



## Job Description – Senior Legal Counsel Northern Africa

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ENGIE Africa Business Unit, Casablanca, Morocco.

### PURPOSE OF THE JOB

Legal support within the Northern African region of ENGIE's Africa BU.

### REPORTING LINE

The Senior Legal Counsel will report to the Head of Legal and Ethics in charge of Northern Africa, within the Africa Business Unit.

### KEY ACCOUNTABILITIES

Provide **general legal advice on all activities of the Northern African region (the "Region")** and more specifically:

- Provide legal advice to the project development team on all legal matters as they arise (including local law issues in coordination with local counsel) during the development phase of infrastructure projects in the Region.
  - Projects may include greenfields, brownfields, mergers and acquisitions, divestments;
  - Legal services cover:
    - Drafting and negotiation of legal documents including power purchase agreements, construction agreements, operation and maintenance agreements, shareholders/joint venture agreements;
    - Providing legal support for the financing of projects;
    - Managing due diligence processes for acquisitions or divestments of assets and entities, drafting and negotiating share purchase agreements;
- Provide legal advice to the construction team on all legal matters as they arise (including local law issues in coordination with local counsel) during projects' construction phase.
- Provide legal advice to project companies and operation and maintenance companies on all legal matters as they arise (including local law issues in coordination with local counsel) during the project operation phase;
- Provide general legal assistance to internal teams and regional entities of the ENGIE group in relation to the drafting, negotiation, entry into and management of commercial contracts in the Region (including facility management agreements).
- Provide advice on disputes arising in relation to the projects located in the region and services performed by the Regional entities of the ENGIE group;



- Provide advice in relation to corporate governance matters for the regional entities, including board meetings, shareholder meetings and director appointments/resignations;
- Liaise with ENGIE group legal centres of expertise (corporate finance, competition law, tax and consolidation teams) as needed, in relation to projects located in the region and services performed by the regional entities of the ENGIE group;
- Engage and manage external counsels, control the quality of services performed by such external counsels and monitor their cost;
- Provide advice to the regional CEO and the regional head of HR as to local employment matters and liaise with external counsels on these matters;
- Ensure compliance with internal policies and procedures issued by ENGIE, monitor and report on non-compliance with policies or procedures, pending or threatened violations of law or ethical values of the ENGIE group;
- Encourage a culture of compliance with laws and integrity within the ENGIE group;
- Contribute to the implementation and use of the documents' management systems;
- Contribute to development of template agreements for the Region;

## KEY RELATIONSHIPS

### Main Internal Interfaces

- Head of Legal & Ethics in charge of Northern Africa
- BU Africa Legal and Ethics Team
- Northern Africa management team
- Business development teams
- Acquisition, investment and financial advisory teams
- Engineering and technical support teams
- Services managers

### External Interfaces

- Off-takers
- Subcontractors
- Commercial services customers
- All types of contractual counterparties
- Sponsor international and local counsels
- Lender international and local counsels
- Project companies and operation and maintenance companies
- Joint venture partners





## QUALIFICATIONS

- Law Degree from a reputable university.

## EXPERIENCE

- 5 to 10 years of legal practice.
- Large law firm experience or in-house experience in one or more multinational companies.
- Experience in one or more of the following fields:
  - Energy Industry
  - large infrastructure project development
  - project finance
  - M&A
  - commercial services

## LANGUAGE

- Excellent command of French, English and Arabic

## KNOWLEDGE AND SKILLS

- Strong contract drafting and contract interpretation skills.
- Basic negotiating skills.
- Ability to provide sound legal advice.
- Ability to deal with complexity.
- Organizational skills.
- Ability to work within a team of members from varying cultural backgrounds as well as with counterparts of varying cultural backgrounds.
- Ability to maintain high levels of focused drive and energy, giving above what is required to get the job done within the timeframe.
- Professional and ethical.
- Attention to details.
- Team spirit.

## BUSINESS UNDERSTANDING

- Energy regulatory framework.
- ENGIE group's strategy vision.
- ENGIE group's governance and ethical rules.





## LOCATION/TRAVEL

- Flexibility to travel throughout the Northern African region.

Field	Legal
Job Level	Without management
Employee Status	Regular
Schedule	Full-time
Primary Location	Casablanca, Morocco
Contract	Local

## CONTACT DETAILS

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ENGIE Africa



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## ENGIE'S BUSINESS IN AFRICA

ENGIE is a leading global energy company that builds its businesses around a model based on responsible growth to take on the major challenges of **energy transition** to a low-carbon economy: access to sustainable energy, climate-change mitigation and adaptation and the rational use of resources.

We provide individuals, cities and businesses innovative solutions based on our expertise in 4 key sectors: **independent power production, natural gas, renewable energy** and **energy efficiency services**

ENGIE has built a solid reputation in Africa over the last 50 years, whether in the engineering consulting, facility management or energy efficiency services field. The Group is now involved to contribute to Africa's sustainable growth by developing projects in gas infrastructure, centralized and decentralized power production, electricity and gas distribution as well as energy services and industrial energy engineering.

In Africa, ENGIE also focuses on decentralized solutions for villages, cities and territories supporting the demand for effective energy solutions in rural and urban areas. ENGIE also offers Business to Business Solutions: supporting growth in industrial and service sectors by providing integrated, outsourced energy services

ENGIE's Energy Services activities are spread throughout the continent via a number of companies (ENGIE Cofely, ENGIE Ineo, ENGIE Fabricom, ENGIE Axima, ENGIE Endel and SPIE Maroc) but with a particularly strong presence in Algeria and in Morocco.

For more info: <http://www.engie-africa.com/en/>

### ENGIE Key figures in Africa

- Over 60 years of experience on the African continent
- 2.9 GW thermal power and renewable energy capacity in operation or under construction
- € 334 million revenues in 2016
- 1st mover Independent Power Production in South Africa
- Africa's largest wind farm in Morocco
- 1.4 gigawatts of capacity in operation
- 1.5 gigawatts of capacity under construction
- 1st LNG chain between Algeria and France
- Over 400 employees in energy services and efficiency sector working for approximately 80 clients in 17 African countries