

WICS ROLES AND RESPONSIBILITIES

Analyst

October 2026

Overview

VALUES, BEHAVIOURS AND EQUALITIES

We want our colleagues to live our values. These values describe what we stand for and how we do things at WICS, whilst inspiring, challenging and guiding us towards the delivery of our organisational ambition and goals.

Our values are: As an organisation that operates in the public sector we subscribe to the seven principles of public life which are selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

These values will also help us to achieve our equalities vision of being a proud, fair and cohesive organisation, a great place to work.

WICS ORGANISATIONAL STRUCTURE

WICS structure is designed to ensure effective governance, clear accountability, alignment with our strategic goals, and the delivery of value for money throughout. It reflects our commitment to maintaining a robust regulatory framework and fostering collaboration across all departments.

Role Profile

Job Title	Analyst
Pay Grade	Analyst
Directorate	Performance & Reporting
Reports to	Senior Engineering Manager
Location	Stirling (Hybrid)

MAIN DUTIES AND ACCOUNTABILITIES

Working with moderate supervision, the role involves handling and interpreting data in the relevant Directorate and assisting with communications to internal and external stakeholders. The Analyst is expected to demonstrate growing confidence and capability in their analysis and collaborative working.

Key responsibilities include:

- **Performance and Reporting Analysis:** Contribute to the analysis of economic, financial, engineering and operational data to support the Strategic Review of Charges, the

monitoring of Scottish Water's performance against agreed outcomes and the reporting of performance.

- **Data and Financial Modelling:** Support the development and maintenance of data models used in engineering, regulatory and financial assessments. Contribute to the periodic price review by building and testing models, ensuring consistency and quality of inputs.
- **Policy and Industry Insight:** Contribute to the team's understanding of current and future industry challenges. Assist in the preparation of internal and external policy papers, briefing notes, and responses to consultations.
- **Communication and Documentation:** Draft clear and well-structured documentation for colleagues, the Commission, and external stakeholders. Present work in team settings and contribute to discussions, ensuring that findings are communicated accurately and accessibly.
- **Understanding of Risk:** Basic understanding of risk management and WICS Risk Management Framework.
- **Team Support and Development:** Collaborate effectively with team members, sharing insights and learning, especially with Trainee Analysts. Seek guidance where needed, offer peer support, and contribute to a supportive team culture. Demonstrate curiosity and openness to professional development.

