

Job Description
JOB TITLE:
<i>Legal Advisor, Uganda</i>
POSITION IN THE ORGANISATION
<p>Reports to: LEGAL MANAGER (n+1); LEGAL DIRECTOR (n+2)</p> <p>Direct subordinates (number): 0</p> <p>Staff managed (number): 0</p>
JOB DESCRIPTION
<p>The Legal Advisor will be responsible for assisting the Legal Manager (Uganda) and the Legal Director with the timely provision of advice, opinions or legal directives whether in written or oral form and provide legal support to the various business units within the Company including land, environmental, labour and employment matters and general administrative matters including assuring the general compliance of the Ugandan Branch with various laws.</p> <p>Legal Advisor role also includes assisting the Legal Department to protect the interest of the Branch from any legal liability and, as necessary, to provide legal defenses in cases filed against or brought by the Company or where necessary participate in assisting the external counsel in building the case file and coordination of the internal defense strategy.</p>
KEY FUNCTIONS
<ul style="list-style-type: none"> • Prepare, draft and review contracts, documents and correspondences relating to land acquisition, compensation payments and ancillary arrangement relating to the project land in Uganda. • Monitor, manage and record all disputes, grievances, claims or legal issues relating to the land acquisition in Uganda and report the same to the Uganda Legal Manager. • Prepare contract summaries of the project agreements and assist the Uganda Legal Manager in training the different business units within the Company. • Monitor legislative and government developments changes which may have an impact on the Project activities in Uganda. • Track the Branch changes and any changes in EACOP UK and communicate the same timely to the Registrar of Companies in Uganda and ensure the Ugandan Branch is statutorily update to date and compliant. • Assist the Uganda Legal Manager to provide advice and opinions on the interpretation and application/enforcement of domestic laws and regulations to the activities of the Company in Uganda. • Assist the Uganda Legal Manager is dispute resolution and judicial proceedings in which EACOP UG may be a party. • Monitor the implementation of Company policies and procedures and report to the Uganda Legal Manager. • Assist the Legal Director and/or the Uganda Legal Manager in all government-facing activities and interactions.

- Undertake such other assignments as requirement in furtherance of the Department's mandate.

CONTEXT AND ENVIRONMENT

The East African Crude Oil Pipeline (EACOP) Limited is a Company registered in United Kingdom with Branches in Uganda and Tanzania. It is currently implementing the EACOP Project in Uganda through its branch EACOP UG Branch which oversees in-country activities and day to day hosting of the project in Uganda. The legal and commercial framework for the Project in Uganda has been established in the Uganda Host Government Agreement and enacted through legislation as required. The Final Investment Decision for the Project was taken early this year and the Project is in the development of the construction phase of the project which will see both international companies as contractors to the Company and the in-country activities increasing rapidly. Therefore, a strong, resourceful and reactive legal team will be essential to ensure project is executed within the agreed legal framework in Uganda and in line with the project schedule.

QUALIFICATIONS AND REQUIRED EXPERIENCE

Qualifications & Experience:

- Bachelor's Degree (minimum Upper Second) in Law, qualified to practice in Uganda.
- Minimum 3 years of legal experience in a commercial law firm in Uganda, with experience working on international projects and with international clients. Experience in dealing with land, commercial, employment, litigation matters and government-facing activities, with an ability to work in multi-cultural environment.
- Excellent contract drafting and negotiation skills.
- Strong interpersonal and communication skills.
- Ability to work in a multi-cultural business environment with high profile conflict risk potentials with partners and/or stakeholders.
- Strong organisational skills with the ability to manage multiple tasks and prioritise accordingly.
- Attention to detail with excellent verbal and written communication skills.
- High degree of discretion and professionalism.
- Oil & gas experience or qualifications will be an added advantage.

Behavioral competencies:

- The successful candidate will demonstrate that s/he can take ownership of the job responsibilities and hold themselves accountable for their successful completion.
- Good communication skills (in English speaking and writing) and strong interpersonal relationship ability
- Ability to complete multiple, diverse tasks of differing priorities.
- Required Software Skills: Proficiency with Microsoft Office (Excel, PowerPoint, Word, and Outlook)

Fluent in English, (speaking, writing).