

Call for Expressions of Interest - Adjudication Officer Panel

The Competition and Consumer Protection Commission (“CCPC”) invites expressions of interest from suitably qualified individuals with relevant expertise for consideration for nomination to the Minister for Enterprise, Tourism and Employment for appointment to a panel of Adjudication Officers in accordance with section 150 of the Competition Act 2002 (as amended) and the Competition Act 2002 (Adjudication Officers) Regulations 2023 (S.I. No. 476/2023).

Closing date: 12 noon on Tuesday, 12th August 2025

Title of Position:	Adjudication Officer
Location:	Dublin
Remuneration:	Daily rate - €788.27 (pro-rated for part days) The one person, one salary principle will apply to this role ¹
Tenure:	5-Year term, renewable once only
Working Pattern:	No fixed work pattern (This will be dependent on assignment, and appointment does not guarantee assignment to cases)
Contracting Authority:	Competition and Consumer Protection Commission (CCPC) Adjudication Officers are appointed by the Minister for Enterprise, Tourism and Employment on the nomination of the CCPC. The contractual relationship will be between the CCPC and the Adjudication Officer.
Contract Type:	Contract for Services

Key Purpose of the Role

Adjudication Officers (“AO”) will be nominated by the Competition and Consumer Protection Commission (“CCPC”) for appointment by the Minister for Enterprise, Tourism and Employment under section 150(1) of the Competition Act 2002, as amended (the “2002 Act”) and the Competition Act 2002 (Adjudication Officers) Regulations 2023 (S.I. No. 476/2023) (the “2023 Regulations”) to make administrative competition enforcement decisions on behalf of the CCPC or otherwise exercise any powers of an adjudication officer under Part 2D of the 2002 Act.

CCPC Background

The 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.

For many years the CCPC argued that the Irish competition regime needed increased enforcement powers in order to be able to deliver for consumers. The Competition (Amendment) Act 2022 gives greater powers to the CCPC. This means that, for the first time, the CCPC, through independent adjudication officers, can impose administrative financial sanctions for breaches of Irish and EU competition law, subject to Court confirmation.

¹ [DPER One Person One Salary](#) and [DPER Letter](#)

This is an important and exciting time to be involved in the new adjudication function at the CCPC. As the CCPC's decision-makers, Adjudication Officers will play a vital part in ensuring that the Irish competition regime delivers for consumers and the whole economy.

The CCPC consists of a Chairperson and up to six (currently two) Members (together the "Commission"). The Commission is responsible for the strategic and operational management of the organisation to deliver on our mission and meet our statutory and 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. Our [strategy statement](#) outlines the vision, mission, values and goals of the CCPC. Further information on the work of the CCPC can be found at www.ccpc.ie.

Adjudication Function Overview

The 2022 Act, which transposes Directive (EU) 2019/1 (known as the 'ECN+ Directive'), establishes a landmark new administrative enforcement regime in Ireland for breaches of EU and Irish competition law. Part 2D of the 2002 Act (as inserted by the 2022 Act) creates a new administrative adjudication regime under which the CCPC, through independent adjudication officers, has the power, subject to court approval, to make decisions concerning alleged infringements of competition law and to impose administrative financial sanctions of up to €10 million or 10% of total worldwide turnover. The CCPC Commission will refer cases for adjudication following the conclusion of investigations by CCPC investigation teams.

Part 2D of the 2002 Act creates the role of Adjudication Officers that are nominated by the CCPC and appointed by the Minister for Enterprise, Tourism and Employment. Part 2D also provides for the role of Chief Adjudication Officer ("CAO"). A CAO was appointed by the Minister for Enterprise, Tourism and Employment on 26 March 2025. The CCPC now intends to nominate a panel of AOs for appointment by the Minister for Enterprise, Tourism and Employment.

The CCPC has established a Competition Adjudication Unit, responsible for supporting the set-up and operation of the new adjudication function under Part 2D of the 2002 Act. The Competition Adjudication Unit is led by a Director, and it will provide support and assistance to the CAO and AOs in the exercise of their functions. Robust arrangements are in place to ensure clear separation between the CCPC's investigative and adjudication functions in relation to breaches of competition law and to safeguard the independence of the adjudication regime.

