

Job Description

Job title	Senior Manager, Competition		
Directorate	Economics, Finance & Markets (EFM)	Team	Competition
Reports to	Principal Manager, Competition	Direct report (s)	0
Grade	C	Salary FTE	London £58,827 - £64,237 Regional £54,453 - £59,920
Hours	37	Contract type	Permanent
Location	Birmingham, Bristol, Glasgow, London, Manchester and York	Security Vetting	Baseline Personnel Security Standard

Our directorate

EFM provides rigorous economic analysis to underpin the development of policy & support decision-making. We work on complex economic problems that combine commercial, public policy and regulatory considerations.

Our team

The Competition Team leads on financial and economic analysis within ORR. We oversee the competitiveness of markets across the rail sector and its supply chain and, we have broad statutory powers to intervene where necessary. We work on complex projects to promote and protect competition in rail markets across the value chain. We do this through the exercise of competition powers and policy tools to support the delivery of an efficient, high-performing rail service that provides value for money for passengers, freight customers, governments, and taxpayers.

Job purpose

This role is crucial for the effective performance of ORR's Competition Team, which is a dedicated team of specialists responsible for considering the unique characteristics of rail markets. The primary focus will be to lead on key projects and workstreams within the areas of market studies, competition cases and competition policy development, supported by the Head of Competition and Principal Manager, Competition Policy.

Key responsibilities

Your key responsibilities will include:

- Responsibility for delivering projects within the team's work programme including market studies and enforcement cases.
- Work with the Competition Team to take strategic decisions about large and complex cases, and, how the team should focus its work in order to maximise ORR's positive impact with finite resource.
- Lead engagement with, and influence, senior industry figures. Build ORR's reputation as a competition regulator with senior stakeholders including other concurrent regulators, and across industry.
- Work with colleagues and as required manage external consultants and optimise the use of ORR's internal expertise about the operation of the railway ensuring that our decision making takes into account the practical and commercial realities of the railway.

- Develop and build the case for action where it is needed (and demonstrate sound judgement in determining where informal intervention may be most effective). Analyse complex and voluminous evidence and materials to present clear advice on effective regulatory decisions.
- Understanding the interrelationship between competition policy, safety policy and economic regulation, to ensure the team contributes to wider ORR objectives.
- Influence colleagues across ORR and strengthen the organisation's knowledge of competition policy.

Although this is an overview of your key duties and responsibilities, it's not an exhaustive list. As such, you might be expected to undertake other duties and responsibilities relevant to your role and appropriate for your grade.

As ORR's role in rail reform develops, the responsibilities of the role will likely evolve too, so it's important that you can be flexible and adapt to changing needs.

Essential criteria

We will assess your application against the following essential criteria:

Behaviours	1. Making Effective Decisions 2. Communicating and influencing 3. Working Together 4. Delivering at Pace
Experience 1	Proven experience playing a key role in complex competition or regulatory projects, including delivering to tight deadlines, working cross functionally and supporting effective decision-making. Examples include enforcement of competition law, market studies, or sector-specific regulatory projects.
Technical 1	Demonstrate subject matter expertise in competition policy and its interrelationship with economic and other types of sector specific regulation.
Technical 2	Able to analyse complex and voluminous evidence and materials to present clear advice on effective regulatory decisions.

The lead criteria for this role is:

- **Experience 1:** Proven experience playing a key role in complex competition or regulatory projects, including delivering to tight deadlines, working cross functionally and supporting effective decision-making. Examples include enforcement of competition law, market studies, or sector-specific regulatory projects.

Career development opportunities

Your career progression is important to us. We support this through various vocational courses and development opportunities, alongside regular performance reviews.

Why join us?

At ORR, we offer a large range of benefits, including generous annual leave and family friendly policies, time off for volunteering, a generous pension scheme, hybrid working, wellbeing initiatives and free counselling.

Read our job information pack to find out more about the benefits of working at ORR as well as our culture, our values and the impact we have.

How we assess your application

As part of the Civil Service, we are committed to attracting, retaining and investing in talent wherever it is found. To learn more please see the [Civil Service People Plan](#) and the [Civil Service D&I Strategy](#).

Shortlisting

- We'll assess your application against the essential criteria above using the Civil Service's [Success Profiles](#) recruitment framework. It is vital your application provides relevant examples to **evidence how you meet each criterion listed** – drawing from your own personal experience gained within a work, volunteering, training or educational setting.
- (*) If we receive a large number of applications, we might go through a pre-sift stage based on the lead criteria for this role; applications that pass pre-sift will progress to a full shortlisting stage against all criteria
- We will let you know the outcome of your application and whether you've been shortlisted for an interview and email you the relevant details within fourteen days of the closing date (this may take longer if there is a high number of applications.)

Interviews

- Interviews are expected to take place during the week commencing **08/12/2025**, although please note this may be subject to change.
- At interview, we'll again assess you against the essential criteria listed above.
- As part of the interview process, you may be asked to complete a written assessment and/or prepare a short presentation and submit these in advance by a deadline or discuss or present these at your interview. Details of either a test or presentation and how you are expected to complete and deliver these, will be included in your email.
- Note, the selection process may also include a video assessment and/or second interview.

Security vetting

Anyone working with government assets must complete a minimum [baseline personnel security standard \(BPSS\)](#) checks.

Team organisation chart

