
Position Description

Vacancy Title: **General Manager Regulations**

Location:

Reports To: **None**

Objective

The General Manager Regulations (GMR) shall provide impartial, dynamic and strategic advice to support FCCC's functions, while managing the regulatory units which include Economic Regulations, Competition, Enforcement, Technical Regulations and Pricing, Policy & Planning. The role is to actively drive and shape FCCC's operational culture to enhance its regulatory capabilities and performance to make an impact in the Fijian Economy. FCCC anticipates and meets challenges presented by changing government requirements, global market trends and changes within the regulated industries, competition and consumer protection law. As such the GMR will work closely with the CEO and the Executive Team to initiate and drive organizational agendas and responses within the context of national and international regulatory practices together with ensuring industries perform economically. GMR is an Executive leadership role which generates and implements innovative responses as part of the FCCC's commitment to continual improvement and drives the regulatory strategic directions under its strategic plan. The incumbent will lead the FCCC Team in respective areas as identified under the strategic goals and the FCCC Act 2010.

Outcomes

Organisational Stakeholders

1. Achieve regulatory goals and objectives to ensure markets in Fiji remain competitive through effective implementation of FCCC's Strategic Plan, with continuous monitoring and review.

- Ensure Businesses understand the competition rules and willingly abide by them. Take progressive steps to ensure Competition between businesses is effective and fair.
- Monitor changes in market structure to prevent undue concentration of market power unless public benefit outweighs any likely detriment.
- Work closely with the stakeholders to minimize Barriers to entry in the Fijian markets and promote competitive neutrality.
- Work the Senior Management team, consumer advocate agencies, traders and other stakeholders to ensure terms of purchase are fair terms of trade and prevent misuse of market power.
- Promote an environment in Fiji where goods and services are high quality and reasonable priced for consumers.

2. To collaborate and develop strategic regulatory capabilities within the ambit of FCCC act 2010 to ensure consumers in Fiji are offered goods and services that are safe and are provided with adequate and accurate information.

- Implement programs for businesses to understand the consumer protection rules and willingly abide by them.
- Lead enforcement activities to ensure Information provided to consumers by traders is accurate, complete and not misleading.
- Devise strategies and programs for consumers to understand the full terms of their purchases
- Maintain continuous stakeholder engagement to ensure fair contractual terms and prevent unfair bargaining practices.
- Increase enforcement and advocacy activities to protect consumers from unfair trade practices

3. Develop and manage regulatory and price control activities and ensure the interventions are economically justified in a manner that is efficient as practicable.

- Lead evidence-based research, market and sectoral studies, and economic analysis to inform pricing, regulatory and policy decisions, including the development and review of pricing methodologies and regulatory frameworks.
- Devise and implement regulatory programs in markets with limited competition to ensure prices reflect efficient costs and fair margins, while promoting productivity and efficiency in regulated industries.
- Manage regulatory decisions in setting prices and quality standards that reflect efficient costs, removing monopoly prices and providing an incentive to invest.
- Monitor trends in technical and utility regulation to identify risks and opportunities and recommend strategic regulatory adjustments.
- Create networks and partnerships in developing and enabling environment where regulated businesses face regulatory certainty and smooth price paths.

4. Create an internal and external environment where FCCC is respected as an independent and expert body by the public, the government and businesses.

- Strengthen institutional credibility by ensuring all regulatory decisions are transparent, evidence-based, legally sound, and consistently applied.
- Enhance internal regulatory capability and professionalism through structured capacity building plan and continuous technical upskilling.
- Manage and implement strategic regulatory communication and stakeholder engagement frameworks to build trust, promote compliance, and reinforce FCCC's regulatory independence. This may also include Standard Operating procedures, policies and relevant governance documents
- Maintain open, constructive, and balanced dialogue with government, industry, consumer groups, and regional partners while preserving regulatory neutrality.
- Collaborate and provide technical regulatory input to support FCCC's international and regional engagements, including contributing expertise to research initiatives, policy exchanges, benchmarking exercises, and participation in regional regulatory forums.

5. Manage effective implementation of regulatory decisions while continuously strengthening operational performance frameworks within regulatory functions to enhance effectiveness, transparency, and service delivery.

- Implement and execute the delegated regulatory decisions and interventions in accordance with approved frameworks and timelines.
- Champion the adoption and integration of regulatory technologies (RegTech) and data-driven systems to strengthen monitoring, enforcement capability, pricing analysis, compliance management, and overall regulatory operational efficiency.
- Provide timely strategic updates and performance insights to support informed executive oversight and continuous improvement to the regulatory functions of FCCC
- Demonstrate sound executive judgment and leadership to ensure regulatory operations remain aligned with FCCC's Strategic Plan, service level agreements and organizational priorities.
- Set & Monitor budget performance of the Regulatory unit, assist in identifying cost efficiencies, and ensure timely submission of operational and financial reports to inform decision-making.

