



**Programme Manager – Behavioural Economics Unit
Candidate Information Booklet (SEA0217)**

December 2016

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Mazars have been retained by SEAI to assist with the appointment of the Programme Manager – Behavioural Economics Unit role. Mazars, on behalf of SEAI, are inviting applications from suitably qualified candidates both nationally and internationally, and will be undertaking a comprehensive recruitment process as part of this recruitment campaign.

Full details of the role and how to apply are set out in this booklet.

THE POSITION

Title of Position:	Programme Manager – Behavioural Economics Unit (REF: SEA0217)
Office:	SEAI Head Office, Wilton Park House, Wilton Place, Dublin 2, D02 T228, Ireland
Location:	Dublin
Organisation Website:	http://www.seai.ie/

The Sustainable Energy Authority of Ireland was established as Ireland's national energy authority under the Sustainable Energy Act 2002. SEAI's mission is to play a leading role in transforming Ireland into a society based on sustainable energy structures, technologies and practices. To fulfil this mission SEAI aims to provide well-timed and informed advice to Government, and deliver a range of programmes efficiently and effectively, while engaging and motivating a wide range of stakeholders and showing continuing flexibility and innovation in all activities. SEAI's actions will help advance Ireland to the vanguard of the global green technology movement, so that Ireland is recognised as a pioneer in the move to decarbonised energy systems.

What do we do?

The SEAI's mission is to play a leading role in transforming Ireland into a society based on sustainable energy structures, technologies and practices.

The Sustainable Energy Authority of Ireland manages programmes aimed at:

- Supporting Government decision-making through advocacy, analysis and evidence
- Driving demand reduction and providing advice to all users of energy
- Driving the decarbonisation of energy supply
- Raising standards in sustainable energy products and services
- Building markets based on quality, confidence and proven performance
- Fostering innovation and entrepreneurship
- Improving the coherence of Irish energy research and development

The Behavioural Economics Unit

The Behavioural Economics Unit is a newly established team within SEAI's the Low Carbon Technologies Department. The overarching ambition is to help citizens and business to avail of the benefits of clean energy – both energy efficiency and renewable energy - through the use of behavioural insights and rigorous evaluation.

The work programme of this new and exciting area aims to better understanding the context in which people make decisions; use the latest research in behavioural science; and to design and test interventions, through for example pilots, using rigorous and evidence based methodologies to determine the effectiveness of interventions before they are scaled.

In particular, the Behavioural Economics Unit aims to understand the decision making of consumers and business in relation to sustainable energy choices. It will systematically apply insights from behavioural sciences and how consumers and businesses act into the implementation of SEAI's pilots and programmes. This work will complement strong technology, engineering and marketing competencies within the organisation.

This team will work closely with relevant Departments across SEAI and particular those teams that are delivering programmes and engage frequently with consumers and business. The unit will also interact with peers across Government departments such as Finance and Public Expenditure and Reform.

The Behavioural Economics Unit is part of the Low Carbon Technologies (LCT) Department in SEAI. This Department is responsible for informing and supporting evidence-based decision-making and the implementation of sustainable energy solutions. In particular, the team is responsible for:

- Providing targeted and timely evidence to inform policy formation, decision-making and implementation
- Improving the availability and accessibility of data and information to inform the national debate
- Working with other SEAI Departments and organisations to engage society on energy issues in the context of the wider sustainability agenda.

The Behavioural Economics Unit will be an important part of work programme of the LCT Department bringing the important dimensions of behavioural science to supporting evidence based decision making.

THE ROLE

The role of the Programme Manager – Behavioural Economics Unit is to lead and develop the Behavioural Economics Unit in SEAI to inform strategy and delivery. We are seeking someone with the ability to quickly understand current needs, challenges and opportunities and to translate these into an achievable and pragmatic work plan.

Key Requirements

The role of the Programme Manager – Behavioural Economics Unit includes but is not limited to the following:

- Define and manage, on an ongoing basis, work programmes for the team
- Provide authoritative advice on behavioural science and behaviour change in relation to SEAI's existing and new programmes to deliver better outcomes to the consumer, business and Government
- Translate the evidence base on behaviours and behaviour science into advice to support SEAI's strategy and delivery of programme and Department of Communications, Climate Action and Environment policy development
- Identify the most relevant research design and analysis options; develop trial interventions; and implement trial interventions
- Provide rigorous and transparent evaluation of interventions to support scale-up where appropriate
- Design, commission and manage research projects that inform the implementation of appropriate behavioural interventions to meet sustainable energy policy priorities
- Work closely with the relevant teams and Departments within SEAI to develop coordinated and integrated policy and implementation insights
- Develop the programme both strategically and operationally with the LCT team and Head of Department
- Work with other Government Departments and Agencies
- Manage staff including performance management and development
- Active participation as a Programme Manager in Low Carbon Technologies Department supporting other programme areas as required
- Participate and represent SEAI in national, European and international committees as required

