporting at Corporate Leadership level on a regular basis.
- Forge and maintain strategic partnerships with key Business Partners, in order to ensure that effective delivery of the services contributes to performance of the team.
- Responsible, under delegation of the Director, for the management of the Energy Policy Unit budget and collection of the royalty payments from quarry operators for mineral extraction.

Representation and Corporate Contribution

The postholder will represent the Department in a range of settings, forums, committees, working groups and events including the Environment and Infrastructure committee of the Council of Ministers and also British Irish Council. It is expected that the postholder will be a committed ambassador of the Department and will effectively promote its remit for energy policy. More specifically, they will be required to:

- Liaise regularly with colleagues in other Government Departments & Bodies (e.g. Infrastructure, Treasury, Cabinet Office, DfE & Manx Utilities) to promote effective joint working towards common objectives as outlined in the Government Strategic Plan;
- Develop close links with private sector institutions and their professional advisers, environmental/pressure groups, the media and key individuals in the IOM to raise awareness of current policy issues and deliver solutions in the energy area;
- Manage the Department's relationship with energy providers;
- Maintain contact with organisations external to IOM (e.g. in UK and internationally) to develop common policy themes including the British Irish Council;

- Liaise with the UK Crown Estate and the UK Department of Business, Energy & Industrial Strategy to progress energy projects in the Isle of Man territorial seas;
- Advise the Council of Ministers Environment and Infrastructure committee and Climate Change Transformation Board on Energy Policy;
- Liaise on behalf of the Department with investors and developers looking to progress £multi-million projects in the Isle of Man;
- Contributing to high level corporate projects and workstreams. You will be expected to produce reports and briefings at corporate level, mainly through the Council of Ministers Environment and Infrastructure Committee and the Climate Change Transformation Board, attending meetings to present proposals and contributing (or leading) subsequent implementation;
- The role contributes to the broader policy and strategic frameworks for the Department. You will be required to:-
 - Contribute proactively to cross-Government political working groups and officer working parties;
 - Represent the Department at meetings with Local Authorities, outside organisations and the voluntary and private sector e.g. Chamber of Commerce;
 - Represent the Department and IoM Government with external and international bodies such as the British Irish Council;
 - Have regular and recurring contact with members of Tynwald on energy policy issues.

What do you need to be successful in this role?

	Essential or Desirable	Method of Assessment
Credibility		
		E.g. CV/Interview/ Assessment Centre/ Pre-employment check
Extensive experience in the development of energy policy or relevant background in the energy sector	E	CV/Interview
Record of effectively delivering results in a complex and political policy environment	D	CV/Interview/Assessment
Understanding of the energy and climate change policy environment in the Isle of Man, British Isles and further afield	E	CV/Interview
Has open conversations, demonstrates strong listening skills	E	CV/Interview
Addresses the issues	E	CV/Interview/Assessment
Builds supportive relationships	E	CV/Interview
Is professional and credible at all levels including at the political interface	E	CV/Interview/Assessment
Is able to present complex issues in a coherent manner tailoring delivery to the audience	E	CV/Interview/Assessment
Is able to balance and understand conflicting priorities; and recognise the need for "win-win" outcomes	E	CV/Interview/Assessment
Capability		
Anticipating potential future solutions	E	CV/Interview
Makes considered decisions based on the best outcome for the Isle of Man	E	CV/Interview
The ability to manage upwards, often influencing those more senior	E	CV/Interview
Challenges and accepts challenge of evidence and views in a manner that promotes productive working relationships	E	CV/Interview/Assessment
Throughout all decision making and communication remains approachable	E	CV/Interview
Encourages innovation and supports change	E	CV/Interview
Understanding of climate change, ecosystems and biodiversity and their relevance to energy policy	D	Interview/CV

Good understanding of the development and implementation of policy and strategy	E	CV/Interview/Assessment
Good analytical and interpretation skills	E	CV/Interview
Ability to effectively manage the political and/or Board environment	E	CV/Interview
Character		
Trusts and is trusted	E	CV/Interview
Has positive energy and drive	E	CV/Interview
Is able to listen and respond empathetically	E	CV/Interview
Inspires, motivates and empowers	E	CV/Interview
Recognises the contribution (positive and negative) that organisational culture can have and understands how to develop a culture	E	CV/Interview
Other requirements		
Isle of Man Worker	D	CV/Application/Checks
Able to travel between sites	E	CV/Application/Interview