



Job Profile

Legal Counsel

Group: People & Governance

Job Summary

To be completed by People and Culture team			
Job Family	Legal and governance	Career Stage	F
Job Function	Legal	Career Stream	Professional
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	ICE	Last Modified Date	8/09/2026
To be completed by Manager ~ (Team Size relates to People Leadership)			
Work Environment	Hybrid	Team Size	
People Leader	No	Indirect Team Size	

Who we are.

At Sydney Water, we exist for our customers. We're more than 3,500 people working together, striving to do more and be better—better for the environment, our customers, our people, and our water. Our people are passionate about working together, and driving agility, accountability, innovation, sustainability, and exceptional customer experiences.

Sydney Water is the main provider of water, wastewater, recycled water, and stormwater services in Greater Sydney. Our employees are dedicated to our customers, ensuring services are reliable and affordable, we are proactive and easy to engage with, forward-thinking, and environmentally focused.

Working with us means helping to provide essential services, safeguarding Sydney's future with a sustainable water supply, and protecting our iconic waterways. Our strategy guides our journey to enhance customer outcomes and continue delivering robust services to our city into the future.

Job Purpose

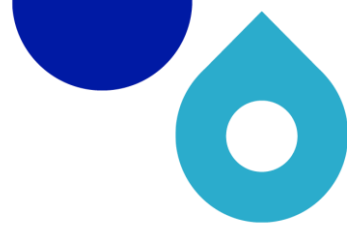
To support the General Counsel in the provision of legal advice and services to Sydney Water in the areas of law relevant to Sydney Water's business and operations.



Accountabilities

Job Specific	• Assist the General Counsel in providing timely and high-quality commercial legal advice to Sydney Water in all areas of law affecting Sydney Water's business and operations; • Draft, negotiate and advise on all types of contracts and agreements (relevant to your practice area) to protect the interests of Sydney Water; • Advise on Sydney Water's rights and obligations under relevant legislation; • Advise on early intervention and dispute resolution strategies in potentially complex, sensitive and litigious matters to minimise risk to Sydney Water and maximise outcomes of any dispute, action or liability; • Initiate legal actions as required and oversee defence of the organisation in any legal action initiated against it, in conjunction with external legal advisers; • Develop and manage strong working relationships within Sydney Water and with external legal providers to facilitate the efficient and effective delivery of legal services to Sydney Water; and • Ensure critical legal and corporate knowledge is captured, shared and developed across the Legal unit and conveyed appropriately to relevant business Services. • To guide, lead and advise the Legal and Compliance team, and the broader business to understand key legal processes and governance arrangements to ensure smooth Board and Executive operations and daily operation of the Legal and Compliance team. • Champion safety, wellbeing and understand safety accountabilities. • Work constructively as one team to achieve team outcomes • Contribute to a high performing team culture and commitment to the improvement of safety, customer, health and environmental outcomes • Role model Sydney Water values and behaviours and participate in a constructive and supporting working environment • Provide mentoring, support, technical advice and training to team members. Identify capability gaps and collaborate with your manager to improve team effectiveness • Provide input to prioritisation and daily task allocation as required by your manager • Provide input to prioritise work across the team • Understand Sydney Water's strategy, and demonstrate Sydney Water values and behaviours to contribute to a positive and productive working environment • Demonstrate commitment to the Group vision and objectives, understanding your contribution. • Participate in team development, planning and co-ordination activities to enable the team to work effectively. • Maximise opportunities for coaching, training and professional development to continually develop your skills and capabilities. • Commit to being Safe and Well Together in meetings such as sharing lessons learned and safety moments.
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Role Requirements



Education / Qualifications

Required	Tertiary qualifications in law, with unrestricted practising certificate (or eligibility to hold an unrestricted, practicing certificate)
Desired	

Certifications / Licences

Required	
Desired	

Experience

Required	- Proven research and analytical capacity related to complex matters, sound problem solving skills and the ability to make balanced and logical judgments - Outstanding interpersonal oral and written communication skills to deal effectively with diverse stakeholder at all levels of an organisation 3+ years' post admission experience as a lawyer, with training in a top tier or mid-tier law firm - Demonstrated expertise and experience in either commercial and contract law, disputes, property law or construction law - Ideally, also experience in working for clients who operate in a regulated environment - Demonstrated high-quality legal drafting skills and experience - Demonstrated competency in preparing high-quality written legal advice.
Desired	



Capabilities and Skills

The capability and skill requirements for this role are identified in the skills profile listed below. This is comprised of Enterprise Capabilities, that are essential for all roles and functional skills, which are specific to each role.

Enterprise Capabilities (F-H)			
Capability	Descriptor		
Accountability	Sets direction and motivates others to hold themselves accountable for achieving goals. Leads by example, collaborates, and sets a high standard for accountability and commitment.		
Agility	Creates team culture to encourage agile ways of thinking and working. Role models flexibility and adaptability in teams/business areas.		
Innovation	Improves or adapts existing methods and processes to achieve greater value. Manages risks, is open to and shares lessons learnt with others.		
Functional Skills			
Skill	Priority	Essential or Desirable	Proficiency level
Legal Analysis	1	Essential	Advanced
Legal Interpretation	2	Essential	Advanced
Legal Research	3	Essential	Advanced
Legal Writing	4	Essential	Advanced
Contract Negotiation	5	Essential	Advanced
Stakeholder Communications	6	Essential	Intermediate
Troubleshooting (Problem Solving)	7	Essential	Intermediate
Corporate Laws	8	Essential	Advanced
Legal Document Processing	9	Essential	Intermediate
Stakeholder Management	10	Desirable	Intermediate
Proficiency Level Descriptors			
Developing - Building practical experience, needs continued coaching.			
Intermediate - Independent execution, minimal guidance.			
Advanced - Fully independent execution, coaches' others.			
Mastery - Strategic, sought as expert internally and externally.			

Additional notes

Sydney Water takes the safe provision of its services to the public and the protection of its information assets extremely seriously. As a Sydney Water employee, you are required to understand your obligations under the [Acceptable Use of Information Technology Policy](#) and how Sydney Water's Information Technology is to be used. You must also help keep your workplace secure by ensuring you do not enable non-authorised people access to sites, maintain the integrity of locked entries and exits, and where appropriate, alarms being engaged.

Sydney Water requires all users to embrace and adhere to all enterprise and protective security policies, awareness programs and frameworks for Sydney Water assets.