



An Coimisiún
um Rialáil Fóntas
Commission for
Regulation of Utilities



Candidate Information Booklet

Utility Tariff Specialist (Multiple roles)

The Position

Job Title:	Utility Tariff Specialist (Multiple Roles)
Starting Salary:	€74,031 (Salary scale: €74,031 - €107,795)
Location:	The Exchange, Belgard Square North, Tallaght, Dublin 24.
Working Hours:	37.5 hours per week
Hybrid working:	Up to 3 days per week remote working available
Closing Date:	12.00 noon, 19.10.2026
Tenure:	Appointment will be on a permanent basis, subject to successful completion of the probationary period.

About the Commission for Regulation of Utilities (CRU)

The Commission for Regulation of Utilities (CRU) is Ireland's independent energy and water regulator. The work of the CRU impacts every Irish home and business, ensuring safe, secure and sustainable energy and water supplies for the benefit of all customers.

Our Values are at the core of everything that we do.

1. **Integrity:** Trust is vital, so we act with integrity at all times and take balanced, evidence-based decisions that are fair and consistent.
2. **Professionalism:** We are professional in everything we do. We work as a team and always strive to develop our expertise. We are pragmatic and open to alternative processes.
3. **Openness:** We are committed to co-operation. We clearly explain who we are and what we do. Our processes are open, thorough and consider views from all stakeholders. We explain our decisions in clear language.
4. **Accountability:** We are accountable for our decisions and for the way we spend our resources. We are independent and open to scrutiny

Find out more about the CRU at: <https://www.cru.ie/>

Strategic Plan 2025-27



OUR VISION:

Resilient, efficient, sustainable, and safe energy and water services for Ireland.

The CRU is an evolving and expanding organisation with a current staff complement of approximately 190, which is due to increase to 263 over the course of the next two years. Much of this growth arises due to the expansion of the CRU's regulatory role. However, our fundamental mission remains the same – to serve the public interest by regulating the provision of energy and water to Irish homes and businesses, while supporting the transformation to net zero.

Further information on the CRU is available at www.cru.ie.

Note: The CRU has commenced an Organisational Transformation Programme, which may result in changes to the current organisational structure and involve the development of a new target operating model. While successful candidates will initially be posted to specific roles, responsibilities may be subject to change arising from the ongoing Organisational Transformation Programme.

The Role of Utility Tariff Specialist

The CRU's Networks and Economic Regulation Division is responsible for the economic regulation of water, gas and electricity networks.

The Division is responsible for:

- regulating the activities of licensed electricity and gas distribution and transmission operators and asset owners,
- approval of Uisce Éireann's Water Charges Plan which reflects the CRU approved allowed revenue, connection charging policy and the approved tariff regime,
- setting allowed revenues and annual tariffs within appropriate incentive frameworks to ensure that investment in networks is efficient and delivers the best outcome for customers, and
- network tariff structures and their review and reform, including the current process to review the structure of electricity network use of system tariffs.

Utility Tariff Specialists are subject matter experts, providing authoritative technical and policy advice, analysis and expertise to inform CRU decisions. The CRU is now seeking candidates for Utility Tariff Specialist roles in the Networks and Economic Regulation Division to perform work on policy, economic, technical and regulatory activities of the CRU.

The CRU is seeking candidates to fill Utility Tariff Specialist roles in the following areas:

- Provides expert analysis, modelling and advice on utility network tariff structure reform, design and associated tariff impacts in the context of an evolving policy environment, changing use of our regulated utility networks, and legal and regulatory objectives.

As a Utility Tariff Specialist, you will be required to apply your technical expertise and professional experience to further the CRU's strategic objectives. The CRU will provide you with ongoing support and training and there will be ample opportunity for professional development, allowing you to maximise your potential in shaping and implementing complex regulatory policy.

