

EMPLOYMENT OPPORTUNITY:
EXECUTIVE DIRECTOR, ENFORCEMENT

April 25, 2025

CAREER OPPORTUNITY

The Market Surveillance Administrator (MSA) is looking to recruit an Executive Director, Enforcement. The Executive Director leads the MSA's work enforcing compliance with the legislation, regulations, Independent System Operator rules (ISO rules), and Alberta Reliability Standards (ARS) that are applicable to the Alberta electricity and retail natural gas markets. The Executive Director is a member of the Management and Enforcement Committees. This is a highly demanding position that reports to the Administrator and Chief Executive Officer. The annual base salary range for an Executive Director begins at \$235,000. The MSA cannot offer performance pay.

RESPONSIBILITIES

The successful candidate will have the following responsibilities:

- Lead a team of approximately six professional staff in the day-to-day processing of a wide range of investigations and enforcement of the ISO rules and ARS.
- Provide routine updates to the Administrator and Chief Executive Officer and Management Committee on the status of investigations and enforcement of the ISO rules and ARS, and other enforcement issues of relevance.
- Bring major matters forward for decision by the Enforcement Committee, make decisions on minor matters not brought before the Enforcement Committee, and delegate with supervision certain decision-making authority to directly reporting staff.
- Coordinate with the legal services and market assessment leaders for support from these teams to process investigations as appropriate.
- Act as the lead point-of-contact on enforcement matters with electricity market participants and the Alberta Electric System Operator. Develop and maintain exceptional working relationships with staff of the Alberta Electric System Operator, the Alberta Utilities Commission, and regulatory authorities external to Alberta's electricity market.
- Represent the MSA in external settings, including appearing as a witness before the Alberta Utilities Commission and speaking at industry meetings.

- Lead or delegate the development and maintenance of the MSA's strategic plan and engagement regarding ARS development and adoption in Alberta.
- Support the development of the MSA's views related to proposed or revised legislation, regulation, ISO rules, and ARS, with focus on an enforcement perspective.
- Collaborate with other members of the management team in organization-wide strategic planning and development activities.
- Guide and support innovation in enforcement work to increase the efficiency and effectiveness of the MSA's enforcement activities.
- Support a wide range of MSA activities, including market assessment and monitoring, public reporting, and staff mentorship and training. This may be done by supporting the work of colleagues, including commenting on written materials.
- Other duties as assigned from time to time.

The successful candidate will be expected to develop and execute analytical frameworks, methodologies, and work plans that are appropriate to their assigned tasks and to present and actively seek feedback regarding the results and implications of their work. They will also be expected to assist, guide, and train others to perform complex assignments. Active project management and the ability to prioritize competing demands will be essential for success.

EXPERIENCE AND QUALIFICATIONS

- At least ten years of experience leading regulatory enforcement, compliance, or comparable functions, including the design, implementation, and oversight of investigation or analytical strategies within a complex regulatory framework. Demonstrated ability to interpret and apply legislation, regulation, rules, and standards. Demonstrated judgment in balancing legal, economic, and other considerations when determining enforcement priorities or outcomes. This experience need not be entirely in Alberta's electricity market. Commercial experience would be an asset.
- Master's degree in a quantitative discipline (such as economics or business), law, or management, or equivalent education and experience, is required. Willingness and eagerness to learn are essential.
- Exceptional written and oral communications skills are required, including the demonstrated ability to effectively present information to and receive constructive feedback from colleagues, industry professionals, and public groups through detailed written reports, oral presentations, and testimony before regulators or adjudicators.
- Demonstrated ability to lead multidisciplinary teams in high-stakes environments. Demonstrated experience in project management, staff mentoring, and participation in public consultations, working groups, committees, and meetings.

- Advanced Microsoft Office skills are essential. Experience with statistical and data management software would be an asset.
- Ability to work effectively individually and on teams and under inflexible time constraints.

ABOUT THE MARKET SURVEILLANCE ADMINISTRATOR

The MSA is a public agency that protects and promotes the fair, efficient, and openly competitive operation of Alberta's electricity and retail natural gas markets. The MSA conducts surveillance of Alberta's wholesale electricity market and retail electricity and natural gas markets and undertakes enforcement activities to ensure compliance with all applicable electricity and natural gas legislation, the Alberta Reliability Standards, and the Independent System Operator's rules.

The MSA's work is carried out by a small group of highly trained economists, analysts, and legal and administrative staff. If you are looking for a challenging and collegial environment where everyone's contribution counts, the MSA welcomes you to our team. We reward our staff with competitive compensation and benefits, as well as the opportunity to continuously develop new skills and abilities.

APPLICATION PROCESS

If you are interested in this role and meet the required qualifications, please submit (i) a cover letter that demonstrates each of the qualifications outlined above and (ii) a resume or curriculum vitae, quoting the position title in the subject line, to careers@albertamsa.ca.

The MSA will begin reviewing applications after 4 p.m. MT on Wednesday, May 14, 2025. The position will remain open until it is filled. The MSA intends to retain a human resources firm to screen applications and conduct initial assessments.

We thank all applicants for their interest; however, only candidates selected for an interview will be contacted. The successful candidate will need to undergo a background check prior to the commencement of employment, which will include eligibility to work in Canada.

Applications for this position may be used to fill similar positions should they become available.

PRIVACY NOTICE

The personal information contained in cover letters and resumes is being collected for the purpose of determining your eligibility and qualifications for a position with the MSA. This information is collected in accordance with section 33(c) of the *Freedom of Information and Protection of Privacy Act*. If you have any questions about the collection or use of this information, please contact the MSA's FOIP Coordinator by mail at Suite 600, 440 - Second Avenue SW Calgary, AB T2P 0L6 or by telephone at 403-705-3181.