General Counsel

Job Description
As the Group's General Counsel, you will play a key role in safeguarding the Group's interests by providing professional support in areas covering legal review, contract management, regulatory compliance and corporate governance. You will work closely with management, the Board and various stakeholders to uphold high standards of legal and compliance practices across the Group.

This position is classified as Key Management Personnel (KMP) for regulatory and disclosure purposes.

Reporting to the Group CEO and Executive Director, your main responsibilities include:

Legal
- Provide legal support to ensure the Company and its subsidiaries meet regulatory and compliance objectives.
- Review, draft, negotiate and vet commercial contracts, agreements, NDAs, and other legal documentation to protect the Group's interests.
- Support legal due diligence and risk assessments for existing and new business ventures.
- Coordinate and manage external legal counsel on litigation, regulatory, corporate and operational and transactional matters.
- Provide strategic legal advisory to the Board and senior management on business objectives and regulatory and legal risk management.
- Engage directly with the Board and key stakeholders on material legal matters and corporate governance.
- Maintain and improve legal templates, contract management processes and legal documents repositories.
- Monitor legal and regulatory developments relevant to the Group's operations and advise Management on potential implications and required actions.

Strategic Leadership & Autonomy
- Exercise independent legal judgment and decision-making authority on complex matters.
- Be accountable for legal outcomes and business delivery against agreed objectives.

Strategic & Priority Management
- Manage competing priorities across multiple business units and stakeholders.
- Highlight legal compliance requirements to ensure a balance with business imperatives and operational needs.
- Serve as primary escalation point for cross-functional legal issues.

Compliance & Regulatory
- Support the development, implementation and monitoring of the Group's compliance framework and policies.
- Ensure business practices, corporate policies and procedures are aligned with applicable regulatory laws, regulations, listing requirements and industry standards.
- Conduct legal and compliance risk assessments and recommend appropriate mitigation measures.
- Assist in the implementation of compliance initiatives, including anti-bribery and corruption, whistleblowing, data protection, sanctions, and other regulatory compliance programmes.
- Provide legal and compliance training and awareness programmes to employees where appropriate.
- Monitor and report on key compliance matters, investigations, and remediation actions to Management.

Corporate Governance

- Provide legal support on corporate governance matters, including compliance with applicable stock exchange listing requirements, securities laws, and corporate governance codes.
- Advise Management and the Board on governance, regulatory, disclosure and stakeholder-related matters.
- Review and advise on Board papers, circulars, announcements, annual reports, sustainability-related disclosures, and other corporate communications from a legal and regulatory perspective.
- Liaise and coordinate with external corporate secretaries and legal advisers to ensure timely completion of Board and shareholder meetings, statutory filings and regulatory submissions.
- Coordinate the preparation, review and release of SGXNET announcements, ensuring adherence to SGX listing and disclosure requirements.
- Support the implementation and maintenance of governance frameworks, delegated authority limits, and Board policies.
- Conduct internal reviews and investigations relating to compliance or governance issues, with direct reporting to the Chairperson of the Board's Audit and Risk Committee.
- Undertake any other ad-hoc projects and duties assigned.

To succeed in this position, the ideal candidate should have the following qualifications and key attributes:

- Bachelor's degree in law or a related discipline.
- At least 8 years of relevant working experience in legal, compliance, corporate secretarial, or regulatory functions (experience in oil & gas sector would be an advantage).
- Good understanding of internal controls, contract management, corporate governance, risk management, regulatory compliance principles.
- Meticulous, with strong analytical and critical thinking skills.
- Excellent written and verbal communication skills, with the ability to produce clear and concise memos and reports
- Strong organisational and time management abilities, with the capacity to manage multiple priorities.
- High level of integrity, discretion, and ability to work independently as well as collaboratively with other management team members.