Pay banding responsibilities

ANALYST RESPONSIBILITIES

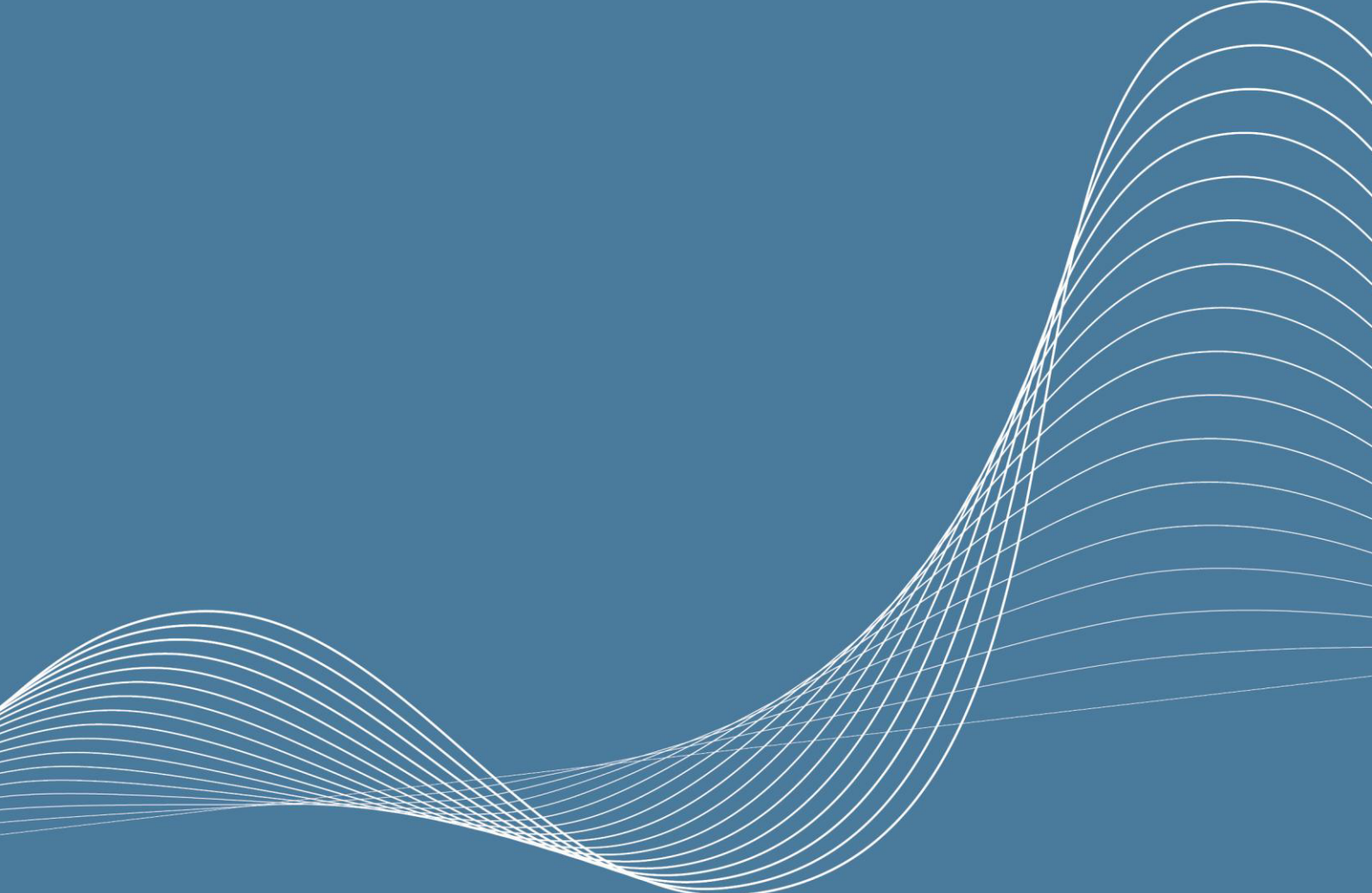
As an Analyst, the postholder is expected to:

- Work with increasing independence, managing their workload and delivering high-quality outputs.
- Take personal responsibility for meeting deadlines and maintaining accuracy.
- Communicate clearly with colleagues and external stakeholders, adapting language to suit the audience.
- Seek and respond positively to feedback, using it to improve performance.
- Actively engage in learning opportunities and support a culture of continuous improvement.

SKILLS AND EXPERIENCE

	Essential	Desirable
Qualifications	• Graduate qualification and/or equivalent professional experience in economics, econometrics, statistics or an equivalent science or engineering degree	• Post graduate degree (or equivalent) in a relevant field.
Experience and knowledge	• At least two years of relevant work experience. • Good analytical skills with experience in economics, finance, or quantitative policy analysis • Ability to interpret and present data effectively • Experience in developing and assuring complex models and handling large datasets • Intermediate level user in Excel and/or other modelling or analysis tools • Intermediate level user of other standard Office applications	• Experience working in a regulatory, economic, utility or public policy environment • Familiarity with the water industry or regulated sectors • Understanding of Engineering principles • Understanding of customer service or performance measurement principles
Skills and behaviours	• Good written and strong verbal communication skills • Demonstrated ability to work independently and manage competing deadlines	

	Ability to work effectively in a team and build relationships aligned with WICS values of support, ambition, integrity, continuous learning, ownership and respect	
Other requirements	- High standard of personal presentation. - Able to work flexibly in response to service needs.	



WICS
Moray House
Forthside Way
Stirling
FK8 1QZ

T: 01786 430 200
E: enquiries@wics.scot

WICS Economic
regulation for
Scotland's water

