



Position Specification

European Bank for Reconstruction & Development (EBRD)
Managing Director, Deputy General Counsel

Our Client

The European Bank for Reconstruction and Development is a regional multilateral development investment bank. It was founded to contribute to a new post-Cold War era in Central and Eastern Europe, to foster transition towards 'market-oriented economies' and 'to promote private and entrepreneurial initiative'. The EBRD is owned currently by 71 countries from five continents, the European Union, and the European Investment Bank. Uniquely for a development bank, the EBRD has a political mandate in that it assists only those countries 'committed to and applying the principles of multi-party democracy [and] pluralism'. It is currently active in about 40 countries across Europe, Central Asia and the Southern and Eastern Mediterranean, where it is a leader amongst international financial institutions and beyond. The EBRD has also expanded its shareholder base meaningfully in recent years, with China, India, San Marino and Libya having joined in the past seven years.

Since its establishment, the EBRD has invested €180 billion in project financing for banks, industries and businesses, both new ventures and investments in existing companies, and continues to attach particular importance to investments linked to 'transition impact' – a measure of the impact of a project on the progress of a country's transition to becoming a mature market-based economy. The Bank invests in commercial projects that deliver a market-based financial return while having a measurable economic, social or environmental impact. EBRD is a climate finance leader and actively supports Ukraine and other countries affected by the war there. They have also committed much of their recent activity to countering the economic impact of the coronavirus pandemic.

Each of the Bank's projects is tailored to the needs of the client and to the specific situation of the country, region and sector. More than 70% of EBRD's investments are in the private sector, but it also works with publicly owned companies (in particular in the context of commercialisation and privatisation). The EBRD provides loan and equity finance, guarantees, leasing facilities, and trade finance. It is an active investor in multiple strategic sectors fostering sustainable long-term growth: financial (with SME support a priority); diversified corporate; agribusiness; and infrastructure such as transport, energy and municipal services. It also manages several nuclear safety and decommissioning funds.

For the first time in the Bank's history, more than half of annual investment went to the green economy transition, reaching its target of at least 50% of annual EBRD investment in the green economy transition four years earlier than planned. Meanwhile, investment and policy support to help the Bank's investee economies build economic resilience after the Covid-19 pandemic has continued to be out in place. Overall, we delivered €10.4 billion of investment. More than three-quarters of that amount went to the private sector. It was not just the quantity that was notable, but the fact that there was, according to EBRD methodology, a sharp increase in the quality of projects. The Bank continues to galvanise other actors, including the private sector, to ensure that the EBRD and its partners best deliver the Sustainable Development Goals by 2030. Furthermore, the Bank is committed to promoting economic inclusivity through its investments. For example, the Bank launched its Economic Inclusion Strategy in 2017, and has increased support for women-led firms through its successful Women in Business programme.

In keeping with these priorities, the EBRD combines investment activities, policy dialogue, and capacity building to ensure balanced impact. It strives in all its work to support its countries of operation in becoming more competitive, better governed, greener, more inclusive, more resilient and more integrated. These "transition qualities" best equip them for a prosperous and equitable future for all. The Bank remains financially strong, a fact confirmed by its consistent stable triple-A rating from all the major rating agencies.

For further information please visit: [European Bank for Reconstruction and Development \(EBRD\)](https://www.ebrd.com)

The Role

EBRD is looking to appoint Managing Director, Deputy General Counsel (DGC). They will support the planning, implementation, and supervision of the Office of the General Counsel's (OGC) vision, goals, and administration and provide high-level policy advice and support to the General Counsel in carrying out the work program of the Office of the General Counsel.

The DGC is a leading member of the General Counsel's senior management team and, in this capacity, will support the General Counsel and the Bank in delivering and safeguarding the legal aspects of the Bank's status, operations and activities. They will contribute to ensuring alignment of the legal team with the Bank's strategy and priorities as the EBRD and its clients continue to evolve. The DGC will provide effective, forward-thinking legal and policy advice on all corporate and administrative affairs, treasury, and human resources legal matters. The ideal incumbent would also have significant experience in capital markets, cross-border project financing and/or legal reform. The DGC will also play a critical role in wider institutional leadership and will serve as a member of senior management committees and ad-hoc working groups.

The DGC has overall responsibility for determining goals for several teams and units within OGC, to ensure that all services under their responsibility are fit for purpose, of high quality and consistent with the Agreement Establishing the Bank (AEB), its policies and procedures and applicable laws, and that the Bank's privileges and immunities under the AEB and other sources of international law are recognised and respected.

