



Civil Service



# Chief Data & Technology Insights Officer Competition & Markets Authority

## SCS Pay Band 2

Reference: **P2210-161L**

Closing date: 23:55 on 3 January 2023

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# Why join CMA?

Mike Walker, Chief Economic Adviser, CMA

“ This is a unique opportunity to lead a team in an area of huge importance and shape the CMA’s and other regulators’ data strategies ”



Thank you for your interest in the position of Chief Data & Technology Insights Officer. Right now, the Competition and Markets Authority is a particularly exciting and interesting place to work – and is set to become even more so over the next few years.

Advances in digital technologies have led to the growth of powerful platform businesses and substantial increases in the collection and use of data, computing power, and the development and use of algorithms. These advances have reshaped our economy and society and delivered substantial benefits to consumers, but are also raising new challenges, including for competition policy and consumer protection.

In this context, the CMA established a new Data, Technology and Analytics (DaTA) unit in early 2019, to increase its digital capabilities and support its work. There are now nearly 50 team members across technology insight, data science, engineering, behavioural science,

eDiscovery and digital forensics with the headcount planned to grow to around 65. With the creation of the new Digital Markets Unit in the CMA, demand for the skills of the DaTA unit will increase further.

Reporting to the Chief Economic Adviser, the Chief Data & Technology Insights Officer will be responsible for the strategy and delivery of the DaTA unit. The role has a strong focus on ensuring the CMA understands how technology works in markets. The role is not responsible for delivery of our IT infrastructure and digital transformation, which sits with Business Services.

This is a fantastic opportunity to lead a team in an area of importance, make a real difference to consumers at a critical time, and shape the CMA’s and other regulators’ data strategies, in partnership with a wide range of senior professionals working in the sector and academic world.

Best wishes, **Mike Walker**

# 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.

- The Digital Markets Unit, which is being set up to regulate some of the activities of the largest digital firms.
- Enforcing a range of consumer protection legislation, tackling issues which suggest a systemic market problem, or which affect consumers' ability to make choices.
- 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, Manchester, and Wales.

# Organisational chart



# About the role

## Job Title

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Chief Data & Technology Insights Officer

## Location

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London, Edinburgh or Manchester

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

## Salary

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£126,307 to £148,100 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

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This role is being offered on a permanent basis.

## The Role

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Reporting to the Chief Economic Advisor, the Chief Data & Technology Insights Officer will be responsible for the strategy and delivery of the DaTA unit. The role has a strong outward looking focus, ensuring the CMA understands how technology works in markets. The role is not responsible for delivery of our IT infrastructure and digital transformation, which sits with Business Services.

The DaTA unit leads for the CMA on:

- Understanding how firms use data, technology and algorithms in their business models and the implications that has for consumers and competition, including tracking and understanding emerging technologies.

- Understanding better what data is available for our current cases, how we can access and obtain that data and improving our use of it through developing data pipelines and using data science and contributing to the CMA's digital transformation.
- Linking into the tech business and research (university) community in the UK and internationally, as well as the developing data community among domestic regulatory agencies (especially through the Digital Regulation Cooperation Forum) and international competition and consumers agencies.

## Key Responsibilities

- Lead the development of the vision and the strategy for the DaTA unit, working in conjunction with the unit's team members, the CMA's senior team, businesses and other regulators.
- Work closely with Senior Directors (your peers) throughout the CMA,

- Lead, motivate and manage staff, empowering your direct reports and other team members, and sharing knowledge and lessons learnt across teams at the CMA.
- Act as an ambassador for data driven approaches to the entire work of the CMA and contribute to the organisation's wider strategy and approaches to cases and projects.
- Provide strong and effective leadership to the function, including refining the team's design, and attracting, retaining and developing expert talent.
- Ensure the CMA develops new approaches to data collection and analysis, working with other teams in the CMA to maximise effectiveness. Influence the CMA's culture with respect to the collection, analysis and sharing of data.

