

## ANNEX

### **Selection Criteria**

*To be considered, an applicant should clearly demonstrate meeting the following requirements each in his designated area of expertise:*

#### **I- Education and Experience**

- A Master's degree from a recognized university in the fields of engineering, law, environmental science, economics and finance, or business administration;
- At least 15 years of professional experience including experience in dealing with energy-related economic, engineering, social, safety, environmental/science or regulatory issues;
- At least 10 years of experience in the development, interpretation and application of legislative and regulatory frameworks or policies is preferred;
- Experience in making complex decisions, usually involving large amounts of technical evidence, and the need to balance the interests and rights of a diverse range of stakeholders including minorities and vulnerable populations;
- Experience building relationships, promoting partnerships and working with communities to support and/or shape decision-making processes;
- Experience in dealing with and/or working in regulatory agencies or quasi-judicial administrative tribunals is preferred.

#### **II- Knowledge, Skills and Abilities**

- Knowledge of the mandate and activities of the legislative framework, and regulatory and business environment of the electricity sector in Lebanon;
- Knowledge of the functioning of energy markets and the energy sector, as well as professional knowledge of economics, engineering, environmental science, community development, finance and law;
- Knowledge of the roles, responsibilities and powers of an adjudicative body, such as the Electricity Regulatory Authority is preferred;
- Ability to sustain a very high level of attention in assessing complex situations, documents, and submissions, both orally and in written form;
- Ability to understand and interpret complex technical information and evidence across a broad range of disciplines and bodies of knowledge;
- Ability to find innovative and factual solutions based on assessments, analysis, interpretation and evolution of information and data to address real or potential situations, requiring action and advance;

- Ability to make timely decisions that are based on science, facts and evidence, Indigenous knowledge, and free of political interference and industry influence. This work would be done within a timeframe bound by legislated time limits and service standards; and
- Superior communication skills, both written and oral, including the ability to write clear and concise reports, analyses and decisions.

### III- Language Requirements

Proficiency in both Arabic and English, French is also preferred.

### IV- Personal Attributes:

- High ethical standards, integrity and impartiality;
- Sound judgment;
- Superior interpersonal and communication skills;
- Leadership and collegiality;
- Tact and diplomacy.

### V- Eligibility Factors and Conditions of Employment

- All appointees are subject to the *Conflicts of Interest Principle*. Public office holders appointed on a **full-time basis** must also submit to Civil Service Council within 60 days of appointment, a confidential report in which they disclose all of their assets, liabilities and outside activities according to the prerogatives of Law 189/2020.
- Appointees must uphold the highest standards of probity and are expected to demonstrate behaviors in the workplace that afford respect, equality and dignity, to everyone they interact with at work at all times. The applicable ethics code for public servants in Lebanon outlines the values and expected behaviors for public servants, including valuing diversity and creating workplaces free from harassment and discrimination.
- The circumstances in which a Commissioner would be in a conflict of interest while exercising the powers or performing the duties and functions of a Commissioner would include:
  - a. Engaging in, as owner, shareholder, director, officer, partner or in any other way, the business of producing, selling, buying, transmitting, exporting, importing or otherwise dealing in hydrocarbons, electricity or offshore energy;
  - b. Holding any bond, debenture or other security of a corporation engaged in any such business;
  - c. Holding other employment that is inconsistent with their powers, duties and functions or with any provision of Law 462 or a regulation made under it;

- Provided the appointment conditions of article four of Decree law N° 112/59 dated 12/6/1959 (Employees' Regulations) are satisfied, except for the age and competition conditions, the President and the members of the Authority may not be appointed from the following categories:
  - a. Non-Lebanese citizens;
  - b. A Director who is a member of the Board of Directors for Électricité du Liban (EDL) or any other electricity service provider that would fall under the oversight scope of the Electricity Regulatory Commission;
  - c. Persons subject to a disciplinary decision resolving a sanction other than a warning or blame; and
  - d. Persons declared insolvent or bankrupt by the court.
- The head office of the Regulator would be in Beirut. As a result, appointees may need to relocate.
- If you are appointed to one of the positions, you must be willing to travel across Lebanon for hearings or meetings/investigations.

**VI Required Documents (copies to be uploaded electronically in .pdf format)**

- Copy of valid passport or Lebanese ID.
- Copy of most recent CV.
- Copy of university diploma(s).
- Copy of certifications or accreditations.
- Copy of experience certificates.