

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

Candidate Information Booklet

Job Title:	Head of Unit, Mergers
Grade:	Assistant Principal Officer (AP)
Closing date:	3.00pm, Wednesday 5th November 2025



Comisiún um
Iomparáil agus
Cosaint Tomhaltóirí

Competition and
Consumer Protection
Commission

General Information:

Job Title: Head of Unit

Grade: Assistant Principal Officer (AP)

Starting Salary: €81,475*

*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, Wednesday, 5th November 2025

Annual Leave: 30 working 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. The CCPC also has new and expanding roles in digital and data regulation.

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 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 Head of Unit in the Mergers Division. The Head of Unit will have responsibility for leading and managing teams with different experiences and skillsets, ensuring the successful delivery of merger investigations.

Reporting to the Deputy Director of Mergers, the Head of Unit will be responsible for directly leading and managing teams of analysts and senior analysts undertaking meaningful, impactful and interesting work. The Head of Unit will lead and support merger investigations, driving cases forward, gathering evidence and leading on the identification, articulation and interrogation of theories of harm.

As a member of the divisional Senior Management Team, the Head of Unit will contribute to building capacity and capability while ensuring positive, proactive and collegial working practices. The Head of Unit will work closely with the Deputy Director 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 critical thinking skills, and will have a proven ability in leading teams to 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 sound legal and economic principles. They will be able to effectively communicate complex issues and analysis to CCPC senior management, merging parties, and third-party stakeholders 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.

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:

- Lead on assigned merger investigations, including leading team(s) of Senior Analysts and Analysts.
- Lead on assigned investigations into breaches of competition law, including leading team(s) of Senior Analysts and Analysts.
- 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 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.
- Manage continuous skills development of yourself and your team.
- Provide Divisional and organisation management with relevant, comprehensive and regular reports on competition enforcement cases and related issues as required.
- Contribute to, or lead, cross-divisional projects or work, as required.
- 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:

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.

- Minimum Level 8 Degree in Law or Economics (or a related discipline such as econometrics, economic regulation, mathematics, statistics), or 4 years of professional experience consistent with the below.
- A minimum of 2 years of relevant professional experience in at least one of:
 - leading and managing people/projects(s) in a legal, economic, regulatory, compliance and/or enforcement area;
 - economic analysis, consultancy, advice, research, or studies;
 - providing legal advice, analysis, or research; or,
 - public policy / regulatory analysis.
- Knowledge of at least one of:
 - Irish/European competition law and policy;
 - competition economics / industrial organisation;
 - economic regulation/enforcement; or
 - other relevant regulatory / supervisory / enforcement frameworks.
- Experience in leading and/or managing teams/projects.
- Experience in managing and delivering complex workloads in accordance with agreed timelines.
- 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:

- Relevant qualifications and/or experience above the essential requirements.
- Professional experience working on Irish / EU competition law or relevant regulatory matters (either in an enforcement or advisory context).

Application Process:

To apply for this role using the link on the CCPC [careers page](#), 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 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 two interviews for this role that are likely to take place in late November and early December.

During the first-round interview, the CCPC will conduct competency style interviews based on the Assistant Principal Officer [competencies](#) below:

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

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](#)