Key Knowledge and Skills

- Excellent understanding of the behavioural science, literature and research and how it can be applied to help solve complex policy problems related to energy efficiency and renewable energy
- Strong understanding of the strengths and weaknesses of different evaluation methodologies

- Ability to support the design and conduct of rigorous evaluations, including but not limited to randomised controlled trials, that will seek to measure the behavioural impact of policy interventions
- Ability to conduct statistical and quantitative analyses using statistical software packages
- Experience in using and analysing large datasets (e.g. administrative datasets) for the purposes of evaluation or predictive modelling;
- Experience using qualitative and quantitative behavioural research and analysis techniques
- Experience in an energy-related policy field (e.g. government, academia, industry) would be an advantage

EXPERIENCE AND PERSONAL QUALITIES REQUIRED

Essential Requirements

The successful candidate must be able to demonstrate:

- A post-graduate qualification in a directly relevant subject area (including but not limited to behavioural economics, psychology, anthropology, sociology, design thinking or evaluation methods).
- Experience of working in a policy environment in the public sector, academia or industry and/or managing public-funded research
- Demonstrated application of behavioural sciences in the development of public policy
- Minimum 8 years' experience of working in this or a related area
- Energy-related experience would be an advantage
- Demonstrated ability to delegate and manage a team

Desirable Requirements

The successful candidate should be able to demonstrate:

- Qualification at a Ph.D level
- A capacity to foster a positive working relationship with colleagues and external stakeholders; to work in multi-disciplinary teams and to network effectively.
- Ability to think strategically.
- Excellent communication (written and oral) and interpersonal skills, including ability to communicate technical information to non-technical audiences.
- Well-developed negotiation and influencing skills.
- Strong proactive approach to achieving results, including managing scope, time, risk assessment, cost and quality.
- Strong project management and organisation skills and knowledge of business process management.
- Flexible approach to problem solving and decision making to ensure the best solution is achieved focusing on the need for greater efficiency and effective delivery.
- Ability to work on own initiative and to deadlines/milestones.
- Well-developed IT skills

Reporting and Working Relationships

The Programme Manager – Behavioural Economics Unit reports to the Head of Department, Low Carbon Technologies

CONDITIONS OF SERVICE

CONTRACT ARRANGEMENTS

This position will be offered on a 5 year fixed term contract basis.

SALARY

The salary for this post is the Level E scale; €65,000, €65,000, €66,918, €69,578, €72,237, €75,170.– €77,360 (after 3 years' service in the grade) and €79,542 (after 6 years' service in the grade) in accordance with National Pay Agreements.

STARTING SALARY AND PAYMENT ARRANGEMENTS

Candidates should note that salary will not be subject to negotiation and the rate of remuneration may be adjusted from time to time in line with Government pay policy.

Payment will be made monthly by Electronic Fund Transfer (EFT) into a bank account of the staff members choice. Payment cannot be made until a bank account number and bank sort code has been supplied to SEAI. Statutory deductions from salary will be made as appropriate.

A staff member appointed to the post of Programme Manager – Behavioural Economics Unit will agree that any overpayment of salary or of travel and subsistence may be deducted from future salary payments due in accordance with the Payment of Wages Act 1991. In accordance with that Act, SEAI will advise the staff member in writing of the amount and details of such overpayment and give at least one week's notice of the deduction to take place and will deduct the overpayment, at an amount that is fair and reasonable having regard to all the circumstances, within six months of such notice in accordance with the Act.

You will be required to pay to SEAI any fees or other monies (other than salary) payable to or received by you by virtue of your post or in respect of services, which you are required by or under any enactment to perform.

LOCATION

The place of work for the Programme Manager – Behavioural Economics Unit will be based in Wilton Park House, Wilton Place, Dublin 2, D02 T228. SEAI reserves the right, at its discretion, to change working location within reason.

PROBATION

On appointment, the appointee will serve a 10 month probationary period in the post of Programme Manager – Behavioural Economics Unit. Prior to the end of this probationary period a decision will be made on substantive appointment to the grade or an extension of the probationary period by an additional month. No probation period will be longer than 11 months.

