

**JOB DESCRIPTION**

<b>Incumbent Name:</b>		<b>Emp No:</b>	
<b>Job Title:</b>	<b>Senior Competition Economist</b>	<b>Position Type:</b>	Fulltime
<b>Department:</b>	Competition	<b>Salary scale:</b>	Band 7
<b>Location:</b>	FCCC Central Office	<b>Region</b>	Central
<b>Directly Reporting To:</b>	1. Manager Competition 2. Executive Management	<b># of Reports:</b>	

**Organisation Summary**

The Fijian Competition and Consumer Commission (FCCC) is an independent statutory body established under Section 7 of the Fijian Competition and Consumer Commission Act 2010 (FCCC Act 2010) that promotes effective competition and informed markets, encourages fair trading, and protects consumers and businesses from restrictive practices, controls prices of regulated industries and other markets where competition is lessened or limited.

**Purpose & Nature of Role**

While reporting to the Manager Competition, the Senior Competition Economist will be the first line of reporting for officers in the Competition Department and primarily responsible for overseeing and managing competition department in line with the FCCC ACT 2010, Standard Operating Procedure and will be also responsible for achieving its stated objectives as per the FCCC Strategic Plan. The Senior Competition Economist will ensure that FCCC successfully administer the most paramount mandate which is the Vision of FCCC by strategizing procedures assuring market for goods and services are competitive in Fiji.

The Senior Competition Economist is responsible for leading advanced economic analysis and providing technical expertise in implementing mechanisms to ensure that the Competition Department specializes in enforcing the provisions entailed under Part Six (6) of the FCCC Act 2010. These provisions relate to illegitimate restrictive trade practices in Fiji, which are inclusive of, but not limited to, contracts, arrangements or understandings restricting dealings or affecting competition; contracts, arrangements or understandings in relation to prices; covenants affecting competition; covenants in relation to prices; and restrictions on conduct that hinders or prevents the supply of goods or services to others. The provisions also cover the prohibition of contracts, arrangements or understandings affecting the supply or acquisition of goods or services, misuse of market power, anti-competitive conduct, collective tendering, exclusive dealing, resale price maintenance, resale price maintenance in relation to services, price discrimination, and dominant mergers and acquisitions.

Reporting to the Manager Competition, the role provides independent economic analysis and applies economic theory, empirical methodologies, and quantitative tools to assess competitive effects, evaluate market dynamics, and support enforcement decisions under Part 6 of the FCCC Act 2010.

The Senior Competition Economist ensures that competition investigations, merger assessments, and market studies are supported by robust economic reasoning aligned with international best practices adopted by leading competition authorities including such as but not limited to ACCC, NZCC, CMA, and JFTC to enhance the team's capacity to ensure that the FCCC is able to adopt strategies and implement measures to ensure that the Fijian markets remain in healthy competition.

### **Key Result Areas (KRA's)**

- Build and strengthen the economic analytical capability within the Competition Department to ensure that investigations, assessments, and studies are supported by robust economic reasoning and quantitative analysis.
- Develop and implement economic methodologies and analytical frameworks that enhance the evaluation of restrictive trade practices, mergers and acquisitions, and other competition matters in accordance with the FCCC Act 2010.
- Undertake economic evaluation of Fijian markets through surveillance activities to identify potential competition concerns including contracts or arrangements affecting competition, misuse of market power, price discrimination, exclusive dealing, resale price maintenance, and other anti-competitive conduct.
- Conduct comprehensive economic analysis within investigations, market assessments, and market studies, ensuring that findings are supported by economic theory, empirical data, and market evidence.
- Support and enhance competition enforcement by integrating economic models, data analysis techniques, and international best practices into FCCC processes.
- Provide technical economic guidance to officers within the Competition Department and assist in building institutional capacity through mentoring and training initiatives.
- Oversee and contribute to the development, assessment, and implementation of competition remedies, undertakings, and commitments proposed by parties in relation to competition matters, including restrictive trade practices and merger and acquisition transactions. This includes evaluating the effectiveness, proportionality, and enforceability of behavioural and structural remedies through economic analysis to ensure that identified competition concerns are adequately addressed and market competition is restored or preserved.
- Strengthen the quality assurance and technical validation of financial and quantitative analysis within competition investigations, merger assessments, and market studies by providing economic oversight and verification of analytical outputs prepared by Competition Analysts or Officers.

- Develop and maintain economic frameworks and analytical methodologies for the assessment, monitoring, and evaluation of undertakings and remedies to ensure that commitments are capable of delivering pro-competitive outcomes and mitigating identified theories of harm.
- Contribute towards the development, review, and enhancement of competition guidelines, policy documents, and analytical frameworks by incorporating economic principles and international best practices to support consistent and transparent regulatory decision-making.
- Provide ongoing economic oversight in monitoring compliance with undertakings and remedies, including assessing market outcomes, analysing pricing behaviour, and evaluating whether remedial measures remain effective in achieving intended competition outcomes.

