



The Competition and Consumer Protection Commission (CCPC)

Candidate Information Booklet

Job Title: Senior Director - Competition Enforcement
Closing date: 3.00pm, Monday, 29th September 2025



Comisiún um
Iomparáid agus
Cosaint Tomhaltóirí | **Competition and
Consumer Protection
Commission**

General Information:

Job Title:	Senior Director - Competition Enforcement
Starting Salary:	<p>*€114,104 plus a Director's allowance of €15,513</p> <p>*Point of entry on this salary scale may differ from the minimum point of the scale if the successful candidate is a current public or civil servant.</p>
Employing Authority:	Competition and Consumer Protection Commission (CCPC)
Office Location:	Bloom House, Railway Street, Dublin 1, D01 C576
Working Hours:	35 hours per week
Hybrid / Agile / Remote Working:	<p>You will be required to attend the office at least 40% of your time and can avail of remote working up to 60% of your time. This is subject to business requirements.</p> <p>The CCPC generally operates on a fully remote basis during the month of August and fully remote over the Christmas period. This arrangement is subject to business requirements.</p>
Closing Date:	3.00pm, Monday, 29th September 2025
Annual Leave:	30 days per annum.
Tenure:	Wholetime, Permanent

The Competition and Consumer Protection Commission (CCPC):

The Competition and Consumer Protection Commission (“CCPC”) is the statutory body responsible for enforcing competition and consumer protection law in Ireland. The CCPC’s broad mandate, covering all sectors of the economy, gives it a vital role in ensuring that markets work better for consumers.

We are governed by an Executive Chairperson and three Commission Members (“the Commission”). The Commission is responsible for the strategic and operational management of the organisation to deliver on our mission and meet our regulatory objectives.

The CCPC has historically been structured around divisions with each Division being overseen by a Member of the Commission and led by a Divisional Director. In recent years the CCPC has increased its activity and impact and has also received new functions which have required it to expand its number of divisions. As a result, the CCPC has decided to create a new role of Senior Director who will be responsible for helping the CCPC achieve its objectives while balancing its strategic and operational responsibilities. Senior Directors will oversee a number of divisions and work closely with and report to a Member of the Commission. We are staffed with people from a wide range of technical backgrounds, including economists, lawyers, digital forensic specialists, investigators, communications professionals and more.

You can read our [strategy statement](#) which outlines the vision, mission, values and goals of the CCPC. Further information on the work of the CCPC can be found at www.ccpc.ie.

Equal Opportunities

The CCPC is an equal opportunities employer. We are committed to championing an inclusive and diverse workforce that reflects modern Ireland and the people we serve. We strive to create a culture where everyone has equal access to opportunity and feels comfortable and confident to be themselves at work. Reasonable Accommodations will be provided, if required, during this process. To discuss and request reasonable accommodations in confidence please contact seniorrecruit@ccpc.ie

Division Overview

The Senior Director will lead on Competition Enforcement under the direction of the Commission. They will work closely with and report to a Member of the Commission and oversee the following divisions in the CCPC: Cartels, Antitrust, Competition Legal Division and Forensic Technology & Data Analytics Division.

The Cartels and Antitrust Divisions are responsible for delivering the CCPC's competition enforcement functions. Both Divisions operate a new administrative enforcement regime arising from the Competition (Amendment) Act 2022. The Cartels Division also operates a criminal enforcement regime in respect of certain horizontal breaches of competition law.

Cartels Division:

The Cartels Division is responsible for conducting criminal and administrative competition law investigations, primarily aimed at detection, deterrence, and prosecution of cartels. These include serious cartel offences such as price fixing, bid-rigging / tender collusion and dividing specific customers or geographic areas between competitors. The Cartels Division is also responsible for investigating other horizontal, anti-competitive practices and agreements, as well as merger gun-jumping investigations and investigating procedural breaches arising in merger and competition investigations. The Cartels Division carries out our surveillance function and also considers immunity and leniency applications, confidential whistleblower information and complaints received. It performs specific outreach in relation to our work to combat bid-rigging in public procurement.

Antitrust Division:

The Antitrust Division delivers the CCPC's administrative competition enforcement function as it relates to vertical and unilateral conduct. The Division investigates suspected breaches of competition law relating to anti-competitive agreements and concerted practices between firms at different levels of the supply chain (i.e. vertical conduct) and abusive conduct by firms with a dominant position in the market (i.e. unilateral conduct). The Division operates a screening and case pipeline function to identify and review potential problems in markets which may require further action or investigation. The Division is also responsible for the CCPC's functions arising from the EU Digital Markets Act (Regulation (EU) 2022/1925) ("DMA") and the European Union (Contestable and Fair Markets in the Digital Sector) Regulations 2024 (S.I. No. 117/2024).

Competition Legal Division:

The Competition Legal Division comprises a specialised legal team with responsibility for advising and providing legal support on all matters relating to mergers and competition, including administrative and criminal competition enforcement. The two key areas of focus of the Competition Legal Division are (1) merger control and (2) competition enforcement.

Forensic Technology & Data Analytics Division:

The Forensic Technology & Data Analytics Division (FTDA) supports all other Divisions within the CCPC, particularly the Enforcement Divisions, in the areas of Digital Forensics, eDiscovery, Open-Source Intelligence and Data Analytics. The Division has recently undergone an expansion with the full transformation of laboratory systems and technical capabilities.

