

Position Description

Position title:	Legal Counsel
Reports to:	Head of Legal
Business unit:	People, Culture & Legal
Employment category:	Contract (Employment Agreement)

About United Energy

As an electricity distribution company we provide safe, reliable and affordable power to 700,000 Victorians in Melbourne's east and south eastern suburbs and the Mornington Peninsula using our network of poles, wires and infrastructure to bring power to homes and businesses across our service territory — that's more than 13,000 kilometres of wires and 200,000 poles.

But we do so much more than manage poles and wires. We're also the gateway to a clean energy future, dedicated to finding solutions and harnessing new technology to benefit our customers, communities and the environment. This includes industry leading projects in community batteries, demand management, smart charging for electric vehicles (EVs) and microgrids.

And as more customers choose solar, batteries, EVs and smart appliances — the electricity system is becoming increasingly complex, and so too is the level of innovation required to manage it. That's where you come in.

About the People, Culture & Legal team you'll be part of

People, Culture & Legal support the wider business by providing practical, value-add advice and services to the business, supporting the achievement of our strategic objectives, and ensuring that the business is embracing and living our organisational values. Key responsibilities lay in areas of health, safety and sustainability, human resources, organisational capability development, remuneration and benefits, company secretary, First Peoples and legal services.

Our core values



Live
safely



Improve
our business



Be customer
and community
minded



Be the best
you can be



Succeed
together

Purpose of the position

The Legal Counsel supports four Senior Legal Counsels and the Head of Legal in efficiently providing pragmatic, commercially focused legal advice.

In addition to United Energy, the legal team supports aligned businesses such as CitiPower, Powercor, Beon and Australian Energy Operations.

Your key responsibilities

Support legal team's service delivery

- Develop a sound understanding of the business plans of internal business unit clients and their legal needs and risks
- Work with and support other members of the legal team in helping the business achieve its commercial objectives whilst identifying and managing legal risk and complying with applicable laws and policies
- Contribute to the Legal team having a positive and inclusive culture
- Act in Senior Corporate Counsel roles as required when other members of the legal team are on leave
- Assist with legal team governance processes (eg managing external legal fees and precedents) as required

Legal advice

- Provide support for business initiatives and contribute to sound risk management
- Advise internal clients and help other members of the legal team advise on a broad range of legal issues such as:
 - commercial contracts and negotiation, including whether contracts will achieve the desired commercial outcome and whether legal risk is being appropriately managed
 - regulatory and policy compliance
 - resolving disputes and regulatory enforcement action
 - corporate, company secretarial and finance related transactions

What you'll bring to the business

Education / Qualifications:

- Bachelor of Law
- Legal Practising Certificate in State of Victoria
- Ability and willingness to obtain a principal practising certificate

Knowledge:

- Knowledge of legal concepts and ability to learn new concepts quickly
- Developing over time a working knowledge of company operations & activities
- Ability to communicate complex concepts in a way that is helpful for a commercial audience, and to people at all levels of the business

Experience:

- Minimum of 3 years' post qualification working experience in a law firm or corporate legal department.
- Experience in managing multiple stakeholders and competing priorities.
- Demonstrated curiosity and focus on personal and professional development.

The skills and competencies you'll have

'Thought' competencies

1. Decision Quality: Considers various points and uses good judgement to make decisions and recommendations, knowing when to act or escalate
2. Balances stakeholders: Anticipating and balancing the needs of multiple stakeholders
3. Customer focus: Building strong customer relationships and delivering customer-centric solutions

'Result' competencies

1. Action oriented: Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm
2. Ensures accountability: Holding self and others accountable to meet commitments

'People' competencies

1. Interpersonal savvy: Relating openly and comfortably with diverse groups of people
2. Persuades: Using compelling arguments to gain the support and commitment of others
3. Manages conflict: Handling conflict situations effectively, with a minimum of noise

'Self' competencies

1. Instils trust: Gaining the confidence and trust of others through honesty, integrity, and authenticity
2. Situational adaptability: Adapting approach and demeanour in real time to match the shifting demands of different situations

Other relevant information

- Travel to other work locations / sites may be required
- Direct reports - FTE direct reports: 0 Contractor direct reports: 0