



<https://hreade.com/jobs/general-counsel/>

General Counsel

Company Overview

Our client is a privately owned, multi-sector Nigerian energy and infrastructure group with decades of experience across oil and gas, power, renewable energy, infrastructure development, and data-driven assets. Operating from offices in Abuja, Lagos, London, and Houston, the group has activities spanning Nigeria, the UK, and other international markets.

The organization is currently in an active growth and consolidation phase, managing complex contractual structures, government interfaces, and cross-border transactions. Recognized for its significant contributions to offshore petroleum exploration in Nigeria, the group provides a broad range of services including geophysical solutions, petroleum economics advisory, and infrastructure development, positioning it as a trusted partner in Nigeria's energy and natural resources sector.

Description

Acts as the principal legal and commercial adviser to the MD/CEO, Board, and Executive Team. Provides strategic, pragmatic legal leadership across transactions, governance, regulatory engagement, and risk management. Enables disciplined growth, protects value, and supports confident decision-making across the Group's operations and investments.

Owns and leads the group's legal function, setting standards, frameworks, and capabilities while ensuring accountability for legal and contractual outcomes. Serves as a key external representative with regulators, partners, and stakeholders, and provides steady judgment in complex, high-risk, or sensitive matters, safeguarding the group's integrity, reputation, and long-term value.

Responsibilities

Executive Advisory & Leadership

- Serves as a trusted adviser to the MD/CEO, Board, and Executive Team on legal, commercial, and governance matters.
- Actively participates in executive team discussions, strategy formulation, and major decision-making processes.
- Translates complex legal issues into clear, actionable commercial options to support confident executive decisions.
- Provides calm, pragmatic counsel on sensitive, high-impact matters.

Transactions & Commercial Work

- Leads legal structuring, drafting, negotiations, and execution of complex transactions, including energy and infrastructure contracts (PPAs, concessions, EPC, O&M agreements), joint ventures, shareholder agreements, and SPV structures, data licensing and commercial data transactions, real estate acquisitions, leases, and development agreements
- Owns transactions end-to-end, from term sheet development through execution and close.

Hiring organization

HReade Limited

Employment Type

Full-time

Experience

- 12–18 years' post-qualification experience (PQE).
- Strong background in energy, infrastructure, natural resources, or complex real assets.
- Experience advising senior executives, Boards, and investors.
- Background in top-tier law firms and/or senior in-house legal roles.
- Cross-border and emerging market experience is highly desirable.

Industry

Oil and Gas

Job Location

Abuja, Nigeria

Date posted

January 26, 2026

- Partners closely with commercial, finance, and operations teams to enable timely deal execution.

Regulatory & Government Interface

- Supports management in engagements with regulators, government bodies, and relevant authorities.
- Oversees licensing, compliance obligations, renewals, and regulatory strategy across jurisdictions.
- Provides guidance on regulatory risk and emerging legal or policy developments affecting the Group.

Risk, Disputes & Governance

- Develops and maintains a live legal risk register for the Executive Team and Board.
- Leads dispute strategy, including litigation, arbitration, and settlement negotiations.
- Oversees corporate governance frameworks, board processes, and group structuring.
- Ensures appropriate governance standards are embedded across the organization.

Internal Frameworks & Controls

- Establishes and maintains delegation of authority and contract approval frameworks.
- Develops, implements, and enforces ethics, compliance, and anti-corruption policies.
- Guides senior management on legal risk, compliance, and governance best practices.

External Counsel Management

- Appoints, manages, and oversees external legal advisers across jurisdictions.
- Drives efficiency, cost discipline, and consistent quality of external legal advice.
- Ensures optimal use of external counsel in line with business priorities.

Qualifications

- Bachelor's degree in law (LLB or equivalent).
- Qualified to practice law in a recognized jurisdiction.
- Postgraduate qualifications or relevant professional memberships are advantageous.

Knowledge Requirements

- Deep understanding of commercial contracting and transaction structuring.
- Strong grasp of corporate governance, regulatory frameworks, and risk management.
- Knowledge of energy and infrastructure markets is highly advantageous.
- Experience operating across multiple jurisdictions and regulatory environments

Skills

- Analyzing
- Writing and reporting
- Presenting and communicating information
- Entrepreneurial and commercial thinking
- Working with people
- Leading and supervising
- Deciding and initiating action
- Learning and researching
- Planning and organizing
- Coping with pressures and setbacks