

The Competition and Consumer Protection Commission (CCPC).

Candidate Information Booklet

Job Title: Deputy Director - Mergers

Closing date: 3.00pm, Wednesday, 8th October 2025



General Information:

Job Title: Deputy Director - Mergers

Starting Salary: *€89,432

*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.

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Annual Leave: 30 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 <u>strategy statement</u> 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 Mergers Division delivers the CCPC's merger review function. This involves examining mergers notified to the CCPC to determine if they would result in a substantial lessening of competition in any market for goods or services in the State. As a result of new powers introduced by the Competition (Amendment) Act 2022, the CCPC can initiate merger reviews by calling-in mergers that have not been notified but may have effects on competition in the State. The Mergers Division ensures that mergers which threaten to result in a substantial lessening of 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. In any given year, the Mergers Division can consider transactions with a cumulative value of several billion euro.

The Mergers Division represents the CCPC at European Commission Advisory Committee meetings and participates in the European Competition Network (ECN) Merger Working Group. The Mergers Division also leads on engagement with the European Commission on matters relating to the EU Foreign Subsidies Regulation (Regulation (EU) 2022/2560).

For further information on the CCPC's merger review work in 2024, see the CCPC Mergers and Acquisitions Report 2024 available here.

The Role:

The CCPC is seeking to recruit a Deputy Director of Mergers, with excellent strategic leadership skills and proven expertise in the application of competition law and/or economics, to take on a senior management role in the CCPC's Mergers Division. Working with the CCPC's Director of Mergers, the successful candidate will play a key leadership role in the effective delivery of the CCPC's merger review and related functions. This is an opportunity for you to strongly contribute your professional skills and experience to the future enforcement of merger control in Ireland, at a time of significant change at both national and EU levels.

The Deputy Director will be responsible for directly leading and managing merger review teams efficiently and effectively, in compliance with relevant legislation, guidelines and related procedures, in investigating mergers and delivering robust determinations. As part of the leadership team in the Mergers Division, you will have a consistent focus on securing appropriate outcomes, delivering multiple cases/projects, and ensuring the continuous development of capacity and capability in the division.

Reporting to the Director of Mergers, you will be responsible for leading and managing dedicated case teams undertaking meaningful and impactful work, providing strategic direction to the Division and delivering on its annual divisional workplan. You will have the opportunity to represent the CCPC at national and international fora and conferences. This may include European Commission Advisory Committee meetings, and European and International Competition Network meetings.

The Successful Candidate:

The successful applicant will have a leadership role in managing for results and delivering to a high standard in a challenging and dynamic environment. The post holder will be self-driven with and the ability to motivate staff to meet ambitious targets and demanding statutory deadlines. They will have a proven record of strong leadership, people and case management experience, strong analytical skills and an ability to oversee multiple complex cases/projects.

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:

- Assist the Director of Mergers in the strategic management, leadership, and administration of the division.
- Assist the Director in delivering on the Merger Division's and the CCPC's objectives by providing strategic and tactical professional inputs across the division's workstreams.
- Ensure the delivery of merger reviews on time, taking into account the need to manage multiple complex cases with competing priorities and demands.
- Lead merger review teams to ensure their operational effectiveness, setting high standards and implementing strategies to drive team performance, including implementation of project management tools to deliver successful outcomes in merger reviews.
- Assist the Director in monitoring and developing capability and capacity across the Mergers Division through effective delegation, coaching and mentoring and identification of learning/development needs.
- Provide and/or supervise the provision of effective, solution-focused, and timely professional inputs to support the CCPC's investigation of mergers and acquisitions.
- Draft and/or supervise the drafting of various documents including memos, merger assessments, policies and procedures, determinations, etc.
- Take a lead on key Mergers Division and cross-divisional projects as the need arises, build familiarity with the broad remit of the CCPC's mandate, and encourage the team to do the same.
- Engage with internal and external stakeholders on advocacy for necessary policy and legislative change to support the delivery of the CCPC's merger review function.
- Promote the Mission, Vision, and Values of the CCPC and contribute to the development and implementation of Divisional strategy and workplans that will pro-actively contribute to achieving CCPC strategic objectives.
- Deputise for the Director and deliver other workstreams as may be required by the Director.

Essential:

- A third level qualification (at Level 8 or above) in Law, Economics, Business or other related discipline.
- At least 4 years' demonstrable experience of leading and managing people/projects(s) in a legal, economic, regulatory, compliance and/or enforcement area.
- Knowledge and experience in the area of merger control.
- Strong legal/economic drafting skills including the ability to understand and analyse information and deliver clear, focused reports.
- Strong verbal communication skills including the ability to influence senior management and present complex information to multiple audiences with different backgrounds.
- Proven ability to lead and deliver on projects within tight time frames.

Desirable:

• Relevant qualifications and/or experience above the essential requirements.

Application Process:

To apply for this role using the link on the CCPC <u>careers page</u>, please submit an up-to-date CV clearly demonstrating how your skills and experience meet the essential criteria. Additionally, please submit a cover letter explaining your motivation for applying for this position and what you would offer in the role (maximum 300 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 two interviews for this role that are likely to take place in late October and mid-November. During the first-round interview, the CCPC will conduct competency style interviews based on the <u>competencies</u> 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 under FAQ.

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