

## **JOB DESCRIPTION – CHIEF EXECUTIVE OFFICER**

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### **IDENTIFICATION**

Location: FCCC Head Office, Ground Floor  
Employers Hub Building  
42 Gorrie Street  
Suva

### **Reports to**

Commissioners through the Chair

### **Direct Reports**

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General Manager Operations  
Manager, Competition & Compliance  
Manager, Economic Regulation  
Manager, Price Control & Monitoring  
Manager, Legal, Risk & Governance  
Manager, Finance & Corporate  
Manager, Human Resources

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### **BACKGROUND**

The Fijian Competition & Consumer Commission (FCCC) is an independent statutory authority established under Section 7 of the Fijian Competition & Consumer Commission Act 2010 (FCCC Act 2010). Its objective is to promote the: (1) interests of consumers; (2) effective and efficient development of industry, trade and commerce; (3) effective competition in industry, trade or commerce; and (4) ensure equitable returns to businesses with fair and reasonable prices charged to consumers.

As such it is empowered by the FCCC Act 2010 to investigate, control and evaluate restrictive business practices, abuse of dominant positions, unfair trade practices, price regulation while promoting and maintaining competition in the Fijian economy. The role of FCC also complements that of the Consumer Council of Fiji and the policy work of the Ministry of Industry, Trade and Tourism on competition.

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### **JOB SUMMARY**

To provide strategic leadership in the pursuit of the FCCC's goals, to work with the Board through the Chair in a mutually-reinforcing manner delivering the regulatory, operational and strategic priorities of FCCC. Ensures the effective and efficient management of staff and other resources of the FCCC.

FCCC has developed a five (5) year strategic plan. The CEO provides strategic direction annually to the FCCC Team in respective areas as identified under the four (4) key strategic goals. Providing an enabling environment ensuring resources, capacity building programs and strategic alliances with relevant stakeholders.

This role serves the nation through the Board and remains independent in all its functions. As such international best practices in regulating, price controls, monitoring, creating competition and ensuring compliance with FCCC Act 2010 falls within the ambit of the role of CEO.

The role is further extended to enhance relationship with the local and international development partners, donor agencies and external stakeholders in the region in addition to partake into international seminars & workshops.

### **KEY RESULT AREAS**

#### **1: Recommend and oversee the delivery of the FCCC's strategic direction**

- Develop and manage FCCC's long-term strategy
- Ensure wide buy-in to the FCCC's strategy and direction
- Advise the Board on strategy and priorities
- Evaluate the implementation of the strategy to monitor progress and review priorities
- Continually review and update the strategy

#### **Outcome:**

- FCCC's strategy is aligned to the FCCC's purpose and the Chair and Commissioners have confidence in the direction of the FCCC.

#### **2: Provide strategic leadership and management to the FCCC**

- Lead specific strategic initiatives across the FCCC
- Ensure that strategic initiatives across the FCCC are managed and delivered
- Ensure that the long term-strategy is evaluated against developments in the sector, legal precedents, and the Fiji and global economies
- Lead the business and ongoing operation and development of the FCCC in line with the objectives of the Chair and Commissioners
- Manage specific strategic risks and issues as appropriate and anticipate where advice and information will be required

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### **Outcome:**

- The FCCC can clearly articulate to all internal and external stakeholders the medium and long term strategy of the FCCC
- The FCCC has the right structure, skills, processes and culture in place to enable effective delivery of outputs and achievement of the strategy

**3: Create and maintain a working environment that promotes thought leadership, teamwork and professional development amongst Commissioners and staff**

- Develop and manage the performance of Senior Management Team including Deputy CEO
- Provide leadership, coaching and mentoring to empower Senior Management team to develop capability
- Be an effective role model and leader for senior management team and staff, promoting a supportive team culture

### **Outcome:**

- The FCCC develops and retains a highly skilled and competent workforce working in a collegial culture that supports the achievement of the strategic direction

**4: Develop effective and positive relationships with internal and external stakeholders**

- Engage effectively with industry stakeholders around issues pertaining to competition enforcement and regulation
- Ensure an open dialogue with the business community, consumer interest groups and all other interested parties
- Maintain and develop relationships with the government to assist with the operational and strategic goals of FCCC.
- Maintain and develop relationships with similar agencies internationally, in particular with similar agencies in Australia and New Zealand

### **Outcome:**

- Effective relationships with internal and external stakeholders are established to improve effectiveness, and build confidence around interventions pertaining to the FCCC

**5: Working with Board Members to effectively manage the obligations and duties of the FCCC under the FCCC Act 2010 and all other relevant statutes**

- Make decisions and interventions delegated to the Chief Executive by the Commissioners and Chair.
- Provide advice to the Commissioners on matters relating to the operating performance of the FCCC
- Advise the Commissioners on strategic direction, competition enforcement, regulatory policies and practices, and major decisions or interventions

### **Outcome:**

- The FCCC demonstrates the ability to execute strong decision making and leadership for the effective operation of the organisation in line with FCCC strategy

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### **KEY COMPETENCIES**

#### **1. Strategic Leadership**

A strong leader who can communicate a compelling vision that will inspire and motivate others. Intellectually sharp with the ability to deal with concepts and complexity comfortably while understanding the broader issues, sharing knowledge with authority and influence.

#### **2. Intellectual Capability**

Well-developed conceptual and analytical skills with the ability to delve into issues without losing sight of the bigger picture. Capable of grasping the complexities underlying issues, handling any risks and uncertainty to reach effective conclusions that may challenge what has been done in the past.

#### **3. Operating Skills**

Outcome focussed with a sound understanding of organisational processes and the ability to identify opportunities for synergy and integration. Focussed on priorities and effectively allocating and monitoring resources to work across branches and accomplish integrated tasks. Creates challenging stretch opportunities empowering people with compelling development plans and open communication.

#### **4. Initiative**

A leader who can champion a new idea or position, anticipate controversial issues and identify and drive effective outcomes or a common ground. They are capable of seeing the potential or limitations in people and situations, and have the ability to use this for a successful outcome.

#### **5. Energy and Drive**

Has a proactive approach that motivates and empowers others to strive for success while recognising the importance on a work life balance.

#### **6. Personal and Interpersonal Skills**

Effectively manages and develops relationships internally, while also balancing a variety of external stakeholder relationships with the goals of the organisation. A good listener, who is respectful of others, is open to criticism and actively seeks feedback.

#### **7. Organisational positioning skills**

Can manoeuvre through complex political situations effectively and is sensitive to political processes, anticipating potential responses and risks. Understands the origin and reasoning behind policies, procedures and practices, remaining politically neutral where appropriate.

#### **8. Acting with honour and integrity**

Role model the ethics, values and behaviours expected of a senior leader in the government sector.

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### **REQUIRED QUALIFICATION AND EXPERIENCE**

The preferred candidate must have:

- (1) an undergraduate degree in Finance, Accounting or Economics with Masters degree in Industrial Economics, Microeconomics or Competition Law, MBA.
- (2) at least 8-10 years of industry experience.
- (3) Demonstrated experience in strategic planning and execution
- (4) Experience or knowledge of competition policy/law would be an added advantage
- (5) Extensive people management experience

### **REMUNERATION**

TBC

### **DURATION OF SERVICE**

The selected candidate will secure a contract for an initial period of 3 years.