

Position Description

Lawyer Commercial/Contracts

Business Unit: Legal Governance & Risk

Reporting to Corporate Lawyer Commercial/Contracts

Position Purpose

The Lawyer Commercial/Contracts provides advice to WaterNSW on a broad range of contracts and commercial legal matters and projects, including legal strategy, construction and maintenance contracts, general corporate and commercial advice, privacy, information communication and technology, intellectual property, and dispute resolution.

Key Accountabilities

1. **Safety:** ensure all activities are undertaken with the safety of our people as the number one priority and always role model safe behaviour.
2. **Values:** behave and make decisions in accordance with the WaterNSW Values at all times.
3. Provide strategic and technically sound legal advice to enable WaterNSW to assess legal risks and make sound decisions on complex contractual and commercial matters.
4. Partner with various internal stakeholders through the provision of advice and support in relation to legal and commercial issues, including project delivery and the resolution of disputes.
5. Draft, review, and negotiate a range of commercial contracts for WaterNSW, including construction, professional services, maintenance, and goods and services, data sharing, IT, and inter-governmental contracts.
6. Advise WaterNSW on procurement, project issues, and contractual disputes, and work collaboratively with external legal counsel.
7. Contribute to the delivery of training to WaterNSW on legal, commercial, and procurement issues.

Key Challenges

- Assisting procurement and other areas of the business to negotiate agreements that align with WaterNSW's preferred risk position and ensure that the scope and pricing mechanisms are clear and operate effectively.

- Being able to coordinate and balance competing demands from different areas of the business to meet project and operational timeframes.

Significant Internal Relationships

Stakeholder	Purpose of Relationship
<ul style="list-style-type: none"> • Procurement team 	Provision of legal advice and assistance to the procurement team with respect to commercial, tendering, and contracting issues.
<ul style="list-style-type: none"> • WaterNSW business units 	Advise and facilitate the effective delivery of projects and assisting to resolve legal and commercial issues.

Significant External Relationships

Stakeholder	Purpose of Relationship
<ul style="list-style-type: none"> • Department of Planning and Environment (DPE) 	Work collaboratively on projects and share data in a way that aligns with the interests of WaterNSW.
<ul style="list-style-type: none"> • Water Infrastructure NSW (WINSW) 	Facilitate the delivery of key water infrastructure projects for assets owned and operated by WaterNSW.

Delegations, Financial Accountabilities & Freedom to Act

As defined in the WaterNSW Financial Delegations as varied from time to time.

WaterNSW Leadership & Performance Competencies

People	Level	
Communicating with Influence	C	<ul style="list-style-type: none"> • Generates interest in complex ideas and concepts • Builds support by taking the time to educate and consult others • Uses storytelling effectively to meaningfully convey key messages

Customer	Level	
Collaboration & Engagement With Customers and Stakeholders	B	<ul style="list-style-type: none"> • Builds and maintains relationships with individuals from other work groups to accomplish shared goals • Adapts approach to meet the needs of a broad range of customers and stakeholders
Partnering & Advice	B	<ul style="list-style-type: none"> • Engages in a productive dialogue with the customer to consultatively identify a solution • Provides credible advice for customers based on an understanding of the underlying issue • Knows when to draw on additional resources to provide appropriate support and advice for customers

Business	Level	
Analysis and Problem Solving	B	<ul style="list-style-type: none"> • Defines the extent and cause of the problem through observation and investigation • Knows when and how to source and use additional information to effectively diagnose the problem and determine suitable solutions. • Considers all possible solutions and seeks input from subject matter experts where appropriate • Takes necessary action to implement the identified solution
Business Acumen	B	<ul style="list-style-type: none"> • Uses a detailed understanding of the business functions and customer requirements to identify and act on opportunities and make trade offs where necessary • Considers how activities in own team and business unit impact on the operations of other teams and business units

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| | <ul style="list-style-type: none">• Clearly defines performance metrics for individual and team to drive strategic direction and operational performance |
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Mandatory Candidate Requirements

Qualifications:

- Tertiary qualifications in law
- Admission as a Legal Practitioner of the Supreme Court of an Australian State or Territory (currently holding, or eligible to hold a NSW practising certificate)
- Current NSW Drivers Licence

Knowledge:

- Knowledge and understanding of the legal and regulatory framework

Experience:

- Experience in drafting, reviewing, and negotiating commercial contracts
- Experience in advising on legal and commercial risks
- Demonstrated post-qualification legal experience, gained in a top-tier law firm or in an in-house environment
- Demonstrated ability to prioritise workload independently in a fast-paced environment
- Experience in communicating and building relationships with people at all levels of an organisation and providing support to senior management

Favourable Candidate Requirements

- Experience in construction law
- Legal experience in both corporate and government organisations
- Pro-active, agile mindset and strong problem solving and influencing skills
- Experience in advising on complex legal concepts and conveying legal terms in plain English

Pre-Employment Checks Required

- Identification
- Qualifications

- Drivers Licence
- Pre-employment Medical - Office based
- Police Check