

The Organisation

The Water Industry Commission for Scotland is at the cutting edge of economic regulation: it was the first UK regulator to introduce direct customer negotiation into the process of setting charges and service levels and oversaw the introduction of the first competitive market for retail water and wastewater services to business customers and the public sector.

These initiatives have changed the nature of the relationship between customers, suppliers and Scottish Water and are bringing better performance, more tailored services and lower bills.

We are now engaged in the Strategic Review of Charges for the next regulatory control period, and a number of initiatives to share our knowledge and expertise outside the UK, supporting the Scottish Government's vision of Scotland as a 'Hydro Nation'. More details can be found on our website at: <https://www.watercommission.co.uk/>

Job Description

- Are you a logical thinker with strong quantitative skills?
- Able to work fast and yet focused on detail?
- Interested in the practical application of economics and finance to water industry issues?
- Ready to work in a stimulating environment at an interesting time in the water industry?

Reporting to one of our team leaders, you will be at the core of the Commission's work: working on wide ranging projects relating to economic regulation, performance monitoring, the further development of the competitive market and the Hydro Nation agenda. This will include helping to develop strategy, carrying out economic and financial analysis and modeling, and preparing internal briefings and presentations for a wide range of Scottish stakeholders, international organisations and economic regulators from other foreign jurisdictions.

There are few entry level roles in any organisation offering a comparable opportunity to work across such a wide range of analytical and regulatory areas. We offer excellent internal promotion opportunities and previous analysts are also now working at a wide range of international organisations such as Moody's Corporation, McKinsey and Company, European Bank for Reconstruction and Development and Barclays Capital, as well as in the public sector. This reflects the excellent prospects that experience at our offices can provide for those willing to invest in their career.

Requirements and qualifications

This role is suitable for recent graduates who have achieved at least an upper second (2:1) class degree. We seek bright graduates with a strong numerical background and accept any university honours degree as part of the internship programme. An economics, financial or business-related degree is not essential, but would be beneficial.

The skill set that we require from our candidates includes:

- Rigorous logic and critical thinking with attention to detail.
- Methodical with strong quantitative skills.
- Proficient in working with data sets, tariffs and financial models.
- Good writing, communication and presentation skills. You must be able to express your views clearly, defend your corner under critical scrutiny and think on your feet.
- The ability to quickly assimilate complex information and draw out the key messages.
- Creative approach to complex problems.
- A real sense of curiosity and the instincts to investigate given information.
- You will need to integrate well in a small team.

- Ability to adapt to a wide range of water industry stakeholders.
- Ensure resilience but also pragmatism and flexibility when required.



Location

Our office is located in Stirling and is within easy walking distance from the bus and railway stations, and a relatively short journey from either Glasgow or Edinburgh.

Remuneration and benefits

Successful candidates will join our internship graduate training programme and will receive a competitive starting salary of £26,211 pro rata. In addition, we offer employees a generous holiday allowance, eye care allowance, cycle to work scheme and employee discounts.

Excellent on-the-job training – with opportunities for your work to influence board members, industry practitioners, academics, government officials. For suitable candidates this internship programme may include the opportunity to work for the Commission in an overseas capacity.

Eligibility to work in the UK

All applicants must be eligible to work in the UK. For further details regarding the eligibility criteria please access the UK Government website by following this link: <https://www.gov.uk/prove-right-to-work>

How to Apply

The application process consists of a series of steps through which each candidate will have to progress. You can initiate the application process by accessing and registering an account on our online recruitment platform as part of the application process. You will then have 14 days to submit a one-page CV, a cover letter, and record an online interview through the online platform.

Each candidate will be assessed by our friendly recruitment team and will then progress through to the analytical testing phase if successful. The process is then finalised, and all remaining successful candidates will be invited to our assessment centre.

Please note that you will have to be successful at each stage of the process to progress further through the application process and receive a final or conditional offer.

In order to begin the application process, please access the link below and follow the onscreen instructions.

[**Apply Now!**](#)