



The Competition and Consumer Protection Commission (CCPC).

Candidate Information Booklet

Job Title: Head of Unit – Competition Enforcement

Grade: Assistant Principal (AP)

Closing date: 12noon, Thursday, 19 September 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:	Head of Unit – Competition Enforcement
Grade:	Assistant Principal (AP)
Starting Salary:	<u>*€78,303</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.
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 Thursday, 19 September 2024
Annual Leave:	30 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) Competition Enforcement; and (ii) Mergers. 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 Competition 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.

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.

The Role:

As Head of Unit, you will be responsible for ensuring the successful delivery of competition investigations and other antitrust work. Your role will be to lead the team of Senior Analysts and Analysts, driving cases forward, gathering evidence and leading on the identification, articulation, and interrogation of theories of harm.

You will be responsible for developing, managing, and delivering CEM's competition investigations (including *ex-officio* / own initiative cases) in cooperation with other CEM Enforcement Heads of Unit, Deputy Directors, and the Director.

As a leader in the Enforcement Section, you will provide leadership and support to the team, contributing to building capacity and capability and continuously ensuring a positive, proactive, and collegial Division. You will work closely with both the Deputy Directors and the Director, to ensure the successful functioning of the Division and provide support where needed, as well as working closely with colleagues across the CCPC to deliver on the organisation's objectives.

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.

The Successful Candidate:

The successful candidate will possess strong analytical skills (quantitative and/or qualitative) and a proven ability in leading teams to critically assess evidence and information, drawing robust conclusions and making well-reasoned recommendations/decisions. They will lead the team in devising and applying appropriate frameworks/tests to effectively assess issues based on precedent and best practice and communicate the team's analysis in a way that is coherent, compelling, and convincing.

They will have experience of their analysis being subject to, and withstanding, legal and economic scrutiny. They will be able to see the full picture in their cases and understand which issues in a case should be prioritised or emphasised.

The successful candidate will be proactive, inquisitive, and resourceful – they will lead the team in developing cases, identifying evidential gaps and devising an approach to address these gaps, including identifying sources of information, evidence, and data to progress the case.

As the successful candidate may have multiple cases ongoing at any one point in time, they will need to be experienced in managing and prioritising not only their own work but also the work of their team(s). The successful candidate will have a strong grasp of the principles behind case and project management, ensuring that investigations are progressed in accordance with agreed timelines and fair procedures.

The successful candidate will be enthusiastic, ambitious, and proactive – driven to deliver for the CCPC and consumers. They will have the ability to motivate and support their team to achieve the objectives and priorities of the Division.

Key Responsibilities:

- Lead a team of Senior Analysts and Analysts working in the Enforcement Section carrying out investigations into breaches of competition law.
- Lead on developing of theories of harm, delivery of investigative approaches in gathering evidence, the assessment of evidence in relation to potential breaches of competition law.
- Lead on the development of CEM's *ex-officio* / own initiative cases.
- Lead on the drafting and reviewing of documents prepared by the team by providing substantive input where appropriate.
- Manage and progress competition investigations in line with project management processes and fair procedures.
- Devise tactical and strategic approaches to successfully deliver robust and high-quality enforcement decisions.
- Manage continuous skills development of yourself and your team to efficiently and effectively deliver cases successfully.
- Provide Divisional and organisation management with relevant, comprehensive and regular reports on competition enforcement cases and related issues as required.
- Support the Director and Deputy Directors with the management and strategic direction of the Enforcement Section.
- Contribute to, or lead, cross-divisional projects or work, as required by the Director of CEM or the Commission.
- Represent the CCPC at international events and conferences.
- Other ad hoc duties as may be reasonably requested by the Director based on organisational need.

Essential:

- Minimum Level 8 Degree in Economics or a related discipline (such as econometrics, economic regulation, mathematics, statistics) or 3 years comparable professional experience.
- Relevant experience and/or knowledge of Irish and/or European legislation and policies that concern competition, markets or economic regulation.
- Experience in leading and/or managing teams/projects, helping to maximise contributions and ensuring high levels of performance.
- Excellent verbal and written communication skills, including the ability to:
 - confidently present complex information, clearly, logically and persuasively;
 - encourage open and constructive discussions, both in case teams and cross-divisionally;
 - communicate effectively and confidently with a range of stakeholders; and,
 - draft robust, evidenced based decisions, and consider the wider implications of decisions.

Desirable:

- Ability to motivate your team and help them develop their skills through constructive feedback, formal and informal training, and creating opportunities for skills development.
- Ability to plan and prioritise the work of your team, adapting to changing circumstances when necessary.
- Ability to manage and deliver complex workload in accordance with agreed timelines.
- Experience in handling complaints or conducting investigations (or inspections) within a regulatory / enforcement agency or in private practice.

Application Process:

To apply for this role, please submit:

(1) an **up-to-date CV**; and,

(2) a **cover letter**, addressing the following two points in no more than 800 words total:

- your experience in delivering multiple, complex projects or cases, ensuring high-quality, timely outputs (500 words).
- why your experience makes you suited for the role (300 words).

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 two interviews for this role which are scheduled to take place at the beginning of October. The CCPC conduct competency style interviews based on the Assistant Principal [competencies](#) below:

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

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 and the benefits on offer, please visit our [CCPC careers page](#).