WORKING WEEK

The successful candidate will work a normal working week and as such, additional hours may from time to time be reasonably required to meet the requirements of the position. No additional payment will be made for extra attendance as the rate of remuneration payable covers any exceptional extra attendance liability that may arise from time to time.

ANNUAL LEAVE

The annual leave allowance for this post will be 30 working days per annum, rising to 30 days after 5 years' service. This leave is on the basis of a five day week and is exclusive of the usual public holidays. Annual Leave per annum is to be taken at a time or times convenient to SEAI.

THE ORGANISATION OF WORKING TIME ACT 1997

The terms of the Organisation of Working Time Act, 1997 will apply, where appropriate, to this appointment.

SICK LEAVE

Payment for absences through illness will apply, during properly certified sick absence, provided there is no evidence of permanent disability for service in accordance with the provisions of SEAI's sick leave scheme. These sick leave arrangements are subject to any changes arising in the terms and conditions of sick leave in respect of the public service generally.

Staff members paying the Class A rate of PRSI will be required to sign a mandate authorising the Department of Social Protection to pay any benefits due under the Social Welfare Acts direct to SEAI. Payment of salary during illness will be subject to the staff member making the necessary claims for social insurance benefit to the Department of Social Protection within the required time limits.

SUPERANNUATION AND RETIREMENT

The appointee will be offered the appropriate superannuation terms and conditions as prevailing in the Public Service at the time of being offered an appointment. In general, an appointee who has never worked in the Public Service will be offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Full details of the Scheme are at <http://www.per.gov.ie/pensions>

The key provisions attaching to membership of the Single Scheme are as follows:

Pensionable Age

The minimum age at which pension is payable is 66 (rising to 67 & 68 in line with State Pension age changes).

Retirement Age

Scheme members must retire at the age of 70.

Pension Abatement

If the appointee has previously been employed in the Civil or Public Service and is in receipt of a pension from the Civil or Public Service or where a Civil/Public Service pension comes into payment during his/her re-employment that pension will be subject to abatement in accordance with the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

If the appointee was previously employed in the Civil Service and awarded a pension under voluntary early retirement arrangements (other than the Incentivised Scheme of Early Retirement (ISER), Department of Health Circular 7/2010 VER/VRS or the Department of Environment, Community & Local Government Circular Letter LG (P) 06/2013 which, as indicated above, renders a person ineligible for the competition) the entitlement to that pension will cease with effect from the date of reappointment. Special arrangements will, however be made for the reckoning of previous service given by the appointee for the purpose of any future superannuation award for which the appointee may be eligible.

III-Health Retirement

For an individual who has retired from a Civil/Public Service body on the grounds of ill-health his/her pension from that employment may be subject to review in accordance with the rules of ill-health retirement within the pension scheme of that employment.

Pension treatment of existing public servants

While the default pension terms, as set out in the preceding paragraphs, consist of Single Scheme membership, this may not apply to certain appointees. Full details of the conditions governing whether or not a public servant is a Single Scheme member are given in the Public Service Pensions (Single Scheme and other Provisions) Act 2012. However, the key exception case (in the context of this competition and generally) is that **a successful candidate who has worked in a pensionable (non-single scheme terms) capacity in the public service within 26 weeks of taking up appointment, would in general not become a member of the Single Scheme.** In this case such a candidate would instead, where applicable, be offered membership of the Pension Scheme for Established Civil Servants and its associated Spouses' and Children's Pension Scheme. This would mean that the abatement provisions above would apply, and in addition there are implications in respect of pension accrual as outlined below:

Pension Accrual

The Public Service Pensions (Single Scheme and other Provisions) Act 2012 introduced a 40-year limit on total service that can be counted towards pension where a person has been a member of more than one pre-existing public service pension scheme.

Pension-Related Deduction

The appointment is subject to the pension-related deduction in accordance with the Financial Emergency Measure in the Public Interest Act 2009.

Incentivised Scheme for Early Retirement (ISER)

It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in Department of Finance Circular 12/09 that retirees, under that Scheme, are debarred from applying for another position in the same employment or the same sector. Therefore, such retirees cannot apply while the above restrictions continue in force.

Department of Health and Children Circular (7/2010)

The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider public service or in a body wholly or mainly funded from public moneys. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years, after which time any re-employment will require the approval of the Minister for Public Expenditure and Reform. People who availed of either of these schemes are not eligible to compete in this competition while the above restrictions apply.

