



Position Description

Mergers Manager, Competition and Consumer Branch

Reports to

Head of Competition

Direct Reports

3 (team size up to 15)

Purpose of Role

This role is responsible for managing the mergers programme of work carried out under the Commerce Act, and management of the Mergers team.

Commission Vision

Our vision is that New Zealanders are better off because markets work well and consumers and businesses are confident market participants.

Commission Values

The Commerce Commission is committed to acting with **integrity** and being fair, honest and impartial. We set high standards of **excellence** and exercise **good judgement** by understanding the environment we operate in and the impact of our actions. We are **accountable** to the people of New Zealand for our work and spending. We **respect** each other and value peoples' diversity and opinions.

Key Result Areas (KRAs)

- Manage the mergers portfolio of work
- Lead, manage and develop the mergers team
- Support the Head of Competition in prioritising Commerce Act work
- Contribute to the leadership and management of the Branch

Competencies (Behaviours)

• Applying expertise and knowledge	• Persuading and influencing
• Planning, organising and delivering (results)	• Working with people
• Analysing and researching	• Learning and developing
• Writing and reporting	• Mentoring and leading
• Presenting and communicating (verbally)	• Formulating strategies and concepts

Key Result Areas

1. Manage the mergers portfolio of work

- Provide technical and thought leadership of the mergers programme of work
- Review and provide input into high risk, high profile or high priority projects and ensure a coherent approach across projects
- Ensure clear processes are in place for merger control analysis
- Plan, prioritise and allocate resource in line with the Branch strategy and business plan
- Manage and develop internal and external relationships to enable the successful delivery of work
- Provide oversight of Principal Investigators to ensure advice to Division is timely and high quality

Outcomes:

- CCBLT, CCBMT, SLT and the Board are confident in the priorities, capability and output of the team
- Team members have ownership and accountability of their work and are engaged

2. Lead, manage and develop the mergers team

- Provide day to day management of direct reports
- Ensure the continual development of expertise in the team
- Enable accountability and ownership of work
- Set the direction for development and training and enable career development
- Provide thought leadership to enable development and facilitate knowledge sharing sessions
- Manage poor performance

Outcomes:

- The team is engaged, supported and functioning well
- CCBLT, CCBMT, SLT and the Board are confident in the capability and direction of the group

3. Support the Head of Competition in prioritising Commerce Act work

- Understand and communicate to team the priorities and the rationale for these decisions
- Report on the progress with priorities
- Consider priorities when resourcing
- Provide thought leadership on mergers work
- Put measures in place to enable monitoring and reporting of progress
- Report on progress in accordance with measures

Outcomes:

- Priorities for the team are well understood and measures and reporting show good progress
- Stakeholders are positive about the direction and performance of the team

4. Contribute to the leadership and management of the Branch

- Provide leadership of relationships with key stakeholders
- Support the development of the Branch strategy and business plan
- Understand and champion the work of the wider Branch
- Engage with Branch wide or Commission wide initiatives
- Encourage collaborative working across the Branch

Outcomes:

- CCBLT is providing motivational leadership; feedback and Branch engagement measures are supporting this

Note: These responsibilities are not exhaustive. From time to time it may be necessary to change the position requirements in response to the changing nature of our work environment, including technological requirements or statutory changes. Such change may be initiated as necessary by your manager or general manager and will be discussed with you.

Person Specification

Qualification

- Undergraduate degree in an analytical discipline (or similar experience)

Ability	Level
• Conceptual thinking and problem solving	Strategic
• Numerical	Strategic
• Research and analytical	Strategic
• Verbal and written	Strategic

Experience	Level
• Leading team of professionals	Strategic
• Managing a team of professionals	Expert
• Presenting information and advice	Strategic
• Business management and strategy	Expert
• Relationship management	Expert
• Competition and regulatory economics	Expert
• Managing and leading projects	Expert
• Managing or leading mergers, trade practices or consumer cases	Expert
• Competition and Consumer Law	Expert
• Working with government and advising on policy	Expert

Knowledge	Level
• Investigation techniques and their practical application	Expert
• Best practice in relation to employment process and law	Sound
• Leadership principles and practice including strategy and vision	Expert
• Commission internal and external guidelines, decision making processes and policies	Expert
• Commission role and functions	Expert
• Technical functions relating to consumer protection regulation or trade practices, mergers and Commerce Act investigations or regulated industries	Expert
• Industry trends and development in relevant area in NZ or internationally	Strategic

Definitions

Basic

The job requires adeptness in a skill and experience in a variety of tasks. The skill may be related to specific activities that take time to acquire, extending beyond short term. (Typically 1-2 years related experience.)

Sound

The job requires highly relevant experience in a specific area of work, often involving specialised training in order to achieve competence. This is not short-term experience, but significant, longer-term experience, predominantly focused on acquiring specialist knowledge. (Typically 2-3 years related experience.)

Expert

The job requires experience of a broad nature, above that of a skilled person. Normally involves an awareness of work activities beyond the immediate job situation and the impact of the job on these activities. (Typically 3-5 years related experience.)

Strategic

The job requires highly relevant knowledge and experience, an understanding of immediate issues and long term effects of actions. This is a subject matter expert who can be focused on an organisation's goals as well as the specific short term issues. (Typically 5-10 years related experience.)