



The Competition and Consumer Protection Commission (CCPC).

Candidate Information Booklet

Job Title: Senior Analyst (economic, regulatory, or legal background)

Grade: Higher Executive Officer (HEO)

Closing date: 12 noon, Monday, 15 July 2024



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 plays a vital role in ensuring that markets work better for Irish consumers.

We are governed by an Executive Chairperson and four 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.

Each Division of the CCPC is overseen by a Member of the Commission, led by a Divisional Director and managed by a senior management team from within the Division. 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 the [strategy statement](#) which outlines the vision, mission, values and goals of the CCPC. Further information on the work of the CCPC to be found at www.ccpc.ie.

General Information:

Job Title:	Senior Analyst (economic, regulatory, or legal background)
Grade:	Higher Executive Officer (HEO)
Starting Salary:	* €56,556 *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.
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:	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. 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.
Closing Date:	12.00 pm, Monday, 15 July 2024
Annual Leave:	29 days
Tenure:	Wholetime, Permanent

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 feel 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 ccpccareers@cpl.ie

Division Overview

The Competition Enforcement and Mergers Division (CEM) delivers the CCPC's merger review function and its administrative competition enforcement function as it relates to vertical and unilateral conduct. CEM is divided into two sections: (i) Mergers; and (ii) Antitrust Enforcement. CEM plays a key role in achieving the CCPC's vision of open and competitive markets where consumers are protected and empowered, and businesses actively compete.

CEM's Mergers Section examines mergers notified to the CCPC to determine if such mergers would result in a substantial lessening of competition in Ireland. The Mergers Section ensures that mergers which threaten to substantially lessen competition only proceed where measures are put in place that address the CCPC's competition concerns. Where that does not happen, the CCPC can prohibit the merger.

CEM's Antitrust Enforcement Section investigates suspected breaches of competition law relating to anti-competitive agreements and concerted practices between firms at different levels of the supply chain (vertical conduct) and abusive conduct by firms with a dominant position in the market (unilateral conduct). Through its administrative competition enforcement regime, the CCPC can impose administrative financial sanctions (fines) on businesses found to have breached competition law. This Section is also responsible for the CCPC's functions under the EU Digital Markets Act.

The Role:

As Senior Analyst, you will work on cases alongside junior and senior colleagues to progress merger or antitrust investigations. You will be responsible for handling cases, gathering, and assessing evidence, drawing conclusions, and making recommendations.

You will be responsible for the management of certain cases as well as making a strong contribution to the delivery of more complex investigations. This will involve carrying out assessments of issues and the articulation of that analysis in written reports and memos. You will be required to identify evidential gaps, use research and investigative skills to address these gaps, and recommend next steps. You will gather evidence from a wide variety of sources to progress the case through desk research and market enquires, and through exercising the CCPC's statutory investigative powers. You will also apply project management skills to help ensure that cases are delivered robustly, successfully, and where appropriate, in line with statutory deadlines.

You will be primarily placed in one of the two Sections in CEM but will gain experience working across all CEM's functions as well as having the opportunity to work with other CCPC divisions on cross-divisional teams.

The Successful Candidate:

The successful candidate will have a proven ability to identify and critically assess issues, using research and investigative skills to progress a case or project. The successful candidate will be enthusiastic, ambitious, and proactive – driven to deliver for the CCPC and consumers.

To ensure that correct procedures and investigative best practice are followed, the successful candidate will have to be flexible and highly organised – taking ownership of work for which they are responsible, ensuring that records are maintained to the highest standards and that reporting on ongoing work is available at any point in time.

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 at the same level within this or other Divisions of the CCPC where roles have similar responsibilities and/or similar skills are required.

Key Responsibilities:

- Effectively and efficiently identify potential competition issues arising from notified mergers and competition complaints/queries.
- Manage and lead on assessments of assigned initial antitrust queries/complaints and/or Phase 1 mergers and make recommendations for next steps.
- Participate as a case team member in investigations of notified mergers or potential breaches of competition law.
- Use investigative tools as appropriate, including desk research, written requests/requirements for information, interviews, and search operations/inspections.
- Analyse information and evidence gathered during investigations and contribute towards overall CCPC assessment/decision-making.
- Prepare a wide range of documents relating to investigations and mergers, including information requests, third party questionnaires, meeting minutes and agendas, case memos, and decisions for review by senior colleagues.
- Use project management tools to ensure effective delivery of assigned cases.
- Represent the CCPC at international events and conferences. This may include, for example, meetings of the European Competition Network, the OECD, or the International Competition Network.
- Line management of Analyst(s) (Executive Officer)
- Other ad hoc duties as may be reasonably requested based on organisational need.

Essential:

- Relevant (minimum) Level 8 Degree (such as economics, law, business, regulation, compliance or similar) OR 2 years comparable professional experience.
- Proven track record of analysing issues and articulating analysis in written reports/decisions/recommendations.
- Case management with a proven track record of working towards fixed deadlines.
- Experience leading and managing a project.
- Demonstrable written and verbal communication skills, particularly when presenting analysis to colleagues and senior decision makers.
- Demonstrable interpersonal and communication skills with the ability to work effectively in a team environment and on one's own initiative.

Desirable:

- Experience in merger control, competition policy or regulation, or handling complaints or conducting investigations (or inspections) within a regulatory/enforcement agency or in private practice.
- Knowledge of Irish and/or European competition policy and related legislative environment, issues challenges and development.
- People management experience.

Application Process:

To apply for this role, please submit:

- an up-to-date CV; and,
- a cover letter detailing your suitability for the position (no more than 2 A4 pages).

Shortlisting:

In order to satisfy the shortlisting panel, you must 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 one interview for this role which is scheduled to take place at the end of July. The CCPC conduct competency style interviews based on the Higher Executive Officer [competencies](#) below:

- 1) Team Leadership
- 2) Judgement, Analysis and Decision Making
- 3) Management and Delivery of Results
- 4) Interpersonal and Communication Skills
- 5) Specialist Knowledge
- 6) Drive and Commitment

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

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