- Build a meaningful and strong relationship between the CMA and domestic regulatory organisations (such as the Information Commissioner's Office, Ofcom and the Financial Conduct Authority) and other competition and consumer agencies to exchange best practice, develop a mutual strategic direction and where appropriate work together.
- Develop and maintain the reputation (particularly internationally) of the DaTA unit and the CMA through contributing to cases and projects, leading initiatives and producing impactful publications<sup>1</sup>, delivering occasional events<sup>2</sup> and speaking at high profile events.

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

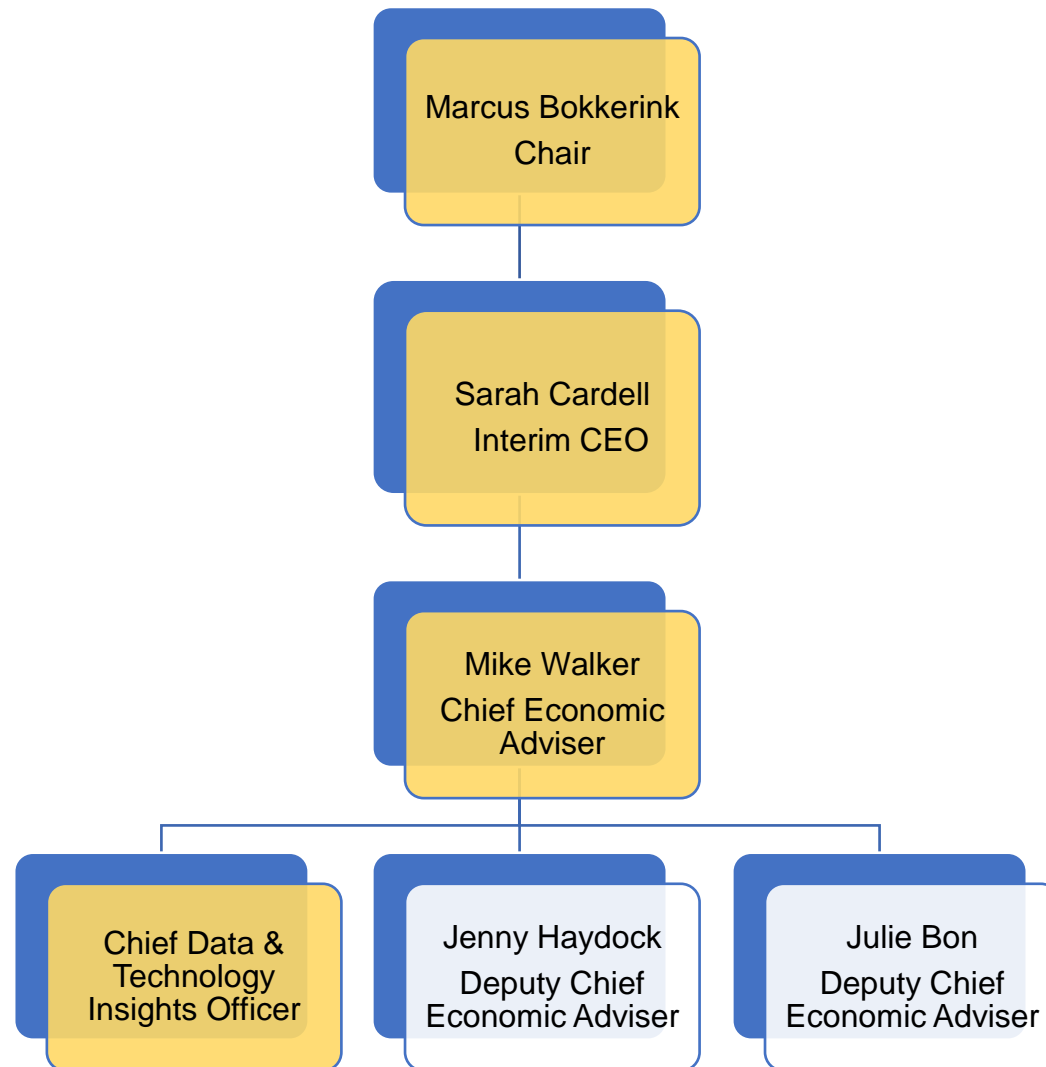
## technology-led transformation of competition and consumer agencies: the CMA's experience'

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

[illegible]

