

Position details

Title of Position:	Special Counsel
Reports to (position title):	Deputy General Counsel
Division:	Assurance
Function:	Legal
Number of Direct Reports:	0
Grade:	N/A

Health, Safety & Wellbeing

ElectraNet is committed to a Safety-First culture and a work environment promoting the health, safety and wellbeing of all workers. To sustain this culture, all leaders are required to implement and maintain the areas of ElectraNet's safety management system under their control, where the health, safety and wellbeing of all workers comes first while ensuring full compliance with all legislative and policy requirements.

All employees are required to contribute to the Safety-First culture by exercising their duty of care to themselves and one another, by working safely, by adhering to all reasonable safety instructions, by using all equipment provided in accordance with safe work methods and by promptly reporting any unsafe working practices or hazardous working conditions.

Position Overview

The Special Counsel is accountable to the Deputy General Counsels and Executive Assurance and is a highly specialised role responsible for providing legal advice that supports ElectraNet to achieve its purpose. Key responsibilities include:

- Leading the development and delivery of high-quality, accurate, timely and commercially sound legal advice that safeguards the business' interests and ensures compliance with applicable laws and regulations;
- Providing technical expertise and strategic insight to internal stakeholders on complex legal issues and potential implications, enabling informed decision-making and effective risk mitigation; and
- Driving outcomes that protect the business, uphold its reputation, and contribute to achieving operational and strategic success.

The Special Counsel works closely with the Deputy General Counsels and stakeholders across the business to deliver team priorities and initiatives. The role is accountable for providing comprehensive legal advice and services across a wide range of areas including but not limited to:

- Major construction projects.
- Corporate and commercial transactions.
- Land access and approvals, including native title and cultural heritage.
- Property and conveyancing transactions and advice.
- Compliance and regulatory matters.
- Incident management and investigations.
- Corporate governance standards and practices.
- Contract drafting, management and negotiations.
- Safety, industrial relations, employment relations and environmental advice.

- Dispute resolution and litigation.
- Supervision, mentoring and development of Legal team members.
- Legal policy, procedures and training.

Success in this role is characterised by a professional and responsive approach with highly developed legal and commercial acumen, leveraging strong internal and external relationships across a broad range of stakeholder groups to proactively protect and position ElectraNet for success.

Key Responsibilities

Strategic & People Leadership

- Demonstrate initiative and accountability by driving outcomes, taking ownership of decisions, and collaborating effectively with Deputy General Counsels and other key stakeholders on strategic matters.
- Foster the growth and development of Legal team members through technical support and supervision, mentoring, and constructive feedback to support ongoing professional development, capability and performance.
- Provide strategic stakeholder management, ensuring effective engagement and communication with internal teams, and external parties to support the business' legal and regulatory objectives and strengthen and protect its position.

Operational & Technical

Responsible for progressing complex legal matters under limited supervision including:

- Deliver timely, high-quality legal advice across a wide range of issues impacting ElectraNet, including commercial, contractual, construction, environmental, property, employment and native title matters.
- Provide legal advice in relation to all areas of legal compliance including the development and implementation of policies and procedures, and proactive and timely advice regarding proposed legislative changes which may impact the business.
- Support the timely delivery of high-quality legal advice on disputes and conduct contentious matters with a focus on early intervention and effective resolution.
- Oversee external legal service providers to ensure quality, timeliness and value for money in outsourced legal work.
- Lead and manage complex contract negotiations to secure optimal outcomes for the business while safeguarding legal and commercial interests.
- Under the direction of the Deputy General Counsels and Executive Assurance, manage key legal compliance issues for reporting to the Board's Risk, Audit and Compliance Committee and to the business.
- Contribute to the achievement of ElectraNet's vision, purpose and strategic intent by implementing legal practices that protect the business' reputation and assets.
- Monitor developments in the legal industry, driving proactive updates to templates, policies, training programs, and communication strategies.
- Support a strong compliance culture by developing and delivering employee training sessions and workshops on legal and regulatory matters.
- Perform other duties, commensurate with skills and classification level, as requested.

Behavioural

- Build and maintain strong working relationships with and between internal and external stakeholders, delivering a high level of customer service.
- Create and develop a respectful workplace environment that values cultural diversity, innovation, open discussion and cross functional collaboration to help drive high performance.
- Lead by example; role model desired behaviour and priorities, demonstrate personal accountability for self-development and for achieving quality and timely results.
- Carry out the role in a professional and ethical manner and in accordance with ElectraNet's values, Code of Conduct and other policies.

Significant Working Relationships

- External Customers, Contractors, Regulators and Suppliers.
- Internal ElectraNet Stakeholders.

Equipment & Technology Used

- Microsoft Office
- Teams
- Co-pilot
- Excel
- PowerPoint

Selection Criteria

Knowledge & Experience

Essential

- Experience autonomously delivering high-quality legal advice in complex corporate environments (as a guide, a minimum 15+ years).
- Demonstrated success in achieving optimal business outcomes and adding tangible value through timely, well considered legal advice, strategic recommendations and effective conflict resolution.
- Sound experience advising on and resolving disputes, including through the use of alternative dispute resolution methods.
- Broad, demonstrated experience working within commercial, team-oriented and results-driven business environments, consistently delivering impactful legal services aligned with organisational objectives
- Exceptional ability to build and maintain effective relationships with stakeholders at all levels, both internally and externally.
- Superior written and verbal communication skills.
- Strong capability and commitment to manage competing priorities, high workloads, and multiple projects simultaneously, while meeting deadlines without compromising quality.
- Deep analytical expertise combined with a pragmatic, business-focused approach to legal problem-solving.
- Comprehensive understanding and application of current legal services best practices and standards.
- High level of initiative, adaptability and resilience, with the ability to work autonomously and collaboratively within a team environment.

- Demonstrated ability to build and develop a high performing Legal team.
- Proven ability in influencing outcomes with professionalism, tact, and discretion, particularly in sensitive and confidential matters.

Desirable

- 25+ years' experience, in a comparable private practice or in-house legal role.
- Electricity industry background an advantage.

Qualifications

- Tertiary qualification in Law and Graduate Diploma in Legal Practice (essential).
- Current South Australian Legal Practising Certificate (essential).
- Post graduate legal or business-related qualifications (desirable).

Background Checks

- Pre-employment checks, including background and security checks (such as global criminal checks) are required for this position, completed prior to commencement and repeated on a regular basis after appointment.

NOTE: Copies of the above listed qualifications/licences/certificates are required as evidence on appointment.