

Legal Advisor

Control Risks is a specialist risk consultancy that helps to create secure, compliant and resilient organisations in an age of ever-changing risk. Working across disciplines, technologies and geographies, everything we do is based on our belief that taking risks is essential to our clients' success.

We provide our clients with the insight to focus resources and ensure they are prepared to resolve the issues and crises that occur in any ambitious global organisation.

We go beyond problem-solving and give our clients the insight and intelligence they need to realise opportunities and grow. From the boardroom to the remotest location, we have developed an unparalleled ability to bring order to chaos and reassurance to anxiety.

Our people	Working with our clients, our people are given direct responsibility, career development and the opportunity to work collaboratively on fascinating projects in a rewarding and inclusive global environment.
Location	Johannesburg
Engagement	Full-time
Department	Legal, Risk & Compliance
Manager	Senior Partner, Southern Africa
Job purpose	Draft, negotiate and advise the business, operating with a high degree of autonomy, in relation to the whole spectrum of commercial contracting needs and compliance obligations (including liaising with local external lawyers and tax and compliance advisers as necessary), to support the full range of Control Risks' consultancy services.
Tasks and responsibilities	<p>Contract drafting, advising and negotiation</p> <ul style="list-style-type: none">▶ Advise the business in relation to all aspects of agreeing contract terms with clients and suppliers, effectively balancing the contractual exposure of the business with the need to maintain good working relationships with counterparties (clients, suppliers, subcontractors etc.). <p>Compliance</p> <ul style="list-style-type: none">▶ Understand, interpret and advise on the legal and regulatory frameworks and compliance obligations relevant to the services that Control Risks will provide in southern Africa and specifically in Mozambique. Use plain English to explain complex issues. Able to distil multiple information sources and resolve apparently contradictory positions to give (or obtain from outside counsel) clear advice on permitted or prohibited actions. <p>Issue spotting</p> <ul style="list-style-type: none">▶ Identify appropriate contractual mechanisms and solutions to suit a variety of situations and relationships.

- ▶ Problem-solve against a broad mix of commercial and legal issues, counterparty types and geographies.
- ▶ Articulate clearly to business colleagues the risks attendant on particular contracts or contractual positions and advise accordingly, taking a risk-based approach in recommending how best to proceed.

Effective communication and collaboration

- ▶ Communicate effectively (both face to face and in writing) with business colleagues, members of the Legal Risk & Compliance team and third parties (including, in particular, clients' legal, procurement and business teams).
- ▶ Understand when appropriate escalation is required and when to take direct ownership.

Knowledge and experience

Essential

- ▶ Credible, hands-on, in-house experience of working independently in a comparable role in a commercial organisation.
- ▶ Excellent contract drafting and personal communication skills (including an ability to explain legal concepts in plain English to non-lawyers).
- ▶ Excellent research and analytical skills applied in a compliance / regulatory context.
- ▶ Significant exposure to a range of negotiated contractual positions concerning core areas, such as: payment terms, liability caps, liquidated damages, confidentiality, IP (ownership and licensing), data protection, anti-bribery / anti-corruption, warranties, indemnities, guarantees, force majeure, governing law and jurisdiction.
- ▶ Comfortable with a variety of common contract types including: contracts for provision of services (such as MSAs, general / special terms and conditions, purchase orders / call offs / work orders); corporate documentation (such as NDAs, MOUs, referral agreements, collaboration, teaming and consortium agreements); bid documentation (such as RFPs / competitive tender packages and associated documentation including guarantees, bid / performance bonds); contracts governing other third party relationships (including suppliers, subcontractors); templates and precedents; etc.

Preferred

- ▶ An ability to contextualise legal issues within a business environment and to demonstrate an understanding of a wide variety of risk categories and components. Balance business objectives with legal risk.
- ▶ Familiarity with legal issues spanning different jurisdictions and knowledge of contractual positions relating to less common areas such as insurance, taxation and export controls.
- ▶ Ability and desire to grow contractual skill set and areas of expertise.

Qualifications and specialist skills

- ▶ Strong academic results, including a degree from a reputable university
- ▶ All requisite university level and post-graduate qualifications required to permit the candidate to act as a lawyer.
- ▶ Qualified to practice as a lawyer in South Africa and/or Mozambique

- ▶ Portuguese language skills (legal, compliance and business language elements) are essential.
- ▶ 5 years' relevant experience practising as a lawyer

Competencies

Solutions focused

- ▶ Own problems and tasks; identify and work with the right people to solve problems quickly within own remit and wider team(s).
- ▶ Implement plans to ensure objectives are achieved or exceeded; focus on delivery. Show and encourage a determination to achieve high standards.

Service-centric

- ▶ Quickly gain an understanding of the whole of Control Risks' business.
- ▶ Provide the best possible service to the business, with a focus on timely delivery and a solutions-oriented approach.

'One Firm'

- ▶ Build strong relationships through common goals, individual contribution and generous support in times of need.
- ▶ Suggest and make improvements and efficiencies to support team effectiveness.
- ▶ Demonstrate flexibility and commitment to the firm globally and to the Legal, Risk & Compliance team across the regions.

Communication and persuasion

- ▶ A robust negotiator with the ability to inform, persuade and convince internal colleagues and external clients (whether commercial, procurement, in-house legal or outside counsel).
- ▶ Ability to switch seamlessly between commercial and legal arguments and to link the two in a compelling narrative.

Commercial acumen

- ▶ Demonstrate ability to interact on a commercial footing with a fascinating and highly complex business.
- ▶ Understand how your own activities and projects contribute to the financial success of the organisation.
- ▶ Understand and act upon the financial factors that influence the business generally and the commercial context behind a particular assignment.
- ▶ Balance technical analysis with commercial reality.

Personal effectiveness

- ▶ Operate independently, effectively and with resilience in dynamic or changing environments, and pro-actively assist those around you.
- ▶ Communicate clearly and concisely using language appropriate to audience, displaying sensitivity, to develop constructive relationships with others.
- ▶ Plan and organise workload of own and others and suggest priorities as necessary.
- ▶ Diligent and conscientious, with strong analytical skills and excellent attention to

detail.

- ▶ Display confidence, drive and personal gravitas.

Behaviours

All employees are expected to display behaviours reflective of our company values: Integrity and Ethics, Collaboration and Teamwork, Commitment to People, Professionalism and Excellence.

How to apply

If your qualifications, experience and aspirations match our requirements, email a covering letter and CV, stating your current salary to:
Finance.Recruitment@controlrisks.com