### **Key Accountabilities**

- Develop mechanisms incorporating economic analysis frameworks, methodologies, and analytical tools to support effective enforcement of competition law and ensure that market assessments and investigations are grounded in sound economic principles.
- Ensure continuous evaluation and improvement of economic methodologies used within FCCC to accommodate evolving market conditions, regulatory developments, and international best practices.
- Conduct economic assessment of restrictive trade practices including but not limited to contracts, arrangements or understandings restricting dealings or affecting competition, agreements relating to prices, covenants affecting competition, conduct that prevents or restricts supply of goods or services, misuse of market power, anti-competitive agreements, collective tendering, exclusive dealing, resale price maintenance, price discrimination, and dominant mergers and acquisitions.
- During investigations, undertake economic evaluation including the development of analytical frameworks, identification of competitive theories of harm, analysis of pricing behaviour, assessment of market structure and dynamics, evaluation of barriers to entry, and examination of consumer welfare impacts.
- Perform market assessments across various sectors incorporating economic analysis such as market definition, calculation of market shares using tools such as HHI, evaluation of substitutability, assessment of competitive constraints, and analysis of potential competitive effects arising from business conduct.
- Undertake economic analysis during market studies by contributing to the development of terms of reference, issue statements, analytical frameworks, stakeholder engagement strategies, data collection methodologies, and preparation of economic findings and recommendations.
- Identify proposed merger and acquisition transactions in Fiji and provide economic assessment in accordance with statutory requirements, including analysis of market concentration, unilateral and coordinated effects, vertical integration risks, countervailing power, and potential efficiencies.

- Manage and conduct economic components of investigations relating to mergers and acquisitions and restrictive trade practices by applying quantitative and qualitative economic analysis to support enforcement decisions.
- Provide comprehensive economic research, analysis, and advisory opinions to Executive Management, Competition Standing Committee, and FCCC Board to support informed decision-making.
- Ensure that economic analysis papers and reports are prepared in accordance with required standards and contribute towards drafting of investigation reports, decision papers, and policy recommendations.
- Work collaboratively with international and regional competition authorities to benchmark analytical methodologies and adopt best practices in competition economics.
- Undertake technical verification and economic validation of financial analysis, quantitative assessments, and analytical outputs prepared by Competition Analysts and other officers in relation to merger and acquisition assessments, restrictive trade practice investigations, market studies, and other competition matters. This includes reviewing methodologies, assumptions, data sources, and analytical approaches to ensure that financial analysis accurately reflects economic realities and supports robust competition assessment.
- Review and assess financial models, market share calculations, revenue analysis, cost structures, profitability analysis, and other quantitative outputs prepared during investigations or merger evaluations to ensure consistency with economic theory, statutory requirements, and FCCC analytical standards.
- Provide independent economic scrutiny of financial evidence submitted by parties and internally generated analytical outputs, ensuring that conclusions drawn from financial analysis are economically sound, properly interpreted, and capable of supporting enforcement decisions.
- Guide Competition Analysts and officers on appropriate analytical techniques, financial interpretation, and economic reasoning to strengthen the accuracy and reliability of financial analysis used in competition enforcement activities.
- Ensure that financial and quantitative analysis is incorporated into investigation reports, decision papers, and Board submissions meets required analytical standards and is aligned with international competition authority practices.
- Develop understanding of market dynamics through economic research, consultation, stakeholder engagement, and data analysis activities.
- Support capacity building initiatives by providing technical economic guidance, training, and mentoring to competition officers and analysts.
- Undertake economic evaluation of proposed undertakings, commitments, and remedies submitted by parties to address competition concerns, including assessing their likely impact on market structure, competitive dynamics, consumer welfare, and long-term market efficiency.

- Assist in designing remedies and commitments by identifying appropriate structural or behavioural solutions informed by economic analysis and international competition authority practices.
- Monitor and review compliance with accepted undertakings and remedies by analyzing relevant market data, performance indicators, and behavioural outcomes to ensure that commitments remain effective and proportionate.
- Contribute to drafting and updating competition guidelines, economic analytical frameworks, and internal procedures to ensure consistency, transparency, and alignment with international best practices.
- Assist in monitoring compliance with competition law provisions by identifying economic indicators of anti-competitive behaviour and supporting enforcement strategies.
- Ensure timely preparation of Weekly, Monthly, Quarterly, Risk and Annual reports incorporating economic analysis relevant to competition matters.
- Ensure adherence to Occupational Health & Safety requirements and organizational policies while carrying out duties.
- Perform any other duties assigned by the Manager Competition within the scope of the Senior Competition Economist role.

