

POSITION DESCRIPTION

Legal Counsel

Division	Legal
Location	Launceston
Classification	Water Award 2020 Level 10
Employment Status	Permanent, Full Time
Direct Reports	Nil
Reports To	General Counsel & Company Secretary

ORGANISATION

Tasmanian Irrigation Pty Ltd is a State-owned Company that develops, owns and operates irrigation schemes in Tasmania, in accordance with sound commercial practice, to facilitate the expansion of agricultural production in the State.

Tasmanian Irrigation owns and operates 19 irrigation schemes across the state, along with additional inherited infrastructure. Tasmanian Irrigation's promise to our irrigator customers is to provide reliable and consistent water at the lowest sustainable price while responsibly and sustainably managing our water resources, scheme assets and the environment.

Tasmanian Irrigation oversees development of irrigation schemes, funded through a unique public / private partnership model.

All schemes developed and operated by Tasmanian Irrigation are economically viable, environmentally sustainable, have strong community endorsement, are designed to last at least 100 years and deliver water at an average reliability of more than 95 per cent per annum.

POSITION OBJECTIVE

This position is primarily responsible for providing expert legal advice and support to our Projects team, focusing on construction law, contracts, and property law. The role entails drafting, reviewing, and negotiating various contracts related to construction, development, and land acquisition, while also navigating intricate aspects of property law such as leases, infrastructure, access easements, and Land Titles transactions.

KEY DUTIES

- Acting as the legal advisor for the projects team, collaborating closely with the projects team to draft, review, and negotiate complex construction contracts, ensuring compliance with regulatory requirements and risk management.

- Providing strategic legal guidance on project-related matters, including procurement, subcontracting, and dispute resolution, to support timely and successful project delivery.
- Managing and resolving legal issues arising from project activities, including contractual disputes and claims, with a focus on protecting the organisation's interests and fostering positive contractor relationships.
- Ensuring legal compliance across all project phases, from inception to completion, and liaising effectively with internal stakeholders and external legal counsel to optimise project outcomes.
- Ensuring comprehensive legal compliance across all project phases, from inception to completion, by conducting thorough legal research, analysis, and the development of applicable legal templates.
- Ensuring legal compliance across all project activities.
- Collaborating with and maintaining effective working relationships with cross-functional teams to support TI's strategic goals and initiatives.

WORK HEALTH & SAFETY

- Understand Workplace Health & Safety responsibilities, and follow procedures for reporting Hazards, Incidents and Injury in line with company and requirements
- Take reasonable care of your own health and safety and the health and safety of others.
- Ensure robust integration of Workplace Health & Safety (WHS) requirements into all legal contracts and dealings with third parties, including comprehensive provisions that uphold company WHS standards and compliance obligations.
- Collaborate closely with project teams and external contractors to embed WHS clauses and requirements into legal agreements, fostering a culture of safety and risk management throughout all phases of project development and execution.

RESPECTFUL WORKPLACE BEHAVIOUR

Tasmanian Irrigation (TI) is committed to a productive and positive workplace.

TI will not tolerate instances of bullying, harassment, sexual discrimination, sexual harassment or sex-based harassment. Any conduct that creates a hostile workplace environment on the grounds of sex, victimisation or occupational violence are unlawful and unacceptable, and TI will take action as appropriate in relation to any breach of our policies.

ORGANISATIONAL ENVIRONMENT

- Work with all employees to proactively maintain a positive, enduring culture and work environment.
- Act with integrity and fairness in dealings with internal and external stakeholders.
- Ensure all work carried out retains its simplicity while being of the highest standard.
- Adhere to TI instructions, policies and procedures to ensure safe and correct working practices whilst still achieving required results.

SELECTION CRITERIA

Essential:

- Bachelor of Law degree with eligibility for admission to practice law in Australia with a minimum of 5 years + experience.
- Strong experience in construction law, contracts, and property law, with a focus on commercial agreements or similar.
- Demonstrated proficiency in drafting, reviewing, and negotiating diverse legal agreements.
- Proven ability to manage and resolve property and contract-related disputes effectively.
- Sound knowledge of legal and governance principles, with a strong ability to provide reliable advice and ensure compliance across all aspects of business operations, proactively mitigating legal risks.
- Excellent interpersonal skills with the capacity to establish and maintain collaborative relationships with internal stakeholders, external legal advisors, and stakeholders, facilitating clear and effective communication in all legal matters.
- Self-motivated and capable of working autonomously, demonstrating initiative, sound judgment, and the ability to prioritise competing demands effectively in a fast-paced environment.
- Commitment to ongoing professional development in the legal field, staying abreast of industry trends and best practices to enhance expertise and effectiveness in role performance.
- Strong organisational skills with the ability to manage multiple projects and tasks efficiently, ensuring deadlines are consistently met and resources are optimally utilised.
- Hold a current driver's license.

Desirable:

- Post graduate qualification in Law

KEY WORKING RELATIONSHIPS

Internally:

- General Counsel
- Senior Leadership Team
- Project Managers
- Engineers
- EHS Team

Externally:

- External contractors and suppliers of products
- External legal services providers
- Irrigators and land holders
- Contract Superintendents

- Contractors

WORKING CONDITIONS & PHYSICAL REQUIREMENTS

This position will primarily be located at Tasmanian Irrigations head office in Launceston, occasionally the incumbent may have to travel state-wide.

Tasmanian Irrigation offers:

- Competitive remuneration package;
- Gym membership discounts;
- Private health corporate discounts;
- Flexible working arrangements;
- Health and Wellbeing Program;
- Tailored personal and professional development opportunities; and
- Employee Assistance Program access.

PERFORMANCE CRITERIA

- Communicates with Influence
- Cultivates Productive Working Relationships
- Shapes Strategic Thinking
- Exemplifies Personal Drive and Integrity
- Achieves results and can manage competing deadlines

APPROVAL

Position Holder: _____

Dated: _____

CEO: _____

Dated: _____