

Chief Data & Technology Officer (CDTO)

Principal Officer Higher Grade
Data & Technology Division
Applicant Information Pack



October 2025

Dear Applicant

Thank you for your interest in the role of Chief Data & Technology Officer (CDTO).

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 Chief Data & Technology Officer (CDTO). 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



Our Vision and Mission

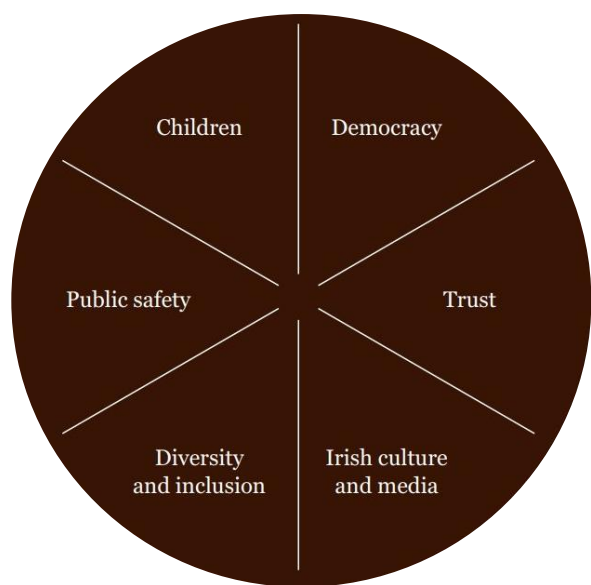


Our vision is for a thriving, diverse, creative, safe and trusted media landscape.

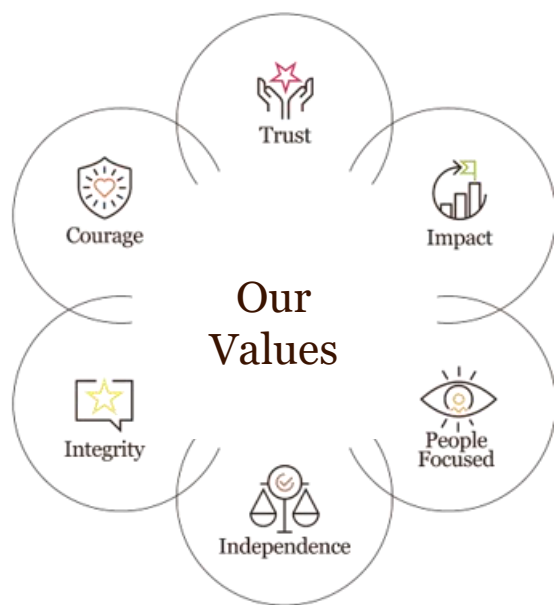


We regulate, support and develop a media landscape that underpins fundamental rights and fosters an open, democratic and pluralistic society.

Our Strategic Outcome Areas



Our Values



About This Role

Role Purpose

The Chief Digital and Technology Officer (CDTO) will shape and lead Coimisiún na Meán's use of data and technology in support of our regulatory functions, developing the organisation's digital regulatory approach and building the technical functions needed to deliver it. The CDTO will establish and oversee the Data, Technology Insights, and Digital Forensics teams. As the lead adviser to the Commissioners on technology matters, the CDTO will ensure the organisation remains informed, capable, and responsive to developments in the digital environment.

About the Division

The Data and Technology Division of Coimisiún na Meán will play a central role in supporting the organisation's regulatory, supervisory, and policy functions through strategic use of data, technology insights, and digital forensics. The division ensures that Coimisiún na Meán is equipped to meet the challenges of a rapidly evolving digital landscape and to act effectively in its oversight of regulated entities.

You will stand up and lead a Data & Technology Division that supports supervision, investigations, enforcement and policy through:

- **Data Team** — regulatory data collection, analytics and reporting; organisation-wide data governance and skills; GDPR compliance and data visualisation tools.
- **Technology Insights Team** — horizon scanning and expert assessment of technologies shaping the regulatory environment (e.g., age assurance, recommender systems, AI), advising supervision/enforcement and policy.
- **Digital Forensics Team** — direct observation of platform behaviour, capture and preservation of digital evidence, eDiscovery/document review for investigations.



Coimisiún
na Meán

Key Responsibilities

Strategy & leadership

- Define and deliver a digital regulatory strategy for the use of data and digital tools to enable proactive supervision, investigations and enforcement under EU and national frameworks.
- Establish operating models, processes and controls for Data, Technology Insights and Digital Forensics; embed cross-Commission ways of working.
- Advise Commissioners on technological developments, regulatory techniques and emerging risks across online services and broadcasting.