Reporting to a relevant line Manager, the successful candidates will be part of a multi-disciplinary team involved in a varied role working to tight deadlines in a dynamic environment. You will provide expert analysis, modelling and advice on network tariff structure reform, design and associated impacts in the context of an evolving policy environment, changing use of our regulated utility networks, and legal and regulatory objectives. You will assess and recommend reforms to network tariff structures based on quantitative and qualitative analysis, economic theory and best practice. You will design and implement monitoring frameworks that provide necessary insight into the impact of utility network tariff reforms. Further details regarding the duties and responsibilities of a Utility Tariff Specialist are set out below.

The CRU intends to hire two (2) Utility Tariff Specialists as part of this competition. In addition to filling these posts, a panel of suitable candidates may be established to fill similar roles within the organisation in the future.

Duties and Responsibilities

The CRU is inviting applications for these permanent positions, from qualified, experienced individuals with a range of experience in the relevant sector.

Reporting to the relevant line Manager, as appropriate to the assigned area, the Utility Tariff Specialist will be responsible for:

- Proactively leading assigned network tariff specialist work areas, applying subject matter expertise to policy, regulatory, market, technological and legal developments relevant to the CRU.
- Identifying emerging opportunities, risks and recommendations, drawing on research, analysis, consumer insights and stakeholder perspectives to inform regulatory decision-making.
- Developing and maintaining network tariff and customer impact models, including to assess network tariff structure reform options and their impacts on tariffs faced by network users and revenue recovery by regulated entities.
- Identifying data, assumptions, scenarios and other inputs required to model network tariff structure reform options and designs.
- Identifying and assessing the impacts of cost drivers on network tariffs and implications for network tariff structure reform and design.
- Providing reasoned recommendations and advice regarding network tariff structure reform and design options and related matters, including based on modelling outputs, quantitative assessments, economic theory and best practice.

- Drafting data and/or analysis requests for issue to regulated network entities to support network tariff modelling, design, reform and associated assessment of impacts arising.
- Critically evaluating submissions from regulated network utilities and other CRU stakeholders regarding network tariffs, tariff structure/design and reform and related matters.
- Implementing best practices to ensure utility network tariff and customer impact models and associated inputs and assumptions are robustly prepared and transparently documented.
- Drafting user manuals and operating procedures regarding network tariff and customer impact models.
- Preparing, reviewing and presenting consultation, information and decision papers to your Manager, Director, the Commission and the wider Senior Leadership Team, ensuring technical robustness, consistency and high-quality policy input.
- Leading complex CRU projects, public consultations, regulatory policy development, the analysis of stakeholder feedback and associated stakeholder engagement.
- Providing authoritative specialist advice and support to the Commission, Senior Leadership Team, line Manager and wider organisation on relevant regulatory issues.
- Building and maintaining effective relationships across the CRU to support effective cross divisional working.
- Building and maintaining effective relationships with industry participants, government bodies, consumer representatives and other stakeholders to support informed regulatory outcomes.
- Participating in and reporting on taskforces, working groups and committees, providing specialist expertise and recommendations.
- Mentoring and managing, as appropriate, colleagues, facilitating knowledge transfer and promoting best practice across relevant specialist areas.
- Acting as technical lead in the management of external consultants, including developing tender specifications, evaluating submissions and project/contract management.
- Carrying out such other functions as may be required from time to time to fulfil the business objectives of the CRU and as appropriate to the grade.

While the successful candidate will be assigned to a particular team within the CRU, the role of the Utility Tariff Specialist is to contribute to the work of the wider Division/CRU in relation to their specialism. In this regard, the Utility Tariff Specialist can expect to apply their specialism and deliver outputs for a number of teams and divisions across the CRU.

Qualifications and Experience

Essential Requirements

Candidates must have on or before the closing date for applications, the following:

1. An honours degree (NFQ Level 8 equivalent) in a relevant discipline (including but not limited to economics, finance, law, engineering, mathematics, statistics, public policy, etc.);
2. Minimum of 5 years' relevant work experience working (or consulting) in the energy, utility or other regulatory sectors;
3. Experience and comprehensive understanding of utility network tariff design and reform, and of associated model design and operation.

