

POSITION DESCRIPTION



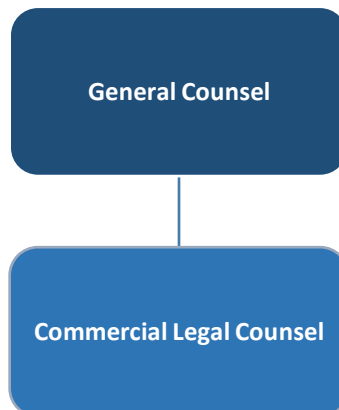
Commercial Legal Counsel

Reports to:	General Counsel		
Group:	Commercial Engagement	Financial Authority:	As per DFA
Direct Reports:	0	Revision (m/y):	7/2026

Purpose

To provide practical, commercially focused legal advice and support to WEL business units and subsidiaries, enabling sound decision-making, effective risk management, and compliance with legal, regulatory and contractual obligations.

Reporting Structure



Key Accountabilities (Outcomes)

- Create, interpret and review contracts and other legal documentation to support sound commercial decision-making.
- Provide timely, pragmatic legal, compliance and regulatory advice to business units and subsidiaries.
- Assist with regulatory matters, commercial transactions, stakeholder and customer interactions, and legal support for property and easement matters as required.
- Liaise with external advisors and maintain effective relationships with law firms, stakeholders and internal teams.



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- Identify, assess and advise on legal and commercial risks across contracts, procurement, projects and operational matters, disputes, governance matters and regulatory obligations to support informed decision-making.
- Support the monitoring and implementation of WEL's corporate compliance programme.
- Keep up to date with legal and regulatory developments that may impact the business and provide legal education where required.

Ways of Working (Enterprise Expectations)

These expectations apply to all roles and should be demonstrated through day-to-day behaviour, decision-making and interactions across the business and with external stakeholders.

- Acts consistently with WEL's values and contributes positively to organisational performance and development.
- Champions health, safety and wellbeing, and models safe behaviours in all aspects of the role.
- Maintains a strong customer and service focus, supporting reliable delivery and positive stakeholder outcomes.
- Builds effective relationships across the business, with contractors, utilities, authorities and other stakeholders to support coordinated operational delivery.

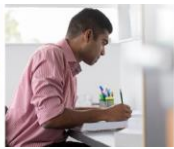
Capabilities That Matter Most

The role requires a commercially minded legal professional who can provide practical, risk-aware advice, work confidently across the business, and support well-informed decision-making in a complex and regulated operating environment.

- Strong legal drafting, analysis, and negotiation skills, with the ability to prepare clear, fit-for-purpose contracts, agreements and advice.
- Pragmatic problem-solving and judgement, with the ability to balance legal risk, commercial outcomes and operational needs.
- Ability to collaborate and translate complex legal and regulatory matters into clear, practical guidance and advice for non-legal stakeholders.
- Strong attention to detail, particularly when reviewing contracts, legal obligations and compliance requirements.
- Ability to build effective relationships with stakeholders and external providers to support ongoing value from partnerships.

Essential Qualifications & Experience

- Bachelor of Laws (LLB).
- Current New Zealand Practising Certificate, or eligibility to obtain one.



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- A minimum of five years' post-admission experience in a commercial law firm or corporate environment.
- Sound knowledge of contract and commercial law, including associated business and legal risk management.
- Experience drafting, reviewing, negotiating and advising on commercial contracts, procurement processes and related legal documentation.
- Strong understanding of commercial risk, compliance obligations and practical legal risk management.
- Experience providing legal advice to internal stakeholders in a complex commercial or regulated environment.
- Sound knowledge of New Zealand legislation relevant to commercial, corporate, regulatory and property matters.

Desirable Qualifications & Experience

- Commercial law focus.
- Experience in utility, infrastructure or construction industries.
- Understanding of the regulatory framework relevant to electricity distribution companies, including the Electricity Industry Participation Code 2010.
- Experience advising on property-related legal matters relevant to utilities.
- Experience working on infrastructure construction projects.
- Experience in technology law.

Role Evolution

This role may evolve as strategy, structure and priorities change.

Our Purpose

Enabling our *communities to thrive*

Our Vision

To create and support an *innovative and sustainable energy future*

Best in Service

So we have the *trust of our community*



Best in Safety

Every Day - *Home Safe*



Our Values



Agile

We listen to ideas, we explore opportunities and we adapt to changing situations with an open mind. When change is needed we make sure we understand why and we make it work. We're flexible and we respond professionally to change.



Build the business

We make sure our day to day activity is sound while exploring ways to improve the way we work or things we do. We often ask "is there a better way to do this?" and we investigate options.



Care for each other, the customer and our assets

We work as a team across the business to do things the right way. We treat others with respect, listening to their needs so we can deliver a reliable and safe service to our communities.



Do the right thing

We make decisions with integrity and when we can, we help others make the right decision for their situation. We're open, honest and trustworthy. We speak up if we feel we should and we listen to others.



Every Day - Home Safe

We lead by example to keep ourselves, our workmates and our communities safe. We use the right equipment, we challenge unsafe acts and we say no if we think it's not safe.