

Position Title	Legal Counsel		
Position Number	38856	Location	Darwin
Designation	Band 4 Administrative and Corporate		
Reports To (Position Title)	Manager Risk, Compliance and Assurance		

Northern Territory Government

Information for Applicants	Applications must be limited to a one-page summary sheet and an attached resume/cv. For further information for applicants and example applications see: Click Here
Special Measures	Territory Generation values diversity in the workplace that represents the community. Therefore, under an approved Special Measures Plan, eligible Aboriginal and Torres Strait Islander (Aboriginal) applicants will be granted priority consideration for selection. For more information on Special Measures, go to the OCPE website .
Information about Selected Applicant's Merit	If you accept this position, a summary of your merit (including work history, qualifications, experience, skills, etc.) will be provided to other applicants to enable transparency and understanding of the decision. For further information see: Click Here

Organisational Context

Territory Generation is a Government Owned Corporation that was formed in 2014. We produce the majority of the electricity to provide power to the people of the Northern Territory. Our vision is to be the Northern Territory's trusted and respected energy services business. Our actions, words and behaviours are guided by a core set of values that form the foundation of everything we do. Our values are **Focus, Integrity, Respect, Safety and Teamwork (FIRST)**. We recognise that individually, our employees offer unique value and perspective and we are committed to a workplace that supports people from all backgrounds.

People Leader Responsibilities

As a leader of people you are accountable for coaching, developing and leading your people to achieve agreed objectives which contribute to the shared vision for Territory Generation. You actively demonstrate the organisation's values and hold your team accountable for their performance and behaviour. Key responsibilities include:

Focus	<ul style="list-style-type: none"> • Demonstrates a sound awareness of the Vision and objectives of the Corporation. • Place highest priority on organisational goals and anticipate effects of own area plans, actions and objectives on other departments. • Drive for results – ensure team goals and objectives link back to the organisational objectives and adjust with the needs of the business. • Establish and monitor performance objectives for self and subordinates which support the organisational goals. • Provide timely appropriate feedback on performance. Reinforce efforts and progress and ensure ineffective performance or behaviour is effectively managed. • Remain self-disciplined and calm under pressure, develop realistic timelines and action plans to achieve agreed goals;
Integrity	<ul style="list-style-type: none"> • Demonstrate the organisation's values. Help subordinates understand the organisation's vision and values and their importance. • Conduct business in line with the values and high ethical standards – considers values in all business interactions. • Ensures compliance with legal, governance and policy requirements. • Deliver on commitments – where commitments cannot be delivered on, communicates openly and honestly and sets new timelines for delivery.
Respect	<ul style="list-style-type: none"> • Actively listen and seek information to understand circumstances, problems, expectations or needs of teammates and subordinates to improve working relationships. • Actively support organisational goals and change initiatives – identify subordinate concerns and address in a timely manner. • Look for opportunities to reinforce and recognise the importance of accomplishment by individuals and teams in supporting the Values through their actions.
Safety	<ul style="list-style-type: none"> • Actively promote safe work behaviours to reinforce a positive safety culture • Ensure safety KPIs are established and achieved in own area. • Challenge unsafe behaviours and recognise good safety behaviours. • Monitor safety performance ensuring team takes ownership of their safety performance.
Teamwork	<ul style="list-style-type: none"> • Build positive working relationships within own team and other areas to help achieve team/department goals. • Coach and guide direct team to accomplish work and team objectives by setting specific performance goals and following up as necessary. • Encourages subordinates to be accountable and take responsibility for actions. • Take an active interest in the goals and progress of other departments/areas/teams. • Focus on personal growth and establish development plans to address gaps and which will help the achievement of performance goals.

Role Responsibilities
<p>You will provide high level legal advice on a wide range of corporate legal, contractual and compliance management matters to Territory Generation.</p> <p>Your accountabilities include:</p> <ol style="list-style-type: none"> 1. Provide high level legal advice on a wide range of corporate legal, contractual and compliance management matters to Territory Generation. 2. Develop and implement strategies, policies and plans in relation to the legal, corporate governance and compliance management framework of the organisation. 3. Establish a strategy for negotiating and drafting commercial and contract matters including development of standard and non-standard contractual terms to give the best commercial outcome for the business. 4. Evaluate requests for legal interpretation and advice and provide professional and independent legal advice and services to the Territory Generation Board, Chief Executive and management on issues that impact Territory Generation business. 5. Develop and manage relationships with third parties' legal counsel and external providers. Allocate work to appropriate providers as required. 6. Develop and deploy legal and corporate governance and compliance management training, education programs and information to management and staff. 7. Manage Territory Generation's corporate governance timetable and coordinate the development and submission of Territory Generation's public documents to the Shareholding Minister, Cabinet and regulators as required by law. 8. Maintain a high level of knowledge of relevant areas of corporate and contract law and compliance management and of relevant practices and procedures. 9. Carry out duties in accordance with Territory Generation's safety, environmental and quality policies, safety principles, corporate values and strategies.
Selection Criteria
Essential
<ol style="list-style-type: none"> 1. Admission to practice as a Legal Practitioner of the Supreme Court of the Northern Territory (or eligibility for such admission). 2. Ability to provide high level legal advice on a wide range of corporate legal, contractual and compliance management matters to Territory Generation. 3. High level ability to develop and implement strategies and plans in relation to the legal, corporate governance and compliance management framework of the organisation. 4. High level skills in company litigation matters. 5. Demonstrated skills and experience in researching, analysing, and making recommendations on legal, legislative and policy issues relevant to legal and contract management. 6. High level interpersonal skills particularly in communication, collaboration, negotiation and conflict resolution in order to balance competing demands and influence outcomes. 7. High level ability in the drafting and negotiating of commercial agreements and contracts. 8. High level written professional communication skills with ability to prepare and present legal concepts, positions or factual analyses clearly and accurately. 9. Excellent presentation and facilitation skills together with high level ability to develop and implement educational, training, consultation, and awareness programs. 10. Ability to carry out duties in accordance with Territory Generation's safety, environmental and quality policies and corporate values and strategies.
Desirable
<p>A clear understanding of the framework of Government and the legislative and regulatory framework under which Territory Generation operates.</p>

Direct Reports	
Nil	
Key Internal Relationships	
<ul style="list-style-type: none"> • General Manager Legal, Governance and People • Risk and Audit Manager • Project Managers • Procurement and contract administration staff • Managers and employees 	
Key External Relationships	
<ul style="list-style-type: none"> • External Regulators • Utilities Commission • Other regulatory bodies e.g. NT Worksafe, Information Commissioner, Clean Energy Regulator, NT EPA.) • Legal Services Providers • Legal counsel of third parties • Local and Supreme Court Judges and personnel 	
No. of Employees Reporting (approx)	Nil
FURTHER INFORMATION	
The preferred candidate is required to undertake a pre-employment medical and employment is conditional on the outcome.	
Approved June 2025	General Manager People & Governance
Closing date: 29/07/2025	
Apply online: https://jobs.nt.gov.au/Home/JobDetails?rtfid=323263	