SOGESART

TERMS OF REFERENCE (TOR)

Legal Adviser

Type of Contract: Indefinite term

Background

The Sambangalou Energy and Transmission Network Management Company (SOGESART) is an inter-State public company of the Gambia River Basin Development Organisation (OMVG). It is responsible for the management, operation, maintenance and optimisation of the hydroelectric facilities and transmission network infrastructure forming part of the assets of the OMVG Energy Project.

SOGESART was established on 29 January 2016 in Addis Ababa, Ethiopia, by the OMVG Member States (The Gambia, Guinea, Guinea-Bissau and Senegal). The Company became operational in June 2025 following the appointment of its governing bodies.

SOGESART's operational success depends on the effective structuring of its human resources and internal organisation. In this regard, its three-year recruitment plan is being implemented in a phased manner to support its deployment and operational effectiveness. It is within this framework that SOGESART is recruiting a Legal Adviser.

Reporting Line

The Legal Adviser shall report directly to the Managing Director.

Key Duties and Responsibilities

The Legal Adviser shall provide legal and institutional advice and monitor the compliance of SOGESART's activities within its international and multi-jurisdictional legal environment. He/She shall identify and mitigate legal risks arising from the Company's commitments. He/She shall advise Management in decision-making, alert Management to legal risks and propose appropriate legal solutions.

In this capacity, the successful candidate shall:

- Identify legal risks and propose appropriate mitigation measures;
- Contribute to strengthening governance and compliance mechanisms with the Organisation's legal instruments;
- Serve as Secretary to the meetings of the Company's Board of Directors;
- Provide legal support in procurement procedures and partnership arrangements;
- Review commercial, procurement and partnership contracts;
- Draft all contracts initiated by the Company;
- Negotiate contractual clauses with external partners;
- Validate the legal compliance of the Company's legal documents;

- Monitor the implementation and renewal of contractual commitments;
- Participate in the prevention and management of disputes;
- Recommend the appointment of legal officers and judicial auxiliaries (lawyers, bailiffs, notaries and auctioneers);
- Monitor court proceedings and arbitration cases;
- Ensure compliance with internal administrative and legal procedures;
- Ensure that the Company's infrastructure is used in compliance with the legal instruments and agreements governing the OMVG system.
- Ensure the management and archiving of legal documentation;
- Prepare periodic activity reports (monthly, biannual and annual) and performance dashboards for the Legal Adviser;
- Communicate, transmit and share all information necessary for the effective performance of the function and the smooth operation of the Company;
- Prepare briefing notes, legal opinions and reports at the request of SOGESART;
- Perform any other duties within the scope of the position as assigned by management.

Required skills and qualifications

Candidates must possess:

- A Master's degree (Master's or equivalent) in Company Law, Business Law, International Law, Judicial Studies or a related field;
- At least ten (10) years of relevant professional experience in the management of public or private companies;
- Good knowledge of administrative and legal procedures and dispute management;
- Proficiency in standard computer applications;
- Strong communication, negotiation and reporting skills;
- Strong analytical and synthesis skills;
- Excellent drafting and report-writing skills;
- In-depth knowledge of financing agreements with technical and financial partners, contract law and regulatory compliance;
- Sound knowledge of company law, insurance law, labour law, taxation, commercial law and security interests;
- Good knowledge of the banking environment;
- Good knowledge of the functioning of judicial courts;
- Excellent command of at least one of the official languages of OMVG (English, French or Portuguese); proficiency in a second official language will be considered an asset;
- Professional integrity and a strong sense of responsibility;
- Leadership and strong organisational and coordination skills;
- High professional standards and attention to detail;
- Responsiveness and the ability to resolve problems and manage crises;
- Discretion and respect for confidentiality;
- Availability;
- Ability to work in a multicultural and multilingual environment;
- Ability to handle confidential matters professionally and under pressure.

Other Applicable Conditions

Candidates must:

- Be nationals of an OMVG Member State;
- Be no more than fifty-five (55) years of age;
- Be capable of working in a multicultural and multidisciplinary environment;
- Be willing to undertake missions within the Member States of the Organisation.

SOGESART is an equal opportunity employer and strongly encourages applications from qualified women.

Duty Station

The position is based at the SOGESART Headquarters, located in Kaporo Centre, Commune de Ratoma, Conakry, Republic of Guinea. As part of the Company's future development, the successful candidate may be assigned, on either a temporary or permanent basis, to any subsidiary or entity that SOGESART may establish in the Republic of Guinea or in any other OMVG Member State, in accordance with the provisions governing SOGESART staff and, where applicable, by an amendment to the employment contract.

Application file

Applications shall include:

- A cover letter;
- A detailed curriculum vitae (maximum five pages);
- Certified true copies of academic qualifications and employment certificates;
- A certified true copy of a valid passport;
- One (1) recent passport-sized photograph;
- The contact details of three (3) professional referees.

Submission and Closing Date

Applications must be submitted by e-mail no later than **6 September 2026** to: **recrutements_sogesart@omvg.org** with the subject line: "Application – Legal Adviser (SOGESART – Conakry)"

Only shortlisted candidates will be contacted.

SOGESART reserves the right not to proceed with this recruitment process or to amend it without prior notice or justification.