

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

Candidate Information Booklet

Job Title: Senior Investigator (2 Positions) - Cartels Division

Grade: Higher Executive Officer (HEO)

Closing date: 3.00pm, Monday, 22 September 2025



Comisiún um
Iomparáil agus
Cosaint Tomhaltóirí

Competition and
Consumer Protection
Commission

General Information:

Job Title:	Senior Investigator
Grade:	Higher Executive Officer (HEO)
Starting Salary:	*€58,847 *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:	3.00pm, Monday, 22 September 2025
Annual Leave:	29 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.

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.

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

Division Overview

The Cartels Division within the CCPC 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. These offences are not only damaging to competition and the economy but ultimately cause consumers (including businesses) and / or the State to have less choice of good and services available and / or to pay more for goods and services than they otherwise should.

The Cartels Division is also responsible for investigating other horizontal, anti-competitive practices and agreements (such as hub-and-spoke cartels and coordination or decisions by trade associations and professional associations), the offence of merger gun-jumping (where merging parties fail to notify a merger or implement a merger before approval has been obtained from the CCPC), as well as alleged procedural offences or breaches of the relevant legislation, such as non-compliance by parties with the CCPC's enforcement powers.

The Cartels Division also considers immunity and leniency applications, confidential whistleblower information, complaints received, and performs specific outreach in relation to our work with bid-rigging in public procurement.

Given these functions, the Cartels Division is made up of three Sections:

1. Immunity / Leniency & Case Stream (ILCS);
2. Investigations & Enforcement (I&E); and
3. Criminal Competition Enforcement & Surveillance

ILCS focuses on the detection and assessments of potential cases, to develop and maintain a constant stream of cartel cases, while the latter two sections focus on conducting full investigations. There is a significant amount of cooperation and cross-over of work between the three sections.

The Role:

The Competition (Amendment) Act 2022 has introduced a new administrative enforcement regime for breaches of competition law. As a result, the Cartels Division is now responsible for operating two separate competition enforcement regimes i.e. criminal and administrative. The 2022 Act also gives the CCPC additional investigative powers that can be used by the Cartels Division in its investigations. With all these important changes to the competition enforcement landscape in Ireland, it is an exciting time to join the Cartels Division and the CCPC.

The work of the Cartels Division is varied, meaningful, and interesting. Team members tackle a diverse range of cases, which means they are constantly researching different sectors and industries, staying abreast of international developments regarding cartel enforcement, and developing their own skills through in-house and external training opportunities.

Given the significant amount of collaboration and cross-over work between the three sections, we are running one recruitment campaign for the Cartels Division, as follows:

One Senior Investigator in the Investigations & Enforcement Section of the Cartels Division, with a primary focus on progressing investigations concerning serious competition offences, such as matters pertaining to price-fixing, bid-rigging, and market sharing. The Senior Investigator is required to play a leading role in investigating alleged breaches of competition law under the CCPC's criminal and administrative enforcement regimes. This role, as with others in the Cartels Division, involves both desk-related work, open-source research, and field investigative work. The Senior Investigator will report to the Head of Unit at Assistant Principal Officer grade.

AND

One Senior Investigator in the Immunity, Leniency and Case Stream Section of the Cartels Division. The Senior Investigator will have a competition law and / or investigative background and will play a key role in the detection and assessment of cartel behaviour, reporting to senior management. The role is primarily desk-based, and includes open-source research, field investigative work including meeting with complainants and external stakeholders, and participation in various CCPC education / outreach programmes. The Senior Investigator will report to the Head of Unit at Assistant Principal Officer grade.

The Successful Candidate:

The Cartels Division is seeking to recruit individuals who have experience in any of the following:

- Legal and/or economic analysis;
- Investigations and/or enforcement;
- Forensic accounting / forensic auditing;
- Regulatory advisory and compliance related work; or
- Fraud and AML

We are seeking a Senior Investigator who is flexible and highly organised – demonstrating ownership of assigned responsibilities, ensuring that records are maintained to the highest standards, and that reporting on ongoing work is available at any point in time. They will be able to build and manage relationships with a wide variety of stakeholders, including complainants, witnesses, targets (suspects), and legal advisors.

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:

- Conduct administrative and criminal investigations into potential breaches of competition law, including cartels, other anti-competitive horizontal practices, and merger gun-jumping;
- Establishing initial investigative steps, including drafting investigation initiation documents, identifying key investigative milestones, undertaking day-to-day investigation and project management tasks, and maintaining an investigation jobs book;

- Drive forward assigned cases and conduct investigative tasks while maintaining a complete file of matters completed, with a record of research done and any evidence obtained;
- Avail of investigation tools including Requirement for Information (RFIs), witness interviews, voluntary cautioned interviews, summons procedures, and search operations;
- Act as exhibits officer and warrant holder as required during searches;
- Contribute to and assist in the preparation of investigation reports, Statements of Objection (SOs), or referral files to the Director of Public Prosecutions (DPP);
- Overseeing the casework of Investigators, including people management and mentoring;
- Conduct research and evaluate evidence gathered relating to potential cartel behaviour, other anti-competitive horizontal practices, and merger gun-jumping;
- Represent the CCPC at national and international fora and conferences, as required;
- Contribute to divisional, cross-divisional, and organisational projects when requested; and
- Undertake other ad hoc duties as may be reasonably requested, in line with organisational needs.

Essential requirements:

- Relevant (minimum) Level 8 Degree or equivalent in business, economics, law, auditing, or forensic accounting **AND** a minimum of one year or more of relevant experience in the conduct of regulatory, compliance, criminal, civil or administrative investigations, forensic work, or related enforcement actions or other equivalent relevant experience

OR

A minimum of 5 or more years' relevant experience in the conduct of regulatory, compliance, criminal, civil or administrative investigations, forensic work, or related enforcement actions or other equivalent relevant experience

- Experience in conducting research / analysis / investigations / inspections or taking regulatory enforcement actions, or providing legal analysis / advice or other equivalent relevant experience
- Be of good standing and character
- Good analytical and decision-making skills
- Good written, interpersonal, and verbal communication skills
- Excellent drafting skills and attention to detail
- Strong organisational and administrative skills

Desirable:

- Professional experience working on Irish / EU competition law or relevant regulatory matters (either in an enforcement or advisory context)
- Presentation skills
- People management experience
- Project management experience
- A full clean driving licence and access to a car

Application Process:

To apply for this role using the link on the CCPC [careers page](#), please submit an up-to-date CV (no more than two pages) **AND** a cover letter addressing the following two points in no more than 800 words total:

- *Please explain why you think you are suited for this role (300 words)*
- *Please include an example of an investigation, case, regulatory enforcement action, or similar, detailing what your specific role was and how you contributed to the outcome (500 words).*

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 one interview for this role that are likely to take place in early October. During the interview, the CCPC will conduct competency style interviews based on the Higher Executive Officer (HEO) [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, Expertise and Self Development
- 6) Drive and Commitment

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

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](#)