Role Summary

The CCPC requires talented and suitably experienced individuals to act as Adjudication Officers on behalf of the CCPC under Part 2D of the 2002 Act. The successful nominees to the panel will have a demonstrable track record of making objective, proportionate and reasoned high-level decisions in a legal, regulatory and / or business environment.

AOs will play a key role in delivering on the CCPC's mandate by making decisions on behalf of the CCPC in accordance with Part 2D of the 2002 Act. A referral for decision will be made by the CCPC in accordance with section 15M of the 2002 Act following the conclusion of an investigation by the CCPC's investigation teams. Some of the detail around this decision-making role is set out in Appendix 3. A fundamental requirement of the 2002 Act is that there must be adequate separation between the CCPC's investigative and adjudicative functions: that is, between the individuals investigating a suspected infringement and the individuals deciding whether an infringement has, in fact, occurred and imposing a fine or other sanction. The 2002 Act contains stringent requirements to ensure that the adjudication function shall be independent, including a requirement that it shall not be accountable or answerable to any person when performing these functions.

In practical terms, the CCPC expects that the AOs will:

- Act as AO for assigned cases, which includes being available to sit in oral hearings
- Make high quality, consistent, proportionate and fair decisions
- Ensure that adjudication of any potentially assigned cases is conducted in accordance with the 2002 Act and best practice case management
- Maintain an open and productive relationship with the CAO and the Adjudication Unit of the CCPC.

It is the CCPC's intention to nominate approximately 15 Adjudication Officer candidates for the role of Adjudication Officer. These individuals will be selected to ensure a wide range of skills and experience, to enable the Minister for Enterprise, Tourism and Employment to form a balanced panel, reflecting different areas of expertise including competition law, competition economics, regulatory, legal and international experience in these areas, across the panel of Adjudication Officers.

Following appointment to the panel, individual Adjudication Officers (or Divisions of more than one Adjudication Officer) will be assigned to matters by the Chief Adjudication Officer as they arise.

The CCPC's process for selection of candidates is set out in Appendix 1.

Eligibility Criteria

Candidates must satisfy the Adjudication Officer eligibility criteria set out in Regulation 3 of the 2023 Regulations. These are set out in full in Appendix 2 below.

Essential Criteria

Applicants must have a proven ability to:

- analyse, understand and assess complex legal and economic arguments by reference to evidence
- assimilate large quantities of detailed information to make evidence-based decisions and provide cogent reasoning for same
- conduct hearings and make fair judgments based on relevant evidence
- understand the legal environment within which AOs will be deciding issues
- work effectively both individually and collaboratively as part of a division of AOs
- act professionally, ethically and with integrity
- have necessary administrative skills.

Desirable Skills

- previous experience of competition decision-making at a senior level, such as other panels, committees or tribunals

How to apply

Expressions of interest should be submitted by email to recruit@ccpc.ie by 12 noon on Tuesday, 12th August 2025.

An expression of interest must include:

1. The accompanying Expression of Interest form outlining how the applicant meets the eligibility and essential criteria for the role; and
2. A detailed CV.

Appendix 1

Process

The selection of candidates for nomination to the Minister for the Adjudication Officer panel, will be made based exclusively on the information provided in the Expression of Interest Form and CV. To satisfy the assessment panel, you must clearly highlight within your Expression of Interest Form and/or CV that you meet the eligibility and essential criteria for the role. If this is not clearly displayed, it may prevent your application progressing to future stages.

General

Applicants should note that canvassing will disqualify them and will result in their exclusion from the process.

The appointment is subject to any relevant provisions of the 2002 Act and any subsequent amendments to or enactments made under the 2002 Act, including the 2023 Regulations.

Contract Type

Contract for Services. The contract will not give rise to an employment relationship between the CCPC and the AO.

Remuneration

€788.27 daily rate (exclusive of any applicable VAT), pro-rated for partial days, on assignment to a case. The one person, one salary principle² will apply to this role. It is anticipated that training will be provided for Adjudication Officers which will be remunerated at the daily rate.