Desirable Requirements

1. A postgraduate qualification (i.e., Master's or PhD) in a relevant discipline (including but not limited to economics, finance, law, engineering, mathematics, statistics, public policy, etc.);
2. As appropriate to the Utility Tariff Specialist area, experience of one or more of the following areas is desirable:
 - A high level of proficiency in Excel,
 - A high level of financial numeracy and excellent analytics skills both quantitative and qualitative,
 - Excellent verbal, written and interpersonal communication skills,
 - Experience of drafting documentation to communicate complex issues/information in a clear and concise manner,
 - Experience and understanding of the regulated energy sector in Ireland,
 - Developing and/or implementing policy in the energy, utility or other regulatory sectors; economic regulation, including the development of regulatory frameworks such as electricity and/or gas network charging arrangements, to improve consumer outcomes and protection,
 - Working within an energy regulator, utility company, consultancy, government body or other as relevant to the role,
 - Engaging with a broad range of stakeholders,
 - Working in a fast-paced environment.

Key Competencies

The Key Competencies required for these posts are set out in Appendix A.

The Package

Salary

*Starting salary of **€74,031**

Salary scale: €74,031 - €107,795

- *Candidates should note that entry will be at **the minimum point of the scale.**
- The rate of remuneration may be adjusted in line with the Government pay policy.
- Candidates should note that different pay and conditions may apply if, immediately prior to appointment, the appointee is a serving civil or public servant.
- Salary increments will be awarded annually, subject to satisfactory performance.

Benefits

- Attractive Defined Benefits Pension Scheme.
- Opportunity to work remotely up to 3 days per week (with option to apply to work up to 6 weeks fully remote).
- Access to the cycle-to-work scheme.
- Opportunity for further education
- 30 days of annual leave
- 11 bank holidays/ public holidays.
- Flexible working arrangements.
- Tax saver Bus / Luas scheme available to assist with travel costs to and from work.
- Access to CRU's Employee Assistance Programme.

The CRU will provide you with ongoing support and training, and there will be ample opportunity for professional development, allowing you to maximise your potential and progress your career.

Application Process

The CRU have engaged Cpl Ireland as a data processor to assist the CRU with this recruitment competition.

Cpl Ireland will collect application information and assess suitability on behalf of the CRU. Information collected by Cpl Ireland will be kept for 12 months after the conclusion of the competition.

Should you have any queries surrounding the application process, please contact CRU@cpl.ie.

Application Procedure

- To apply for this full-time opportunity, candidates must submit an application form for this opportunity before the closing date for applications – (19.10.2026 - not later than 12 noon)
- As part of the application form, candidates will be required to upload a **Cover Letter** and **C.V.**, which clearly demonstrate how they meet the key requirements of the role.
- The application form can be found here - [Career Opportunities | The Commission for Regulation of Utilities \(CRU\) \(cpl.com\)](https://www.cpl.com/career-opportunities)
- Candidates must be eligible to work full-time in Ireland at the time of application.
- The CRU do not reimburse any expenses incurred by candidates during the interview process.
- Any candidate requiring any accommodation for the interview or other elements of the selection process should notify us at cru@cpl.ie so that appropriate arrangements can be made.

Interview Process

- Shortlisted candidates will be invited to attend an interview.
- A two-stage interview process may apply.
- Candidates may be asked to make a short presentation on a brief that will be forwarded prior to the interview. If a presentation is part of the interview, it must be submitted by the deadline given, or the interview will not take place.
- Candidates may be contacted by CPL via email and/or telephone as part of the recruitment process. It is the responsibility of each candidate to monitor their emails/phones regularly and to ensure that they remain reachable for any communication related to their application.
- Please note that for some roles, candidates who are successful at the first-round interview may be required to complete a psychometric assessment as part of the selection process, typically in advance of the final interview. The assessments are designed to provide additional insight into a candidate's working style and preferences, which can enhance the interview panel's understanding during the final stage of the selection process. These assessments are designed to be unbiased, with no right or wrong answers, and the insights gathered will help inform the interview questions, ensuring a more tailored and effective dialogue in the final round.
- The CRU assesses all applicants fairly based on the requirements for the role. Due to the high volume of applications, we receive for positions, we are unable to provide feedback to candidates who are not shortlisted for an interview. If you are shortlisted for interview, and are subsequently unsuccessful, you can request verbal feedback.
- The CRU intends to establish a panel on foot of this general recruitment competition to fill future posts that may arise at this level within the CRU for a period of 12 months from the date of the first appointment from the panel.

