



An Coimisiún um
Rialáil Cumarsáide
Commission for
Communications Regulation

ComReg IOB Recruitment Process

Information Notice

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Commission for Communications Regulation

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Additional Information

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A settlement agreement is in place between Eircom and ComReg¹ which allows for the establishment of an Independent Oversight Body (IOB) which will oversee Eircom's implementation of an enhanced regulatory governance model. ComReg will shortly be opening a process to recruit three members to the IOB. Information on the requirements and roles is set out as follows.

The Requirements

IOB members will have responsibility for the oversight of Eircom's governance arrangements as they apply to its regulatory obligations. The objective of the IOB is to provide assurance to Eircom and ComReg that there is in place a clear and unambiguous set of measures, arrangements, structures and internal controls that will ensure compliance with Eircom's regulatory obligations. The Charter for the IOB can be found at Annex 3 to the settlement agreement².

The IOB will consist of five members, the majority of its members, including its Chairperson, will be appointed by ComReg with two further members appointed by Eircom. An IOB member's term on the IOB shall not exceed five years.

Independent means that IOB members will not for so long as he/she is an IOB member and has not for a period of at least two (2) years prior to the establishment of the IOB been in the employ of or an advisor to any company within the Eircom Group, ComReg or another authorised operator in Ireland.

ComReg will open the process to appoint three suitably qualified candidates to the IOB circa mid-February 2019.

The Role of the IOB

In order for the IOB to carry out its duties, members will be required to review, analyse and consider a suite of reports generated by Eircom's RGM and also determine whether additional information is required in order to allow the IOB to develop an informed opinion on Eircom's regulatory governance arrangements.

The IOB may convene a meeting at least monthly for the first six months of its operation and at least quarterly thereafter unless otherwise agreed by ComReg or the IOB Chairperson. It is expected that the meetings will take place in Dublin, Ireland.

¹ See ComReg Information Note dated 10 December 2018 (ComReg Document No. 18/110). The settlement agreement was annexed to ComReg Document No. 18/110.

² Ibid.

IOB members will undergo an induction and training programme, at either ComReg's or Eircom's offices in Dublin during the first six months of the IOB being convened. It is envisaged that there may be additional time required in the initial six month period as IOB members gain an understanding of the role and charter of the IOB and familiarise themselves with Eircom's RGM and the regulatory environment within which it operates. The time commitment required during this six month period may be up to five days per month.

After the initial six month period ComReg considers that the effort required to carry out the duties of IOB membership will reduce to five days per quarter, with some additional days, agreed with the IOB, being required at the request of ComReg or Eircom.

The IOB will, among other duties, conduct an annual review of Eircom's governance and prepare and publish a report with an opinion, regarding the implementation and effectiveness of Eircom's RGM. The report will, at a minimum, explain the reasons for the opinion and the information relied upon.

Knowledge and Experience Required

A. Essential experience/knowledge:

The three IOB appointees will, as a collective, have a blend of skills, experience and knowledge. Successful candidates will have operated at a senior level in an executive, regulatory, legal or advisory capacity in the telecommunications or other regulated sector or legal sector (as appropriate) in Ireland or overseas.

Each of the IOB member must:

- have excellent communication, influencing skills and a clear ability to work and contribute in a collaborative manner
- bring independent and objective scrutiny to the oversight of the organisation
- be prepared to be challenging when necessary while being supportive to the delivery of organisational strategy and objectives
- be equipped to offer considered advice on the basis of sound judgement and experience
- be prepared to make a time commitment commensurate with the role

B. Desirable experience/knowledge:

It is desirable that the candidate demonstrates significant experience, at an appropriately senior level, working in at least one of the following areas:

- The implementation of a functional or other form of separation of a vertically integrated firm in a telecommunications context.
- Senior leadership or board role in a large regulated telecommunications operator.
- Judicial/tribunal office (or equivalent) in a common law jurisdiction. It is desirable that the candidate has particular experience in the application of regulatory and/or competition law.
- Telecommunications regulator operating under the EU or similar regulatory framework.
- Established consulting/advisory firm that has advised on matters relating to the responsibilities of the IOB/implementation of a regulatory governance model.
- Organisation specialising in telecommunications technology and in particular an area dealing with complex telecommunications related IT systems.
- Large regulated organisation and in particular in the area of audit and risk and control.

In addition to the foregoing, it is desirable that the candidate is able to demonstrate the following:

- An understanding of regulation.
- A commitment to public service values and regulation in the public interest.
- A strong understanding of what constitutes good corporate governance in a regulated organisation.
- The ability to understand and work within a legislative framework.
- The capacity to quickly understand the complex strategic, legal and regulatory environment applicable to the telecommunications sector.
- Open-minded strategic thinking and an ability to bring own experience to bear on issues under discussion.
- A clear understanding of good governance practices with a strong sense of ethics, integrity and impartiality.
- Commitment to an evidence-based approach, and the capacity to appreciate the implications of complex and multi-faceted regulatory process.
- The ability to constructively challenge and critically analyse information.
- The ability to make important and difficult objective decisions.
- The ability to challenge constructively the opinions of others, work to achieve a shared consensus and accept collective responsibility for decisions.

We will be advertising the vacancy and application process on the careers page of the [ComReg website](#) in February 2019. If you so wish, please to register your

interest [here](#). By providing your e-mail address, you are authorising the third party who will partner with us on this search to contact you when the recruitment process is underway.