

Assistant Director, Media Freedom Act Implementation

18-month fixed term contract,
Assistant Principal Grade,
Policy, Research & Strategy Division

Applicant Information Pack



Coimisiún
na Meán

April 2025

About Coimisiún na Meán

Our Purpose & Mission

We are implementing a new regulatory regime for online safety. As well as protecting people in Ireland from online harms, we are the regulator for the whole of Europe for the many large online platforms whose European headquarters are in Ireland – working closely with the European Commission and our counterparts across Europe. We enforce rules that platforms must follow journalism, keep their users safe. We give advice to users and for considering complaints when users are dissatisfied with the way a platform has handled a complaint.

We regulate broadcasters and video-on demand providers. We make and enforce codes and rules that broadcasters must follow on matters such as balance in news and current affairs, protecting children from age-inappropriate material, political advertising, promoting gender balance and ensuring access for people with disabilities. We review our codes and rules and extend them to video-on-demand providers such as streaming services and people who upload videos for commercial gain. We also award broadcasting contracts to commercial radio and TV stations, review the performance of public service broadcasters such as RTÉ and TG4 and make recommendations about their funding. We also handle complaints from the general public about programme material.

We support the wider media sector. We run funding schemes to support the development of content that reflects and shapes Irish society, including content in the Irish language. For instance, we are proud to have funded *An Cailín Ciúin*, the first ever Irish-language film to be nominated for an Oscar. We have established funding schemes to support local journalism and we take initiatives related to Irish language, sustainability, and equality, diversity and inclusion. We also promote media literacy. We expect to take on a wider media development role in coming years

“Our work is very meaningful – we protect people online, and we make sure that the media landscape reflects and shapes Irish society.”

“Ireland is central to European regulation as so many large platforms are based here. There are many opportunities to represent Ireland and to contribute at international forums”

Our Values



Welcome to Coimisiún na Meán

Dear Applicant

Thank you for your interest in the role of Assistant Director, Media Freedom Act Implementation, Fixed-term contract.

Welcome to Coimisiún na Meán – Ireland's commission for regulating broadcasters, online media and supporting media development.

We are committed to ensuring a thriving, diverse and safe online and media landscape. This means having a mix of different voices, opinions and sources of news. This means protecting children and all of us from harmful content.

We are delighted to be recruiting for Assistant Director, Media Freedom Act Implementation, Fixed-term contract.

This role form an integral part of our growth supporting the strategic priorities of Coimisiún na Meán, providing strategic support and direction to shape the fundamental delivery of our work.

If this sounds like a challenge that you believe will bring your current skills to new challenges, we would love to hear from you and welcome your application.

Yours sincerely

Jeremy Godfrey, Executive Chairperson



Left to Right: Rónán Ó Domhnaill, Niamh Hodnett, Jeremy Godfrey, Aoife MacEvilly, John Evans

About This Role

Role Purpose

The European Media Freedom Act (EMFA) was agreed upon in 2024 to strengthen media pluralism and independence across the EU. It ensures that public and private media can operate freely across borders, without undue influence, while considering the digital transformation of the media landscape. The new regulations will take full effect on 8 August 2025.

The Department of Tourism, Culture, Arts, Gaeltacht, Sport, and Media began consultations on Ireland's EMFA transposition in late 2024 and is currently drafting legislative proposals that will assign new functions to Coimisiún na Meán (CnaM). These include:

- The Broadcasting (Amendment) Bill, which safeguards the independence of public service media (Article 5 of EMFA).
- The European Union (Media Freedom Act) Regulations, empowering national regulatory authorities to request key information (Article 7(4) of EMFA) and facilitating cooperation with the European Board for Media Services.

This role will be instrumental in shaping the framework for CnaM's new responsibilities, including:

- Developing an interim Media Merger Assessment and decision-making framework.
- Establishing reporting guidelines for public authorities on State advertising expenditure.

The EMFA legislation has an alignment with ensuring delivery of strategic outcomes in the areas of Democracy and Irish Culture and Media.



Key Responsibilities

- Rapidly analyse and understand new draft legislation on EMFA transposition being developed by the Department;
- Engage with the Department on legislation and implementing measures by Coimisiún na Meán;
- Develop a project plan for implementing the European Media Freedom Act (EMFA);
- Develop a framework for assessment of media mergers, based on current Departmental guidance and draft legislation;
- Develop options for reporting on state advertising and guidelines for public authorities;
- Other relevant duties in the Policy, Research and Strategy division.

The above is intended as a guide to the general range of duties and is intended to be neither definitive nor restrictive and is subject to review.

Competencies

Please see the list of competencies that will be assessed at interview stage for this competition:

- Leadership
- Judgement, Analysis and decision making
- Management and Delivery of Results
- Interpersonal and Communication skills
- Specialist Knowledge, Expertise and Self Development
- Drive & Commitment to Public Service Values

About You

Experience, Skills, Knowledge & Qualifications

Essential Criteria

- Strong understanding of legislative processes and policy development, particularly within the EU and Irish regulatory frameworks;
- Experience in policy and economic analysis, with the ability to assess the impact of legislative changes;
- Familiarity with the European Media Freedom Act (EMFA) and wider media regulation;
- Demonstrated ability to develop and implement project plans, particularly in regulatory or policy-focused initiatives;
- Excellent research abilities with the capacity to quickly assess and interpret draft legislation and its potential impact.
- Experience engaging with government departments, regulatory bodies, and industry stakeholders.
- Excellent written and verbal communication skills, with the ability to draft policy documents, reports, and guidelines.

Desirable Criteria

- A master's degree in law, public policy, economics, media studies, or a related field;
- Formal training or certification in project management methodologies (e.g., PRINCE2, PMP);
- Previous work in a regulatory authority, government department, or EU institution;



Trust



Impact



Courage



Independence



People
Focused



Integrity

Key Information

About the package & application process

Package

- ☐ This position is offered on an 18 month fixed-term basis.
- ☐ Full time, 35 hrs per week
- ☐ Location: The role will be a hybrid role combining home and office working. An Coimisiún's offices are located at One Shelbourne Buildings, Shelbourne Road, Dublin 4, D04 NP20.

Grade and Pay Scale:

- ☐ This position is graded at the Assistant Principal [scale](#).
- ☐ Details of other benefits, terms of employment and eligibility can be found on Coimisiún na Meán's website at www.cnam.ie/careers within the dedicated microsite linked below.
- ☐ Successful candidates will be appointed on the first point of the scale.

Application Process

If you are interested in applying for this position, please submit:

- ☐ A CV (max 2 pages) and a Cover letter/personal statement (max 1 page) outlining why you believe your skills, experience and values meet the requirements of the position **via** [HERE](#)
- ☐ Appointment to this role is subject to the candidate's eligibility to work in Ireland and all positions require candidates to live in the Republic of Ireland.
- ☐ Candidates who engage in canvassing will be disqualified and excluded from the process.

Reasonable Accommodations

Reasonable accommodations will be provided, if required, during the recruitment process. To discuss and request reasonable accommodations in confidence please contact amckiernan@cnam.ie

Coimisiún na Meán is an equal opportunities employer. We welcome applications from candidates with diverse backgrounds and are committed to championing an inclusive and diverse workforce which reflects modern Ireland. We work to create a culture where everyone has equal access to opportunity and feels comfortable to be their authentic selves at work.

Closing Date: 8th May 2025 at 3pm



Investors in
Diversity

BRONZE