Equality, Diversity and Inclusion

The CRU is an equal opportunities employer who are committed to supporting an inclusive and diverse workforce. We endeavour to create a culture where everyone has equal access to opportunities offered, and so reasonable accommodations will be provided, if required, during this process.

Please contact CRU@cpl.ie, in confidence, should you require any assistance.

Recruitment Privacy Notice

The [CRU Recruitment Privacy Notice](#) sets out how we protect the privacy rights of job applicants and can be found on the Careers page on the CRU Website, or alternatively, you can contact CRU@cpl.ie, who will arrange for this to be sent directly to you.

Appendix A: Key Competencies

Competencies for the Utility Tariff Specialist Role



CRU/Specialist Knowledge

- Maintains awareness of evolving energy policy and trends in Europe and considers relevance to Ireland. Understands relevant EU legislation and its potential implications for the work of the CRU.
- Clearly understands the role, objectives and targets and how they fit into the work of the team/division and the broader CRU; and takes personal responsibility for the quality and timeliness of work.
- Draws accurate conclusions and makes balanced and fair recommendations backed up with evidence.
- Leads and provides proactive advice and support to the CRU's energy policy areas.
- Role models self-development, seeking feedback and opportunities for growth to carry out the specific requirements of the role.
- Develops and improves team practices, policies, procedures, and guidance notes and reports.

Building Relationship & Communication Skills

- Presents information in a confident, logical and convincing manner, verbally and in writing.
- Promotes a culture whereby constructive feedback is sought and received within their area.
- Actively listens, seeking to understand the perspective and position of others.

- Makes opinions known when they feel it is right to do so.
- Supports manager in resolving conflicts/ disagreements in a positive and constructive manner.

Management & Delivery of Results

- Takes responsibility for challenging tasks and delivers on time and to a high standard.
- Knows the KPIs and has a reporting mechanism to provide senior management with information on the achievement of the same.
- Plans and prioritises work in terms of importance, timescales and other resource constraints, reprioritising in light of changing circumstances.
- Follows procedures and standards and follows up on issues accordingly.
- Makes sound, balanced and appropriate decisions in a confident manner and can justify and stand by them.
- Initiates and takes personal responsibility for delivering team results.

Judgment & Decision Making

- Identifies and focuses on core issues when dealing with complex information/situations.
- Assembles facts, manipulates verbal and numerical information and thinks through issues logically.
- Understands complex issues quickly, accurately absorbing and evaluating associated data.
- Identifies coherent solutions to issues by taking action in a timely manner.
- Makes sound and well-informed decisions, while understanding their impact and implications.
- Balances the need between caution and decisiveness.
- Takes a firm position on issues they consider important.

Leadership and Strategic Direction

- Is self-motivated and shows a desire to continuously perform at a high level.
- Through leading by example, fosters the highest standards of ethics and integrity.
- Brings a focus and drive to building and sustaining high levels of performance, addressing any performance issues as they arise.
- Contributes to the development of the strategies and policies of their own team.
- Considers the effectiveness of outcomes in terms wider than own immediate area.
- Demonstrates a clear affinity with CRU's culture and values and exemplifies and promotes the CRU's public sector ethos.

Drive and Commitment to Public Service Values

- Is self-motivated and shows a desire to continuously perform at a high level.
- Is personally honest and trustworthy and can be relied upon.
- Ensures the citizen is at the heart of all services provided.
- Through leading by example, fosters the highest standards of ethics and integrity.