Please note that the exact divisional structure of the organisation may be subject to change over time.

The Role:

The Senior Director will play a pivotal role in driving the success of the CCPC in competition enforcement. They will have an active role in the organisation's senior management team collaborating with others to ensure that the strategic vision of the Commission is implemented in an efficient and effective manner.

They will be accountable for delivering successful outcomes across the competition enforcement case portfolio and strategic projects. They will be a key player in driving the success of the new competition enforcement regime to deliver a strong pipeline of robust enforcement outcomes that sends a clear message, nationally and internationally, that breaches of competition law in Ireland will be identified and punished. The role will require strong decision making and case management skills in applying robust prioritisation principles to deliver efficient outcomes. The role will also oversee the legal defence of CCPC decisions and will require keen tactical and strategic abilities.

Senior Directors will be effective and visible leaders, capable of inspiring and motivating others and playing an active role as part of the CCPC's senior management team in shaping and leading the organisation. This will include implementing effective performance management, coaching and supporting their direct reports to enhance their impact. It will also involve contributing to the CCPC's strategic workforce planning, recruitment and L&D.

The role provides a leadership position as part of the international competition enforcement and forensic technology community and requires the ongoing nurturing of relationships with the European Commission, European Competition Network (ECN), International Competition Network (ICN) and academics, working closely with the Commission. The Senior Director will be both professional and credible, capable of anticipating strategic risks and responding in an informed manner. They will engage with a wide variety of stakeholders, be experienced in senior level communications and will represent the CCPC at national and international fora, conferences and on national media.

In addition to the immediate appointment from this campaign, an order of merit may be established. This may be used to fill any future vacancies in this Role.

Key Responsibilities:

- Building the CCPC into an internationally recognised body in cartel and competition enforcement through delivering a track record of successful enforcement outcomes, including progressing cases to adjudication with a view to the imposition of administrative sanctions.
- Working with the Commission and the Senior Management Team to develop and drive the strategy and annual workplan process, providing strategic leadership, managing risk and pro-actively contributing to the CCPC achieving its strategic objectives.
- Providing direction to cases and litigation and overseeing strong case management structures with a culture of solution focused debate, clear reporting on milestones and timely escalation of key issues when necessary.
- Acting as line manager to the Directors of the Cartels Division, Antitrust Division, Competition Legal Division and Forensic Technology & Data Analytics Division.
- Developing and managing capability and capacity across a diverse team of economists, lawyers, investigators, technologists and data analysts through effective delegation, coaching and mentoring.
- Overseeing strategic projects such as establishing Screening for Bid Rigging.
- Establishing a leadership role for the CCPC at national and international fora, such as the European Competition Network, International Competition Network and the OECD.
- Leading a culture of continuous improvement and innovation, reviewing and developing procedures and internal systems and setting high standards to drive the delivery of strategy.
- Fostering strong relationships with key stakeholders including within government, industry and international regulators and assisting in identifying opportunities for policy and legislative developments.
- Representing the CCPC on significant competition issues in national TV, radio and print media.

Essential:

Please note: In order to satisfy the shortlisting panel that you meet these criteria you must explicitly reference how you meet same in your CV. Failure to demonstrate these may prevent your application progressing to future shortlisting stages.

- A third level qualification (at Level 8 or above) in Law, Economics, Business or other related discipline.
- At least 5 years' demonstrable experience of leading and managing people/teams in a legal, economic, regulatory and/or enforcement area.
- Strong legal/economic drafting skills including the ability to understand and analyse information and deliver clear, focused reports.
- Strong leadership skills including working on strategy with senior managers and experience of change management projects.
- Proven ability to oversee robust case/project management structures that deliver robust outcomes within tight time frames.
- Strong verbal communication skills including the ability to influence senior management and present complex information to multiple audiences with different backgrounds.
- Excellent communication, media, networking and influencing skills, as required to operate at a senior level.

Desirable:

- Direct experience of antitrust cases and/or regulatory enforcement cases
- Knowledge of competition matters including enforcement, policy, legislation, issues and challenges.

Application Process:

To apply for this position, candidates must submit an up-to-date CV that clearly demonstrates how your skills and experience meet the essential criteria. Additionally, please submit a cover letter explaining your motivation for applying for this position and what you would offer in the role (maximum 300 words). Applications should be sent to seniorrecruit@ccpc.ie. Please note that canvassing will result in disqualification from the recruitment process.

Shortlisting:

Shortlisting of candidates will be based on the information provided in their application. In order to satisfy the shortlisting panel, you need to clearly highlight within your application how your skills and experience meet the essential criteria. If this is not clearly displayed, it may prevent your application progressing to the shortlisting stage.

Interview Process:

There will be two interviews for this role, the first round is likely to take place in mid-October 2025, and the second round is likely to take place at the end of October 2025. During the first-round interview, the CCPC will conduct competency style interviews based on the Principal Officer Higher (PO1) [competencies](#) below:

- 1) Strategic Awareness
- 2) Persuasive Communication
- 3) Decision Making
- 4) Resilience
- 5) Leading People
- 6) Results Orientation

Full details of these competencies can be found on the [CCPC careers page](#) under FAQ.

The second-round interview will involve an assessment using practical methods such as presentation skills, writing assignments or role play.

To find out more about what it is like to work in the CCPC, FAQ's, terms and conditions and the benefits on offer, please visit our [CCPC careers page](#).