Tenure

The Minister for Enterprise, Tourism and Employment will appoint the panel of Adjudication Officers. The appointments to the panel will be for a fixed term of up to 5 years, potentially renewable once.

Working Pattern

Appointment as an Adjudication Officer does not guarantee assignment to any one or more actual cases. If an Adjudication Officer is assigned by the Chief Adjudication Officer to a case, the time commitment required will depend on the case to which the Adjudication Officer is assigned. Adjudication Officers are under no obligation to accept any assignment offered.

Location

It is anticipated that Adjudication Officers will work in a hybrid manner with hearings taking place in person, in the Dublin area.

Independence of Adjudication Officers

Adjudication Officers are independent in the performance of their functions and shall not, during their term of appointment:

² [DPER One Person One Salary](#) and [DPER Letter](#)

- participate in an investigation, by the CCPC, of a suspected infringement of relevant competition law, or
- act as authorised officer under –
 - section 15G of the 2002 Act,
 - section 35 (insofar as it relates to investigations of suspected infringements of relevant competition law) of the Competition and Consumer Protection Act 2014, or
 - the Communications Regulation Act 2002.

Conflicts of interest and Registrable Interests

Candidates are directed to Regulation 9 of the 2023 Regulations, which provides that an Adjudication Officer who receives remuneration from a source other than the competent authority that gives rise to a conflict of interest shall declare the remuneration and the conflict to the relevant Minister. This obligation applies at the time of nomination for appointment as an Adjudication Officer, upon renewal of appointment, and throughout the Adjudication Officer's term.

Health and Character

Candidates must be in good health, capable and competent of carrying out the work assigned to them, and they must be of good character. Those under consideration for the position will be required to complete a health and character declaration.

References may be sought and the CCPC may contact candidates to discuss the role.

Appendix 2

Eligibility Criteria for appointment as Adjudication Officer under Regulation 3 of the Competition Act 2002 (Adjudication Officers) Regulations 2023 (S.I. No. 476/2023)

3. (1) A person shall be eligible to be nominated by the competent authority under section 150 of the Principal Act if –

(a) the person is a fit and proper person to perform the functions of an adjudication officer,

(b) the person satisfies at least one of the following criteria:

(i) subject to section 15P(3) of the Principal Act, the person is a member or employee of the Commission or of the Commission for Communications Regulation;

(ii) the person has, for a period of no less than 5 years –

(I) practiced in the State as a barrister or as a solicitor,

(II) been a registered lawyer, having the same right of audience as a practising barrister or a solicitor qualified to practise by virtue of Regulation 10 of the European Communities (Lawyers' Establishment) Regulations 2003 (S.I. No. 732 of 2003), or

(III) lawfully practiced as a lawyer, in a manner equivalent to a barrister or a solicitor, in a jurisdiction other than a Member State;

(iii) the person has, in the opinion of the competent authority, demonstrated sufficient expertise in matters of competition law, competition economics or both, to merit such appointment;

(iv) the person has, in the opinion of the competent authority, demonstrated expertise in one or more markets, sectors or industries that are, or are likely to be, relevant to the competent authority's investigations of relevant competition law, and

(c) the person has not –

(i) been the subject of a finding of misconduct under section 81 of the Act of 2015,

(ii) been disbarred by the Benchers of the Honorable Society of King's Inns (other than a person who has procured himself or herself to be disbarred with a view to being admitted as a solicitor),

(iii) had their name struck off the roll of practising barristers or the roll of solicitors by the High Court by an order which, at the time of nomination, remains in effect,

(iv) been the subject of disciplinary proceedings having a result comparable to any of clauses (i) to (iii) by a body with authority to make such decisions in any state other than the State,

(v) been convicted on indictment of an offence,

(vi) been convicted of an offence involving fraud or dishonesty, or

(vii) been the subject of a declaration under section 819 of the Companies Act 2014 or been deemed to be subject to such a declaration by virtue of Chapter 5 of Part 14 of that Act.