Responsibilities - Key Competencies

Competence	Description
Professional	
Compliance	Comply with relevant laws and the policies and procedures of the organisation.

Qualifications

Qualification	Discipline	Notes
Preferred		
Masters Degree	Economics, Laws, Competition Policy	Master's degree in Law, Competition Policy, Economics, or relevant field is an advantage

Work Knowledge and Experience

Minimum eight to ten years of progressively responsible experience in regulatory, economic, legal or public sector environments.

Demonstrated experience leading senior managers and multidisciplinary teams.

Strong experience in regulatory policy implementation, competition regulation or economic regulation.

Demonstrated capability in strategic planning, organisational leadership and regulatory governance.

Strong analytical capability in economic analysis, regulatory assessment and market oversight.

Demonstrated commitment to ethical conduct, sound governance and financial accountability.

Knowledge of competition law, economic regulation, consumer protection or regulatory enforcement frameworks is advantageous.

Requirements

Other Required Requirements

KEY PERFORMANCE INDICATORS/KEY RESULT AREAS

To be successful in the role the incumbent shall achieve the following Key performance indicators:

- Leadership and management of the Regulatory functions.
- Effective policy and technical advice to the Executive Team from a regulatory standpoint.
- Strategic and operational achievement of FCCC as established under the Strategic plan.
- Build and maintain effective stakeholder relationships to strengthen FCCC's regulatory impact.
- Drive the continuous improvement and drive regulatory excellence of FCCC.

Other Duties

From time to time, it may be necessary to consider changes in the job description in response to the changing of our work environment-including technological requirements or statutory changes. Such Change may be initiated as necessary by FCCC. This Job Description may also be reviewed as part of the preparation for performance planning for the annual performance cycle.

FINANCIAL AUTHORITY LEVEL

GM- Regulations will work closely with the EM Team and ensure effective management and monitoring of FCCC's Regulatory Operational budget that includes capital expenditure (capex) and operational expenditure (opex).

Key Competencies

Strategic Leadership

- Communicate a clear vision
- Inspire and motivate others
- Manage complexity with confidence
- Understand broader organisational issues
- Influence and guide decision making

Intellectual Capability

- Apply strong analytical and conceptual thinking
- Assess complex issues with clarity
- Maintain focus on the bigger picture
- Evaluate risks and uncertainty
- Challenge existing approaches where required

Operating Skills

- Deliver outcomes aligned to priorities
- Understand organisational processes
- Identify integration and efficiency opportunities
- Allocate and monitor resources effectively
- Build capability through stretch opportunities and development plans
- Maintain clear and open communication

Initiative and Drive

- Lead new ideas and direction
- Anticipate sensitive or complex issues
- Drive outcomes and resolution
- Assess people and situations accurately
- Act decisively to achieve results

Financial Management and Risk

- Monitor financial performance and budgets
- Improve cost efficiency
- Ensure timely and accurate reporting
- Identify and manage risks across operations

Human Resource Management and Organisational Development

- Strengthen staff and management performance
- Support career development and capability building
- Apply structured performance management
- Build a culture of accountability and collaboration
- Promote innovation and high standards

Personal and Interpersonal Skills

- Build strong internal relationships
- Manage external stakeholders effectively
- Listen actively and show respect
- Accept feedback and act on it
- Communicate with clarity and professionalism

Organisational Positioning Skills

- Navigate complex and sensitive environments
- Understand political and policy context
- Anticipate responses and risks
- Maintain neutrality where required
- Demonstrate ethical leadership and values

Interactions

Type	Interaction	Comments
Internal	Chief Executive Officer	
	Executive Management Team	
	Legal and Compliance Teams	
	Finance and Operations Divisions	

Type	Interaction	Comments
External		
	Regulated Industry Representatives	
	Government Ministries and Statutory Agencies	
	Regional and International Regulatory Bodies	
	Consumer and Business Associations	

Attributes

Behavioural Styles

Accountable	Assumes full responsibility for own actions and identifies with the success or failure of own part of the overall work/goal.
Detail oriented	Attends to the small elements of a task/activity, ensuring completeness and accuracy.
Reliable	Is able to be trusted to do what is expected or has been promised, puts in a great amount of effort believing in the value of work.

Interpersonal Styles

Forthright	Speaks out frankly without hesitation, showing a direct manner.
Objective	Impartial and honest in dealings with others, eliminating own feelings and view to reach a balanced judgement.
Team Oriented	Enjoys being with others as part of a group or team.

Thinking Styles

Analytic	Able to separate things into their constituent elements in order to study or examine them, draw conclusions, or solve problems.
Decisive	Reaches conclusions, promptly and firmly.
Disciplined/Systematic	Is controlled in conduct, shows an orderly pattern of behaviour, following a methodical and thorough approach.

How To Apply

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Contact for Enquiries

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Further Contact Information: --

Closing Date: 05 Apr 2026