



Coimisiún
na Meán

General Counsel

Principal Officer Higher Grade
Legal Services Division

Applicant Information Pack



June 2025

Dear Applicant

Thank you for your interest in the role of General Counsel.

Working at Coimisiún na Meán, you will help create a thriving, diverse, creative, safe and trusted media landscape, that works for people in Ireland and across the EU.

You will help us regulate, support and develop the media landscape. You will help to uphold everyone's fundamental rights and ensure that we continue to live in an open democratic society.

Our organisation is growing rapidly. We grew from 40 people to 200 in our first two years. We are now looking to grow to over 300. Our people come from a wide range of backgrounds: the online and media sectors, civil society, public service, academia and the legal profession. We are proud of the opportunities we give for professional growth. We are committed to having a workforce that reflects the diversity of the society that we serve.

We are delighted to be recruiting for General Counsel. This role will contribute to delivering the strategy that we adopted earlier this year. It will contribute to our goal[s] of ensuring that the media landscape:

- upholds the rights, wellbeing and development of children
- supports democracy and democratic values
- is one that consumers can trust so that they are protected from exploitation and fraud
- reflects and shapes Irish culture and who we are as a society
- promotes the values of justice, equality, diversity and inclusion
- strengthens public health and safety

If you believe this opportunity aligns with your skills and offers a chance to grow professionally, we'd be excited to hear from you and encourage you to apply.

Yours sincerely

Jeremy Godfrey, Executive Chairperson



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

Our Vision and Mission

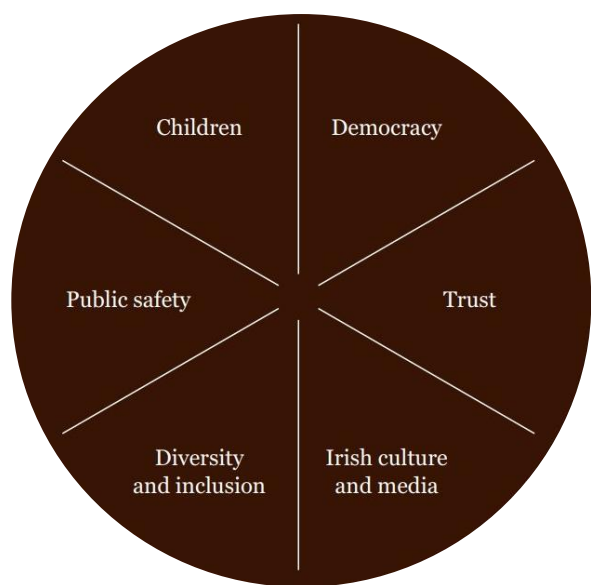


Our vision is for a thriving, diverse, creative, safe and trusted media landscape.



We regulate, support and develop a media landscape that underpins fundamental rights and fosters an open, democratic and pluralistic society.

Our Strategic Outcome Areas



Our Values



About This Role

Role Purpose

The General Counsel will ensure that Coimisiún na Meán's plans, activities and decisions are informed by high-quality solutions-focused assessments of legal issues and risks, so that the Commission can achieve its strategic objectives in the context of a novel legal framework. As a very senior leader, the General Counsel will also contribute to organisational leadership, strategy development and governance taking into account relevant legal issues.

About the Division

The Legal Services Division currently comprises three lawyers at Director and three at Assistant Director level, and a Legal Analyst. It is planned to double the size of the team in coming months, with further growth likely as Coimisiún na Meán develops.

Key Responsibilities

- Develop and oversee the Legal Services Division (LSD)
- Establish processes and working arrangements that enable LSD staff and external legal advisers to contribute effectively to Coimisiún na Meán's strategy and work plan including prioritising work across the organisation.
- Ensure the quality and usefulness of legal input
- Oversee legal expenditure and high-profile legal work, including litigation
- Represent Coimisiún na Meán externally as appropriate, including with Government Departments, other agencies and the European Commission
- Contribute to organisational leadership and strategy development

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.



Coimisiún
na Meán

About You

Experience, Skills, Knowledge & Qualifications

Essential Criteria

Candidates must on or before 21st July 2025 be a qualified barrister or solicitor, or have an equivalent qualification from another EU Member State, or the UK

- At least 10 years of post-qualification experience in a common law jurisdiction
- Senior experience in public law in a regulatory context, gained either in private practice or as in-house counsel, and including litigation experience.
- Experience of managing teams of experienced lawyers, assuring the quality of legal work and developing collaborative and effective ways of working, and in interacting with clients
- Ability to evaluate and communicate legal risk to non-lawyers, and assist the organisation to find ways of achieving its strategic goals balancing legal risk

Desirable Criteria

- Experience of media law and law related to regulation of digital platforms
- Experience of law generally applicable to Irish public bodies, such as FOI, lobbying etc
- Experience instructing external solicitors and barristers
- Budget management experience



Key Information

Benefits, Package & Pay

- This position is offered on a Permanent basis.
- Full time, 35 hrs per week
- Annual Leave: 30 days per annum
- The role will be a hybrid role combining home and office working. Our current hybrid policy is 2 days in the office.
- Our office is located at One Shelbourne Buildings, Shelbourne Road, Dublin 4, D04 NP20.
- For a full list of benefits see our website [here](#)
- This position is graded at the Principal Officer Higher [scale](#).
- Successful candidates will be appointed on the first point of the scale, currently €112,974 with Director's allowance of €15,513.

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. All positions require candidates to live in the Republic of Ireland or Northern Ireland.
- Candidates who engage in canvassing will be disqualified and excluded from the process

For queries related to the application or selection process related to this role, please contact cnam@cpl.ie

Competencies

Please see the competencies below that will be assessed at interview stage for this competition.

Leadership & Strategic Direction

Judgement & decision making

Management and Delivery of Results

Building Relationships & Communication

Specialist Knowledge, Expertise and Self Development

Drive & Commitment to Public Service Values



Trust



Impact



Courage



Independence



People
Focused



Integrity

Selection Process

The selection process will include:

Shortlisting of candidates based on the information provided in their application, assessed against the specified criteria for the role.

- A competency-based preliminary interview
- A second-round interview for candidates successful in the first round, which may include a presentation or another practical exercise

The first interview will take place via MS Teams. The second interview will be conducted in person at our Dublin office.

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: 21st July 2025, at 3pm.



Investors in
Diversity

BRONZE

