



EQUS REA LTD. (EQUS) provides safe and reliable electric distribution services to commercial and industrial developments, oil and gas operations, telecommunication towers, production facilities, residences and farms throughout 26 Alberta municipal districts and counties. Serving 11,800 members, EQUS is the largest member-owned utility in Canada. EQUS provides safe and reliable electrical distribution services with a 99.9% reliability rating.

EQUS is seeking a full-time permanent in-house legal counsel to join our Senior Leadership Team. The successful candidate will lead the transition from external general legal services to in-house general legal services. Responsibilities will include providing advice on legal matters, legal research, interpretation of legislation and its application to EQUS' business, as well as contract analysis and assistance in informing policies and procedures within a highly regulated operating environment. The ideal candidate will possess extensive knowledge of the regulatory environment EQUS operates within and should have some working knowledge of the Alberta Utilities Commission (AUC). In conjunction with the responsibilities to EQUS, the successful candidate will also be required to provide legal services to Prairie Power Ltd. (PPL), a wholly owned subsidiary of EQUS whose primary role is to purchase wholesale electricity contracts on behalf of EQUS.

An understanding of business and key business concepts (relationships with other industry stakeholders, corporate structure and marketing) are requirements. The ability to contribute broadly to a host of non-legal business matters and to be conversant in discussing them with senior leadership, the CEO and the Board are critical.

An understanding of EQUS' corporate structure, its members and external relationships with governmental and industry stakeholders is advantageous.

The successful candidate will have experience in the following areas of law:

- corporate governance;
- dispute resolution and arbitration;
- risk management;
- legislative and regulatory compliance; and
- labour and employment.

Duties

- Provide independent legal advice and perform legal work in the areas of regulatory, contract and administrative law
- Prepare recommendations on transactional risk and document standardization; identify and analyze complex legal and regulatory related issues related to integrated operating agreements and master service agreements
- Draft key documents, present clear recommendations and minimize risk while simultaneously supporting EQUS' organizational goals
- Support the Dispute Resolution Process (arbitration process): gather/prepare the evidence, collect and review documents, interview witnesses, create visual aids and drafts legal pleadings in collaboration with external legal counsel and other stakeholders

- Assist with reviews, clarifications, complaints on the Integrated Operating Agreement, AUC interaction in collaboration with external legal counsel
- Review EQUUS' policies and procedures (operational, compliance and governance) to ensure compliance, risk mitigation and efficiency (effectiveness in managing resources) regarding energy and distribution policies
- Support case preparation on civil claims against EQUUS in collaboration with external legal counsel
- Collaborate with EQUUS' internal and external stakeholders to complete Intermingled System Studies
- Monitor changes in the legal environment which affect EQUUS

Review and Approval of Work

This position reports to directly to the Chief Executive Officer.

Job Requirements

- Strong desire to contribute to a values-based culture
- Demonstrated relationship building skills with external legal counsel, internal departments and other stakeholders
- Professionalism, represent EQUUS to all stakeholders in a positive and ethical manner
- Exceptional leadership, superior judgement, tact and diplomacy as well as excellent negotiation skills
- Strong communicator with the ability to translate legal matters into concise and credible messages
- Ability to handle multiple task concurrently and respond quickly to requests
- Interest in establishing a long-term career with a growing organization (10 years)
- Excellent research and organizational skills
- Ability to travel (clean driver's abstract)

Education/Experience

- Post-secondary degree in law
- A member in good standing of the Alberta Bar Association
- Minimum 3-5 years' post-call experience

Benefits

EQUUS REA LTD. was founded on the co-operative spirit, our members own the distribution system they helped build. These values form the core of EQUUS and define the attitude employees bring to work every day and enable us to accomplish our goals in an ever-changing environment. Our employees share in this success through a comprehensive wage and benefits package and excellent opportunities for development and growth.

Power up your career by joining the EQUUS team.

Submit your application to HR@EQUUS.CA