#### **Key Performance Indicators (KPI's)**

- Refer to Annual KPI set every financial year.

#### **Qualification**

Applicants should possess a Postgraduate in Economics, or Competition Economics, Accounting, Finance, Law, or a related discipline, Master's in Economics or Competition Economics will be an added advantage

#### **Knowledge and Experience**

- Minimum of 4 – 6 years of relevant experience in Competition Economics, Competition Law, Regulatory Economics, Economics and Competition analysis, or a related field
- Knowledge of accurately applying statutory provisions of competition law and competition economics tools, methodology, theories, thresholds and tests.
- Understanding of the Restrictive Trade Practices and competition law concepts under the FCCC Act 2010 and with exceptional legal interpretation, report writing skills, and knowledge.
- Experience in investigation and capability towards market assessment & research with an analytical and critical mind.
- Negotiation skills and the ability to develop strong working relationships, both locally and internationally.
- Knowledge of Fijian Business and market Environment.
- Excellent communication skills – both written and verbal.
- A keen eye for detail and desire to probe further into data.

- Ability to stick to time constraints.
- Knowledge on investigation methods, tools and laws.
- Knowledge of Fijian Competition & Consumer Commission Act 2010 will be an advantage.

### **Skills and Abilities**

- Innovative and Dynamic personnel.
- Innovative and dynamic professional with strong analytical and quantitative capability.
- Ability to integrate economic theory, financial analysis, and empirical methodologies into operational competition assessments and investigations.
- Strong leadership capability with the ability to guide teams, provide direction, and introduce new ideas and analytical approaches.
- Excellent written and verbal communication skills, including the ability to clearly explain complex economic concepts to both technical and non-technical audiences.
- Exceptional report writing, analytical documentation, and presentation skills, including preparation of complex investigation and market assessment reports.
- High attention to detail with the ability to manage multiple tasks effectively within statutory timelines and with minimal supervision.
- Strong collaborative skills with the ability to work effectively within multidisciplinary teams and maintain productive stakeholder relationships.
- Demonstrate capacity building and mentoring capability to support development of team analytical skills.
- Strong problem-solving ability with sound judgment and critical thinking.
- Ability to accurately interpret legal provisions, economic models, and analytical findings.

### **Risk and Compliance**

- Ensure FCCC follows all the regulatory requirements as required.
- Meet statutory timelines stipulated in FCCC Act 2010
- Ensure that all officers within the Competition Department adhere to and fulfill the timelines established by statutory requirements, policies, and guidelines
- Ensure 100% achievement of department SLA
- Suggest improvements in processes to increase organizational effectiveness
- Serve as the primary point of contact for all officers within the competition department, providing thorough analytical reports that adhere to precise legal interpretations and delivering accurate findings in a timely manner.
- Develop strategies that work to minimize department risk.
- Timely submission of reports and information, discussion, and decision papers.

- All communication with stakeholders should be accurate and in line with the FCCC Customer Service Standards.
- Comply with FCCC's work policy (Human resource policy, Standard Operating Procedures) and any other relevant laws of Fiji, Health and Safety at Work Act 1996 and FCCC Act 2010.

### Key Challengers / Success Factors

- Effectuate relationships with internal and external stakeholders are established and maintained to improve effectiveness and build confidence around matters relating to the FCCC. Develop and Implement industry best practices to achieve outcomes that are conducive to businesses as well as consumers within the confinement of the FCCC Act 2010.

### Internal / External Relationships

#### Internal

- Executive Management.
- All Managers.
- Manager Competition.
- All staff.

#### External

- Relevant stakeholders & Other relevant Government Ministries and local Institutes.
- International competition agencies, donor agencies.

### Authority Level

#### Financial Authority Level

None

### Human Resources

Through the Human Resources Self Service Portal (myHRhub), you are required to manage your personal details together with Leave Management, while ensuring the Organisational Human Resources Policies are followed at all times.

#### Proviso

The Job Description are in the view that upon review at any time within the contractual period engaged with FCCC, it can be altered, changed or extended with added responsibilities. Any such proposed changes shall be done in consultation with the relevant reporting lines and the Human Resources Department.

**APPROVAL and ENDORSEMENT**

<b>Name of Incumbent</b>	<b>Date:</b>	<b>Signature:</b>
<b>Name of Department Manager</b>	<b>Date:</b>	<b>Signature:</b>
<b>Manager Human Resources Name</b>	<b>Date:</b>	<b>Signature:</b>

**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.*