Regulatory delivery enablement

- Stand up technology insights processes (market scans, technical position papers, testing protocols) focused on AI systems, recommender systems, content moderation tooling, integrity/safety features, age-assurance, transparency reporting, and broadcasting technologies.
- Identify data requirements and build capabilities to acquire, ingest, store and analyse data, including dashboards and reporting to support monitoring, risk assessment, case selection and impact evaluation.
- Create an in-house digital forensics and evidence lifecycle capability (including open-source intelligence, test accounts, traffic capture, chain-of-custody, eDiscovery) to support compliance monitoring, supervision, investigations and enforcement.

Governance, risk & assurance

- Own organisational data governance (standards, policies, quality, metadata, lifecycle management), including GDPR compliance.
- Implement information security controls across investigative tooling and data environments; ensure secure handling of sensitive evidence.

External engagement

- Represent CnaM in technical cooperation with the European Commission and other DSCs, and with peer regulators (e.g., Ofcom, eSafety) to develop consistent enforcement approaches and RegTech practices.



Key Responsibilities - Continued

External Engagement – Continued

- Engage platforms, broadcasters and vendors to set expectations, define testing protocols and secure data access for supervisory purposes.

People & capability

- Recruit, lead and develop multidisciplinary teams, embedding public service behavioural competencies (communication, collaboration, problem solving, agility).

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. Once the division is fully established, consideration may be given to broadening the role to include oversight of technology used to support Coimisiún na Meán's administrative functions.

About You

Experience, Skills, Knowledge & Qualifications

Essential Qualifications:

Academic / Professional

- A primary degree (NFQ Level 8 or equivalent) in a relevant field such as:
 - Computer Science, Data Science, Engineering, Information Systems, Cybersecurity, or a closely related discipline.
- OR equivalent professional experience demonstrating comparable technical expertise.

Technical & Professional Experience

- Proven track record of strategic leadership in at least one of the following domains:
 - Data management, technology insights, or digital forensics in a regulatory, compliance, platform, or safety-critical environment.
- Substantial experience (10+ years recommended) managing or advising on:
 - Data governance, analytics, and technology risk.
 - Regulatory technology ("RegTech") or data-driven regulatory approaches.



Essential Criteria - Continued

- Strong understanding of technologies used by online platforms/broadcasters:
 - AI and recommender systems, content moderation, trust and safety tooling, or broadcast technology.
- Experience translating technical insights into regulatory action, such as supervision methodologies, audit/testing frameworks, or compliance assurance.
- Demonstrated people leadership at scale — building, leading, and developing multidisciplinary teams of technical specialists.
- Proven ability to deliver complex, multi-stakeholder technology programmes with measurable outcomes.
- Excellent communication and influencing skills with senior stakeholders, regulators, and external partners (EU-level experience desirable).

Desirable Qualifications:

Academic / Professional

- A postgraduate qualification (NFQ Level 9) in a relevant discipline, e.g.:
 - Data Analytics, Information Security, Artificial Intelligence, Regulatory Science, or Digital Governance.
- Professional certification in a relevant area

Experience & Specialist Expertise

- Hands-on background in two or more of:
 - Data engineering/architecture
 - Security operations or cloud infrastructure
 - AI/ML assurance, model governance, or explainability
 - Software testing/QA in safety-critical systems
- Experience in:
 - A platform, broadcaster, or vendor supplying safety or content technologies
 - A regulator, law enforcement, or oversight authority dealing with digital compliance or investigation
- Familiarity with:
 - Age-assurance technologies, transparency reporting, integrity metrics
 - Cloud-for-regulation and secure data environments
- Experience collaborating in EU or international regulatory networks, such as the Digital Services Coordinator (DSC) framework.



What success looks like (12–24 months)

- Division stood up with **clear operating model** and filled priority posts across Data, Technology Insights and Digital Forensics.
- Live **regulatory data platform** and dashboards supporting supervision/enforcement; repeatable **technical testing protocols** for priority risks (e.g., illegal content pathways, recommender outcomes, age-assurance efficacy).
- Established **evidence lifecycle** (collection → preservation → analysis → disclosure) meeting forensic and legal standards.
- Active participation in **EU DSC** networks and technical working groups; bilateral cooperation with Ofcom/eSafety peer tech leaders.



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 €114,104 with Director's allowance of €15,668.

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 will 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: 3pm, 20th November 2025



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Diversity

BRONZE