(2) For the purposes of this Regulation, in considering whether a person is a fit and proper person to perform the functions of an adjudication officer—

(a) the competent authority shall consider -

(i) where the person has previously carried out the functions of an adjudication officer, the extent to which the person carried out those functions competently and in accordance with the Principal Act and these Regulations,

(ii) where the person has previously carried out statutory functions similar to those performed by an adjudication officer, the extent to which the person carried out those functions competently and appropriately, and

(iii) whether the person has had an appointment as an adjudication officer or Chief Adjudication Officer revoked,

and

(b) an assessor under Regulation 7 shall consider -

(i) where the person has previously carried out the functions of an adjudication officer, whether there is any record of the person having failed to carry out the functions of an adjudication officer competently and in accordance with the Principal Act and these Regulations,

(ii) where the person has previously carried out statutory functions similar to those performed by an adjudication officer, whether there is any record of the person having failed to carry out those functions competently and appropriately, and

(iii) whether the person has had an appointment as an adjudication officer or Chief Adjudication Officer revoked.

Appendix 3

This appendix sets out details of the decision-making role of Adjudication Officers under Part 2D of the Competition Act 2002, as amended (the “2002 Act”). Adjudication officers will make decisions on behalf of the CCPC in respect of referrals made under section 15M of the 2002 Act to which they have been assigned. The Chief Adjudication Officer has discretion to assign referrals to individual Adjudication Officers (or Divisions of more than one Adjudication Officer) on the panel, as they arise.

Referrals under section 15M(1) of the 2002 Act concern the making of an order on consent under section 15X(8) of the 2002 Act in respect of a settlement agreed in accordance with section 15L(5)(d) of the 2002 Act.

Referrals under section 15M(2) of the 2002 Act may concern:

- any alleged infringement of relevant competition law;
- breach of a procedural requirement;
- failure to comply with a structural or behavioural remedy;
- failure to comply with commitments entered into under section 15AE of the 2002 Act; or
- failure to comply with a prohibition notice.

Where the Adjudication Officer has received a referral under 15M(2) of the 2002 Act, the Adjudication Officer will be required to consider:

- the statement of objections (and any supplementary statement of objections) prepared by the CCPC;
- the full investigation report prepared by the CCPC;
- any written submissions made by the undertaking or association of undertakings concerned on the content of the statement of objections and the full investigation report;
- any submissions, statements, admissions, information, records or other evidence provided to the Adjudication Officer in the course of the proceedings;
- any prior relevant decision of an Adjudication Officer under the 2002 Act (except such a decision has not been confirmed by the High Court under section 15AY or 15AZ of the 2002 Act).

Having considered the above, the Adjudication Officer is empowered to make a decision pursuant to section 15X(2) of the 2002 Act:

(a) as to whether, on the balance of probabilities–

- (i) an undertaking or association of undertakings has or has not intentionally, recklessly or negligently committed an **infringement of relevant competition law**, and whether that infringement is continuing,
- (ii) an undertaking or association of undertakings has or has not intentionally, recklessly or negligently **breached a procedural requirement or a hearing requirement**, and whether that breach is continuing,
- (iii) an undertaking or association of undertakings has or has not intentionally, recklessly or negligently **failed to comply with commitments entered into under section 15AE of the 2002 Act**, and whether that failure is ongoing,

- (iv) an undertaking or association of undertakings has or has not intentionally, recklessly or negligently **failed to comply with a structural or behavioural remedy** imposed under this section in accordance with section 15Z of the 2002 Act, and whether that failure is ongoing, or
- (v) an undertaking or association of undertakings has or has not intentionally, recklessly or negligently **failed to comply with a prohibition notice** issued under section 15H of the 2002 Act, and whether that failure is ongoing,

and

(b) may, having made such a decision—

- (i) impose **structural or behavioural remedies** on the undertaking or association of undertakings concerned in accordance with section 15Z of the 2002 Act,
- (ii) impose an **administrative financial sanction** on the undertaking or association of undertakings concerned in accordance with section 15AA of the 2002 Act, or
- (iii) impose **periodic penalty payments** on the undertaking or association of undertakings concerned in accordance with section 15AD of the 2002 Act.

Decisions of the Adjudication Officer are required to be confirmed by the High Court under section 15AY or 15AZ of the 2002 Act.