

The Competition and Consumer Protection Commission (CCPC) Candidate Information Booklet

RSM* Ireland Consultants on behalf of the Competition and Consumer Protection Commission (CCPC) will hold a competition for the purpose of recommending a person for appointment to the position of:

Head of Unit– Investigations & Enforcement, Cartels Division

Two positions available

Grade: Assistant Principal Officer (AP)

Closing date: 12 Noon, Tuesday, 3 October 2023

The CCPC is an equal opportunities employer and encourages and welcomes talented people from all backgrounds to join our employee community. Candidates should note that canvassing will disqualify you and will result in your exclusion from the process.

*RSM Ireland Business Advisory Ltd. is committed to a policy of equal opportunity.

RSM Ireland Business Advisory Ltd. will run this campaign in alignment with best practice for the Appointment to Positions in the Civil Service and Public Service prepared by the Commission for Public Service Appointments (CPSA) and which are available on www.cpsa.ie

RSM Ireland
Trinity House,
Charleston Rd,
Ranelagh,
Dublin,
D06 C8X4

Title of Position:	Head of Unit – Investigations & Enforcement
Division:	Cartels Division
Grade:	Assistant Principal Officer
Reporting to:	Deputy Director of Cartels (Assistant Principal Higher Officer)
Employing Authority:	Competition and Consumer Protection Commission (CCPC)
Location:	Dublin 1/ Agile Hybrid
Starting Salary:	*€74,701
Tenure:	Wholetime, Permanent
Annual Leave:	30 days
<i>*Candidates should note that the rate of remuneration may be adjusted, if immediately prior to appointment the appointee is a serving civil or public servant.</i>	

About the CCPC

The Competition and Consumer Protection Commission (CCPC) is the statutory body responsible for promoting compliance with, and enforcing, competition and consumer protection law in Ireland. The CCPC is a dynamic organisation with a wide scope of responsibility and we strive to promote effective competition in markets, and improve consumer welfare across the economy. The CCPC comprises a number of different divisions including inter alia: Cartels, Competition Enforcement and Mergers, Consumer Protection and Enforcement Product Safety and Digital Investigations Division.

We also work to influence public debate and policy development, to improve public understanding of the importance of open and competitive markets and to inform consumers of their rights.

The CCPC is a growing organisation which prides itself in supporting our employees in their career development and growth. The CCPC is a flexible and an engaging organisation and its growth opens up to a variety of opportunities and reflects a diverse workforce.

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

Do you have what it takes to join our team? We are looking for a person who shows stamina, resilience, and tenacity, who can work autonomously and on their own initiative.

If, yes, keep reading as we are looking for you in our division:

What does the Cartels division do?

We are the Cartels Division within the CCPC and we are responsible for conducting criminal and administrative investigations in relation to all alleged horizontal breaches of competition law. This includes offences such as price fixing, bid rigging and allocating geographic areas between competitors. These offences are not only damaging to competition, but ultimately cause consumers

or the State to pay more for goods and services than they otherwise should. In addition, we are responsible for investigating the offence of merger gun-jumping, as well as alleged non-compliance by parties with the CCPC's information-gathering powers in competition and merger investigations.

This is now an exciting time to join the organisation as a key element of this role will be supporting the CCPC to embed its new powers and procedures in light of the new administrative competition enforcement regime provided for in the Competition (Amendment) Act 2022. The work of the Cartels Division is very varied, meaningful and interesting. Staff in the Division tackle diverse range cases, which implies they are constantly researching various industries, staying abreast of international debates regarding cartel enforcement, and growing their own skills through in-house and external training opportunities.

Role profile

We are now recruiting for 2 Heads of Unit at Assistant Principal grade. The Cartel Division is currently a team of 15. This role covers desk and field investigative work, so access to a car and a full clean driving licence is essential.

The Head of Unit will lead a team of investigators in the Investigation and Enforcement section within the division, with responsibilities for driving and progressing investigations in accordance with our workplan and ensuring efficient investigation management. The Cartels Division is seeking to recruit individuals who have experience in any of the following:

- Investigatory Work
- Enforcement
- Forensic accounting / forensic auditing
- Compliance related work
- Fraud, AML etc.
- Case management
- Legal work
- Regulatory advisory

The above are guidelines as to the type of work you may have been involved in which you may have developed transferable skills suitable to this role.

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.

We are looking for you if you

- are excited about a distinctive opportunity to work with us and the CCPC
- demonstrate strong leadership skills
- are analytical
- are highly organised
- enjoying managing teams
- are a critical thinker, with a curious and creative mind?
- enjoy a varied workday

Key responsibilities

- Lead and manage a dedicated team of investigators within the Cartels Division, including supporting their professional development
- Lead and manage competition investigations, including cartel, horizontal and gun-jumping investigations
- Draft internal and external communications, analyse various sources of data and conduct field work contributing to the progression of an investigation
- Prepare investigatory reports, statements of objections and referral files to the Director of Public Prosecutions (DPP)
- Attend court when required as an authorised Officer
- Contribute to the development of strategies, policies and workplan within the Cartel Division, as well as working closely with colleagues across the CCPC to deliver on the organisation's objectives
- Develop relationships with internal and external stakeholders, including representing the CCPC at international conferences and fora
- Work closely with the Director and the Deputy Directors to achieve the Division's objectives
- Devising tactical and strategic approaches to successfully deliver enforcement outcomes
- Any other ad hoc duties as assigned

Essential criteria

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.

Essential requirements

- Relevant third level degree in business, economics, law, forensic accounting/auditing or similar related discipline
- A proven track record of a minimum of 5 years' experience working in the conduct of regulatory, compliance, criminal and/or civil investigations, forensic work, or related enforcement actions
- Successful track record of conducting analysis and providing direction on issues in cases concerning competition law, regulation, criminal or civil investigations/prosecutions or other comparable professional experience
- Proven track record in:
 - the ability to lead and deliver on parallel cases/investigations within tight time frames and with multi-disciplinary and cross divisional participation
 - leading and managing teams
 - stakeholder engagement, including strong communication skills
- Access to a car and a full clean driving licence.

Desirable

- Formal accreditation or post graduate qualification in business, economics, economic regulation, law, leadership or forensic accounting or auditing - in addition to the essential requirements;
- Professional experience in the area of competition law or competition economics;
- Project or case management skills
- Knowledge of national and EU competition policy, and the related legislative environment, issues and challenges

To apply for this role, please submit an up to date CV and a cover letter, addressing the following two points in no more than 800 words total:

1. *Please outline a situation where you had finalised an investigation and had to submit a report, which included strategic communication to stakeholders. (500 words)*
2. *Please indicate why you are suited for the role (300 words)*

It is envisaged that the interview for this position will take place at the beginning of October 2023.

For further information on the benefits the CCPC offers its employees, please visit [CCPC careers page](#)