



The Commonwealth

JOB AND TASK DESCRIPTION

Job Title: Legal Adviser - Oceans and Natural Resources

Directorate: Trade, Oceans and Natural Resources Directorate

Grade: F

Reports To: Adviser and Head, Ocean Governance and Natural Resource Management Section

General Information

The Trade, Oceans and Natural Resources (TONR) Directorate is one of the three Directorates of the Commonwealth Secretariat. The Directorate brings together work in Trade Policy, Competitiveness, Hub and Spokes and Oceans and Natural Resources. TONR is responsible for delivering on two strategic outcomes:

- The sustainable development of marine economies and other natural resources, including blue economies, and;
- Effective policy mechanisms for increased trade, increased access to trade, employment and business growth.

A significant part of the Directorate's work is of a consultancy and advisory nature, delivered through a combination of in-house and external expertise.

Oceans and Natural Resources (ONR)

ONR is responsible for delivering key Commonwealth strategic mandates relating to sustainable oceans and natural resources. It supports the development efforts of member countries through the provision of policy, legal, economic and environmental technical assistance and capacity building in three core programme areas:

- The sustainable development and effective management of natural resources including petroleum, minerals and broader energy sector reform;
- The management of ocean space and resources, including the delimitation of maritime boundaries, the development of ocean governance policies and regulatory regimes;
- The Commonwealth Blue Charter, a Pan-Commonwealth agreement by Heads of Government to work cooperatively on meeting their commitments to sustainable development and the conservation of oceans.

Job Summary

An exciting opportunity has arisen in the Oceans and Natural Resources team for a Legal Adviser with expertise in maritime law, maritime boundary delimitation, ocean governance, the UN Convention on the Law of the Sea and other related conventions. Reporting to the

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Head of ONR, the post-holder provides legal and policy advice, either individually or as member of a multi-disciplinary ONR Advisory team, to Commonwealth member country Governments either bi-laterally or through multi-lateral projects.

In particular, the post-holder will be responsible for:

- Taking direct responsibility for the management of a portfolio of ocean governance projects, with particular emphasis on maritime law and maritime boundary delimitation;
- Providing legal and policy advice in other areas relevant to the work of ONR, including the development of national ocean policies, blue economy development, and other maritime activities.

The job involves frequent overseas travel.

Task Description

The post-holder will:

- Provide advice on and assist member countries to formulate policies for the facilitation and regulation of ocean and maritime sectors, including appropriate legislative, contractual and regulatory frameworks relating to the focus areas by:
 - Conducting reviews of policy, legislation, contracts and other regulatory instruments;
 - Consulting with government officials and stakeholders on pertinent legal and related issues;
 - Preparing written and oral advice and recommendations;
 - Drafting legislative instruments including statutes and contracts, and instructing and supervising the work of legislative draftspersons contracted by the Secretariat.
- Analyse proposals, recommend negotiating strategies and provide support to member government teams in negotiations involving complex inter-related policy, legal, fiscal and economic issues.
- As project leader, manage project execution by:
 - Defining project parameters in response to official requests for assistance and obtaining project approvals;
 - Managing and reporting on project implementation and monitoring project performance;
 - Working in multi-disciplinary project teams in the office and on mission;

- Defining, mobilising and supervising specialist legal, technical and other inputs to projects made by external consultants, as required.
- Work with ONR colleagues to develop strategic partnerships and initiatives with multi-lateral and bi-lateral agencies in relation to the focus areas, and maintain contacts with senior government officials, investors and other international agencies;
- Contribute to international seminars, conferences and expert group meetings;
- Adhere to the Gender Equality values of the Commonwealth as enshrined in the Charter and Secretariat's Gender Equality Policy;
- Perform any other duties as may be required from time to time.

Person specification

Education:

Essential

A first degree and/or relevant post-graduate degree in Maritime Law, with a specialisation in aspects of ocean governance or boundary delimitation.

Experience:

Essential

- A minimum of ten years of experience at a senior level in the practice of Maritime Law, including Law of the Sea, and implementation of projects related to ocean governance or maritime boundary delimitation;
- Demonstrated skills in legislative drafting, policy regulation, and/or negotiations relating to maritime law;
- Prior experience in an international context, gained in a government ministry, the private sector or an international organization.

Desirable

- Experience in the fields of legal aspects of climate change, shipping, blue economy development, deep seabed mining and/or international ocean governance;
- Experience in implementing donor-funded technical assistance projects supporting national governments would also be an advantage.



Competencies

Respect for Diversity

Works effectively with people from all backgrounds.

Treats all people with dignity and respect. Treats men and women equally.

Shows respect and understanding of diverse points of view and demonstrates understanding in daily work and decision making.

Examines own biases and behaviours to avoid stereotypical responses and does not discriminate against any individual or group.

Challenges others to rectify biases in behaviour, systems and processes.

Communication

Speaks and writes diplomatically and presents in public fora with charisma.

Demonstrates professional demeanour and executive presence when meeting stakeholders.

Respects confidentiality and works to strengthen the trusted advisor status of the Commonwealth Secretariat.

Planning and Analysis

Effectively assesses and advises on major programmes/activities at a divisional level.

Balances focus in order to deliver both Commonwealth Secretariat and member states' goals.

Able to interpret incomplete and/or ambiguous information.

Effectively analyses and assesses new or uncertain critical situations.

Adapting and Innovating

Identifies innovations and opportunities to improve divisional operations/advice and effectively gains buy-in.

Evaluates the impact of innovations and improvement initiatives.

Remains receptive to and encourages innovative ideas from colleagues.

Initiates change that will enable the programme/team to fulfil objectives in light of changing circumstances.

Adhering to Principles and Values

Sets an example and embodies Commonwealth Secretariat principles and values.

Demonstrably protects the reputation of the Commonwealth Secretariat.

Interprets and implements Commonwealth Secretariat principles and values.

Ensures that Directorate/programmes operate in a manner aligned to the values and principles of the organisation.

Leadership & Development



The Commonwealth

Takes responsibility for participating in the personal professional development opportunities that the Secretariat provides.

Directs the energy of the organisation towards a common goal.

Provides an example to others by demonstrating moral courage in the face of challenging circumstances.