



## **The Competition and Consumer Protection Commission (CCPC).**

### **Candidate Information Booklet**

**Job Title:** Deputy Director of Legal Services  
(Competition Enforcement)

**Grade:** Assistant Principal Higher (AP1)

**Closing date:** 12 noon, Thursday, 15 August 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’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.

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 our [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](http://www.ccpc.ie).

### General Information:

<b>Job Title:</b>	Deputy Director of Legal Services (Competition Enforcement)
<b>Grade:</b>	Assistant Principal Higher (AP1)
<b>Starting Salary:</b>	<u>*€85,951</u> *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.
<b>Employing Authority:</b>	Competition and Consumer Protection Commission (CCPC)
<b>Office Location:</b>	Bloom House, Railway Street, Dublin 1, D01 C576
<b>Working Hours:</b>	35 hours per week
<b>Hybrid / Agile / Remote Working:</b>	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.
<b>Closing Date:</b>	12.00 pm, Thursday, 15 August 2024
<b>Annual Leave:</b>	30 days
<b>Tenure:</b>	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 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 [ccpccareers@cpl.ie](mailto:ccpccareers@cpl.ie)

## Division Overview

The CCPC has two in-house legal divisions: (i) the Competition Legal Services Division, led by the Director of Legal (Competition); and (ii) the Consumer/Product Safety Legal Services Division, led by the Director of Legal (Consumer/Product Safety). This competition is for a role in the Competition Legal Services Division.

The Competition Legal Services Division is a team of specialised lawyers who support the CCPC in delivering on all aspects of its competition law functions. The focus of the Division is on advising the Commission and case teams on mergers, competition law and enforcement. On mergers, this includes the provision of advice to the Commission and to case teams on all aspects of the CCPC's merger review function. On competition law, this includes advising the Commission and case teams on all aspects of competition enforcement, both criminal and administrative under the novel Competition (Amendment) Act 2022. The Division also has a busy litigation function and is responsible for managing legal proceedings and legal risk on behalf of the CCPC. The Division also advises the Commission on legislation and policy relating to competition law and enforcement and on other aspects related to the CCPC's expanding remit.

LSD Competition is led by the Director of Legal (Competition). The team consists of two Deputy Directors, one focused on mergers and one focused on competition enforcement, and a current team of seven lawyers supplemented by external consultants where required. Where appropriate, the CCPC also engages external barristers and solicitors to advise on a variety of legal matters.

Given the CCPC's evolving remit, ambitious enforcement objectives and the continued expansion of its enforcement powers, the Competition Legal Services Division has doubled in size over the last 12 months. It is expected that the Division will continue to grow in size in the coming years meaning this is an exciting opportunity to join a Division with excellent career progression opportunities.

## The Role:

The CCPC is seeking to recruit a Deputy Director of Legal Services to lead legal services in relation to the CCPC's competition enforcement functions. This is an opportunity for an experienced lawyer, with excellent strategic leadership skills, to take on a senior management role supporting the Director of Legal (Competition) in overseeing the delivery of legal services in a dynamic and fast-paced public sector organisation.

The Deputy Director of Legal Services (Competition Enforcement) will be primarily responsible for leading a team of specialist lawyers in providing high-quality, solution-focused legal advice and support on all aspects of the CCPC's competition law enforcement function. A key requirement of this role will be supporting the CCPC in using its new enforcement powers under the Competition (Amendment) Act 2022 including the embedding of a successful administrative enforcement regime for competition law in the CCPC. The successful applicant will have a critical leadership role in a challenging regulatory and enforcement environment. The post holder will be self-driven and results-oriented with experience of providing strategic advice on complex legal matters and the ability to motivate a team to meet ambitious targets and strict deadlines. A key requirement for the position is the ability to anticipate and identify legal issues of wider strategic importance and put in place plans to proactively deal with them.

Reporting to the Director of Legal (Competition), the successful applicant will work closely with the wider Senior Management team in the CCPC and directly with investigation teams in the CCPC's Competition Enforcement and Mergers Division and Cartels Division. The successful applicant will contribute to the development of the organisation through initiating, and constructive engagement in, cross-Divisional and organisation-wide projects. The primary responsibility of the role is in relation to competition enforcement however, depending on demand, the successful applicant may be required to assist on mergers matters and so experience in this area is welcome.

## Key Responsibilities:

- Assisting the Director of Legal (Competition) in the strategic management, leadership and administration of the Division.
- Providing proactive, solution-focused and timely legal advice in relation to all aspects of the CCPC's competition law functions
- Managing legal proceedings and litigation strategy relating to competition enforcement including the effective management and oversight of external legal services providers.
- Ensuring the demand for legal advice on enforcement is met through effective delegation and supervision of the provision of legal advice by the team and creative use of resources and efficiencies.
- Lead and manage the expanding team to ensure its operational effectiveness, setting high standards and implementing strategies to drive team performance.
- Develop capability and capacity across the team through effective delegation, coaching and mentoring.
- Overseeing the procurement of external legal services and ensuring the effective management and oversight of external legal services providers.
- Providing any other legal services as required by the Director of Legal (Competition).
- Establishing and maintaining networks of relationships with CCPC staff and external parties, including external legal counsel, government officials, other competition enforcement agencies and the European Commission.
- Representing the CCPC at both national and international meetings and conferences when required.
- Proactively identify areas of legislative reform to assist in the performance of the CCPC's competition functions and oversee the drafting of proposals or recommendations to Government Departments in relation to same.
- Promoting the Vision, Mission and Values of the CCPC.

## Essential:

- Candidates must have been called to the Bar in the State and entered on the Roll of Practising Barristers maintained by the LSRA **or** have been admitted and be currently enrolled as a solicitor in the State **or** hold a professional qualification in law which would be acceptable to the CCPC as being equivalent to the above.
- At least **4 years relevant post-qualification work experience** either in a law firm, as a practising barrister, as in-house counsel, or as a legal advisor in the civil/public service.
- Direct experience of leading and managing people/teams.
- Professional knowledge and/or experience in the area of competition law.
- Experience in litigation and/or regulatory investigations.
- Strong written and verbal communication skills including the ability to provide clear, focused, and practical legal advice.
- Highly developed organisational and administrative skills.
- Oral and written fluency in the English language.

### **Desirable:**

- Relevant qualifications and/or experience in law above the essential requirements.
- Experience in criminal prosecutions
- Experience of successfully working across multiple legal disciplines.

### **Application Process:**

To apply for this role using the link on the CCPC [careers page](#), please submit an up-to-date CV. Applicants should note that canvassing will result in your exclusion from the 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 that are likely to take place in late August. During the first-round interview, the CCPC will conduct competency style interviews based on the Assistant Principal Higher [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](#)

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](#)