<sup>2</sup> For example the CMA 2022 DaTA conference:  
<https://cmadataconference.co.uk/>

# Management Chain





# 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:

- A proven track record and extensive experience of leading data and technology teams, managing budgets, and innovating to change and improve outcomes.
- Extensive experience as a leader of a team that will allow you to lead a team, help it grow and become a diverse and high performing team.
- Excellent communication skills, both verbal and written, with proven experience of dealing with multiple and complex stakeholders, excellent networking and relationship building skills, and experience disseminating complex and technical issues to non-technical audiences.
- Sound insight, analytical skills and judgement dealing with complex data.
- Strong experience of keeping abreast of fast-changing technologies, trends, and results and proven experience of implementing innovative solutions in either government or industry.

# 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 Department 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 (no less than 4 days a week will be considered for this role) and access to Flexible Working Schemes allowing you to vary your working day, as long as you work

your total hours. A job share partnership would also be considered.

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

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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 23:59 on 3 January 2023](#), 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.
3. A completed **Diversity Questionnaire** [available here](#). We're committed to implementing and monitoring our equality and diversity policies with the aim of recruiting, retaining and promoting staff regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Please submit your full application by email to [responses@russellreynolds.com](mailto:responses@russellreynolds.com). Please quote the role title and assignment code **P2210-161L** in the subject heading of the email. All applications will be acknowledged.

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 [responses@russellreynolds.com](mailto:responses@russellreynolds.com)

## Selection Process

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Martin Spencer, 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 Martin Spencer, the other panel members will be:

- Mike Walker, Chief Economic Adviser, Competition and Markets Authority (CMA);
- Sarah Cardell, Interim CEO, Competition and Markets Authority (CMA); and,
- Gill Whitehead, CEO, Digital Regulation Cooperation Forum (DRCF).
- A fifth panel member will shortly be confirmed.

### **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 Russell Reynolds 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. We may take up references for shortlisted candidates prior to interview.

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/when 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:

<b>Advert Closing Date</b>	<b>23:59 on 3 January 2023</b>
<b>Longlist Meeting</b>	<b>w/c 9 January 2023</b>
<b>Shortlist Meeting</b>	<b>w/c 6 February 2023</b>
<b>Assessments</b>	<b>w/c 6 February 2023 to 22 February 2023</b>
<b>Interviews</b>	<b>w/c 27 February 2023</b>

# FAQs

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

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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?

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This role is available for full-time, part-time patterns (no less than 4 days a week part-time arrangement will be considered) and for 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?

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Yes, some travel will be required for this role.

## Where will the role be based?

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London, Edinburgh or Manchester

Unfortunately, relocation costs will not be reimbursed.

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

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

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

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To be eligible for employment to this role you must be a national from the following countries:

- The United Kingdom
- Nationals of the Republic of Ireland
- Nationals of Commonwealth countries\*
- European Economic Area (EEA) nationals with (or eligible for) status under the European Union Settlement Scheme (EUSS)
- Relevant EEA or Turkish nationals working in the Civil Service

- Relevant EEA or Turkish nationals who have built up the right to work in the Civil Service
- Certain family members of the relevant (European Union) EU and Turkish nationals

(\*Commonwealth citizens not yet in the UK, who have no right of abode in the UK and who do not have leave to enter the UK are ineligible to apply.)

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

## Reserved for UK Nationals

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Certain posts, notably those concerned with security and intelligence, might be reserved for British citizens. However, this is **not** a reserved post.

## Is security clearance required?

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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?**

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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 [responses@russellreynolds.com](mailto:responses@russellreynolds.com) in the first instance.

### **Do you offer a Guaranteed Interview Scheme for Disabled Persons?**

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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?**

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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?**

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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 Tom Nixon, CMA Head of Recruitment, at [tom.nixon@cma.gov.uk](mailto:tom.nixon@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?**

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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 [responses@russellreynolds.com](mailto:responses@russellreynolds.com) before submitting your application.



# 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 [Equality, Diversity and Inclusion Strategy 2020 to 2024 - 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.





Civil Service

## Contact us

Should candidates like to discuss the role in more detail before submitting an application, please contact [responses@russellreynolds.com](mailto:responses@russellreynolds.com)