Collective Agreement: Redundancy Payments to Public Servants

The Department of Public Expenditure and Reform letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the public service by any public service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. Thereafter the consent of the Minister for Public Expenditure and Reform will be required prior to re-employment. People who availed of this scheme and who may be successful in this competition will have to prove

their eligibility (expiry of period of non-eligibility) and the Minister's consent will have to be secured prior to employment by any public service body.

Declaration

Applicants will be required to declare whether they have previously availed of a public service scheme of incentivised early retirement and/or the collective agreement outlined above. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.

OTHER CONDITIONS OF EMPLOYMENT

Further information on the conditions of employment will be outlined in the contract of employment for the successful candidate.

HOW TO APPLY

Mazars have been retained by SEAI to assist with the appointment of the Programme Manager – Behavioural Economics Unit role. Mazars, on behalf of SEAI, are inviting applications from suitably qualified candidates both nationally and internationally, and will be undertaking a comprehensive recruitment process as part of this recruitment campaign. The Programme Manager – Behavioural Economics Unit role is a critical role within SEAI.

Mazars will be managing all aspects of this recruitment project on behalf of SEAI. No enquiries or canvassing should be made directly to SEAI.

Applications with a cover letter (maximum of two pages) and CV should be sent to: execrecruit@mazars.ie (quoting job reference code in the subject line of your email). For more information, contact Sonya Boyce, Mazars on (01) 449 6466.

Closing Date

Deadline for application: Friday, 20th January 2017 at 5.00pm GMT.

Applications will not be accepted after the closing date.

An acknowledgement email will be issued for all applications received. If you do not receive acknowledgement of your application within 2 working days of submission, please contact Killian Foley by email (kfoley@mazars.ie) to ensure your application has been received.

Selection Process

Mazars will be undertaking a competency based selection process in identifying suitable candidates for the role of Programme Manager – Behavioural Economics Unit for SEAI.

Psychometric testing may be required for candidates who are successful in the initial screening process, prior to being invited forward for interview. A competency based interview process will be held, with representatives from both SEAI and Mazars featuring on the Selection Board.

GENERAL INFORMATION

CITIZENSHIP

Persons who are not citizens of the EU, the European Economic Area (EEA) states and Switzerland are not eligible to compete.

Normal rules of the Public Service will apply as regards eligibility. In the case of the Incentivised Scheme for Early Retirement (ISER), one of its conditions at paragraph 12 of Circular 12/09 debars retirees from the Public Service under that Scheme from applying for another position in the Public Service. Therefore, such retirees cannot apply while the above restrictions continue in force.

The EEA consists of the member states of the European Union along with Iceland, Liechtenstein and Norway. Special conditions may apply to citizens of Bulgaria and Romania following their recent entry to the European Union and their eligibility to be employed and work in Ireland.

Eligibility should be confirmed with the Department of Jobs, Enterprise & Innovation.

REFERENCE CHECKS

Please note that any offer of employment made to a successful candidate will be subject to satisfactory reference verification and satisfactory verification of academic and professional qualifications.

SECURITY CLEARANCES

Please note that Garda Clearance will be required for this position. If you have resided / studied in countries outside of the Republic of Ireland for a period of 6 months or more, you must furnish a separate Police Clearance Certificate from each country stating that you have no convictions recorded against you while residing there.

It is **YOUR** responsibility to seek security clearances in a timely fashion. The successful candidate cannot be appointed without this information being provided and being in order. The following websites may be of assistance to you in this regard:

- www.disclosurescotland.co.uk
- www.migrationint.com.au/office.asp (countries other than UK/NI)
- www.afp.gov.au (Australia)
- www.courts.govt.nz (New Zealand)

For other countries not listed above you may find it helpful to contact the relevant embassies who could provide you with information on seeking Police Clearance.

CONFIDENTIALITY

Candidate confidentiality will be respected at all stages of the recruitment process. Applicants should however note that all application material will be made available SEAI.

LEGAL COMPLIANCE

Mazars and SEAI are committed to complying with all relevant legislation over the course of this recruitment campaign, including the Employment Equality Acts 1998-2011, the Data Protection Acts 1988 and 2003, and the Freedom of Information Acts, 1997, 2003 and 2014.

EXPENSES

Mazars and/or SEAI will not be responsible for any expense, including travelling expenses, candidates may incur in connection with their candidature.

CANVASSING

Canvassing will result in disqualification from the competition.