
STATES OF JERSEY



JERSEY COMPETITION REGULATORY AUTHORITY: APPOINTMENT OF NON- EXECUTIVE MEMBER

Presented to the States on 14th January 2025
by the Minister for Sustainable Economic Development

STATES GREFFE

REPORT

Under Article 3(3A) of the Competition Regulatory Authority (Jersey) Law 2001 (the “Law”), the Minister for Sustainable Economic Development (the “Minister”) is required to notify the States of appointments of Members of the Jersey Competition Regulatory Authority (the “Authority”).

After consultation with the Chair of the Authority, Ms Stephanie Liston, the Minister appointed Mr Ed Daubeney to the Board of the Authority under powers conferred by Article 3(1)(b) of the Law. The period of appointment is from 1 March 2025 for a term of four years, to expire on 28 February 2029.

Background

A vacancy has arisen as a result of the approaching end of Mr Paul Masterton’s term of office as the Non-Executive and Senior Independent Member on the Board of the Authority (R.14/2022).

In light of this, the Authority reviewed its composition, skills and experience and identified, in particular, the Authority’s need for candidates with:

- Experience at a senior level in a commercial, regulatory or public service environment with a successful track record of achievement in their professional field.
- A strong focus on organisational performance management and public accountability.
- A strong focus on organisational development and change management.
- In-depth experience of Jersey, from a business and political perspective, and skills to handle challenging issues.
- Well-connected and respected in Jersey.
- Preferably an understanding of consumer, competition and regulatory policy and the particular challenges faced by small island economies.

A recruitment Panel was selected, comprising the Authority’s Chair, Ms Stephanie Liston (Chair of the Panel), Non-Executive Members, Dr Lara Stoimenova and Professor Ian Walden and, as a Government of Jersey representative, Ms Kirsty Pearson (Head of Economic Analysis within the Economy Department). Additionally, Ms Sarah Price (Company Secretary of the Authority) was present at the interviews. The process itself was managed by the Authority as described above.

Appointments of Non-Executive Members to the Board of the Authority do not normally require the involvement of a member of the Jersey Appointments Commission (“JAC”).¹ However, to ensure the recruitment process met best practice principles and procedures, the Authority liaised with the JAC to determine whether the Commission nevertheless wished to be involved in this process. The JAC confirmed that it did not need to be involved and therefore did not appoint a Commissioner to oversee the process.

¹ According to the Recruitment Guidelines of the Jersey Appointments Commission, where a body falls within the remit of the Commission, normally only appointments to the position of Chair and Chief Executive (or equivalent) of that body require the involvement of a member of the Commission.

The vacancy was widely advertised locally from 28 August to 30 September. By the closing date, 25 applications had been received. Further to a shortlisting process, undertaken by the Panel, five candidates were invited for an interview. Interviews were completed on Monday 18 and Tuesday 19 November and, following this, the Panel met to identify and recommend the best candidate. On 2 December the Chair of the Authority wrote to the Minister to formally recommend the appointment of Mr Daubeney who is considered to have the right mix of skills and experience and will provide diversity of thought and the appropriate local knowledge of Jersey.

The Minister is pleased with the significant level of response received and accepts the Chair's recommendation to appoint Mr Daubeney as a Non-Executive Member to the Board of the Authority.

Recommendation of Mr Ed Daubeney

Mr Daubeney is an independent consultant and project manager who works with early stage and high growth companies from a wide range of sectors but with a focus on disruptive technology. In addition, he has a portfolio of non-executive directorships and has had significant leadership, operational and project management experience in Jersey's private and public sector environment, with knowledge of the financial services, digital, hospitality, retail and wholesale sectors.

Mr Daubeney started his career in industrial relations with Ford Motor Company before returning to Jersey as HR Director of the Le Riche Group Limited. He subsequently became Managing Director of C.I. Hospitality prior to its acquisition by the Liberation Group. In consulting roles, he assisted with the start-up of Digital Jersey, Visit Jersey and Jersey Sport. Mr Daubeney holds an MBA from Ashridge Hult Business School.

Outside of his commercial interests, Mr Daubeney has undertaken several voluntary roles and is currently President of the charity EYECAN and a Governor of St Michael's School.

Balance of the Board

Following the appointment of Mr Daubeney, the Board of the Authority will include two longstanding Jersey residents (Ed Daubeney and Tim Ringsdore), two women (Stephanie Liston and Lara Stoimenova), an economist who is expert in regulation and competition (Lara Stoimenova), and two lawyers who have a broad knowledge of competition, regulation, telecommunications, data protection, privacy, consumer issues and cyber security (Stephanie Liston and Ian Walden).

Resource implications

The Department for the Economy provides the Authority with an Annual Grant to administer the Competition (Jersey) Law 2005 and conduct market studies.

Fees payable to Non-Executive Members of the Authority are sourced from the Annual Grant made to the Authority, as well as from the Authority's own accounts.

There are no other resource implications for the Government of Jersey arising from this appointment.