Scale of responsibilities

- Responsible, along with other DGC, for an aggregate annual budget of £20M.
- Manages several teams and/or units with a total of at least 60 staff, including 4-6 direct reports.
- Along with other DGC, oversees the engagement and management of all outside counsel for the Bank: approximately 200 law firms for a total annual budget of €19M.
- Main interfaces include members of the Executive Committee, members of the Board of Directors, senior representatives of EBRD clients, high level governmental officials and senior representatives of other international organisations.

Accountabilities and Responsibilities

- Assists the General Counsel in the management of OGC and the provision of legal and policy advice to the President and the other members of the Executive Committee, senior staff, the Board of Directors and its committees, and the Board of Governors.
- Participates in the development and implementation of the Bank's strategic initiatives, including advising on new and innovative instruments.
- Is responsible for providing leadership and direction to the teams under their management to ensure that relevant legal and policy issues are identified, considered and addressed.
- Deputises, as needed, for the General Counsel and represents them at meetings of the Board of Directors and the Executive Committee, Strategy and Policy Committee, Risk Committee, Operations Committee and ad-hoc committees as required. DGC may chair one or more top-level committees and in that capacity report directly to the Executive Committee.
- Recruits, motivates, trains and develops staff within agreed policies and practices to maintain an effective workplace capable of meeting OGC's objectives and enables staff to provide high-quality legal advice, consistent with best practice, taking into account the Bank's special status as an international financial institution.
- Provides guidance and direction to internal clients, including members of the Executive Committee and other senior staff and members of the Board of Directors, on the legal and policy aspects of the Bank's

operations, initiatives and strategies, taking into account the Bank's operational and institutional objectives, international standards and applicable domestic and international law.

- Assesses compliance of papers submitted to the Executive Committee and other management and Board committees with requirements of the AEB, the Bank's policies and procedures and all applicable domestic and international law.
- Represents the Bank in international conferences, including as part of OGC's Legal Transition Programme.
- Develops systems and procedures for the engagement of outside counsel in compliance with the Bank's procurement rules and specific applicable requirements.
- Participates in committee meetings; In their capacity as committee chair ensures that key issues are identified and that committee members are invited to contribute to the discussion.

Candidate Profile

The Managing Director, DGC will be an accomplished leader and legal professional. The successful candidate will bring a sophisticated understanding of the legal complexity inherent in multi-jurisdictional development financing institutions. They will have the strength of character to protect and ensure the interests of the institution, ensuring good governance, and serving as a candid, effective and independent advisor to the General Counsel and other stakeholders.

The DGC will have a successful record as an expert in corporate and administrative affairs in the context of an international organization (ideally an international financial institution), and further experience in treasury and human resources legal matters. Experience in leading the delivery of legal reform advisory would also be an important additional strength. The ideal candidate would also ideally have significant professional experience in cross-border project financings, capital markets transactions and/or corporate advisory services, together with a sound understanding of legal reform. The DGC will have experience in leading teams through change, including considerations on team structure, effectiveness and culture. Current knowledge related to the privileges and immunities afforded to international institutions such as the EBRD is valuable.

Candidates for the role will possess the following:

Knowledge, Skills, Experience & Qualifications

- Extensive management experience and strong leadership qualities – ready to motivate, lead and if necessary challenge team members.
- Substantial professional experience corporate advisory services (normally not less than 20 years) gained at an IFI, at the in-house legal department of a top commercial/investment bank or in private practice, together with a sound understanding of legal reform and treasury.
- An law and a post-graduate law degree or relevant professional legal experience in another country.
- Admitted or qualified to practice law in at least one jurisdiction, and academic qualifications or professional experience in both civil and common law.
- Extensive experience with the practice, law and procedures of international financial institutions active in private sector operations as well as with IFI policies.
- Demonstrable experience in making top-level legal decisions and advising top-level decision-makers in the private and/or public sector (e.g., CEOs, board members, etc.).
- Excellent command of written and oral English. Fluency in another official language of the Bank or a language of the EBRD's countries of operations is an advantage.
- Strong verbal and written communication skills: highly articulate and confident to engage with senior counterparts both inside and outside the Bank and in international fora.

Desired Competencies

Business Expertise

- Decisive, business acumen and persuasiveness.
- Demonstrable expertise in the legal function of an international financial institution.
- First-class, nuanced understanding of the EBRD's countries of operations and/or wider experience in the development bank context
- Highly developed negotiation skills proven to yield positive outcomes with senior counterparts, both internal and external.

Leadership and Management

- Offers effective, visionary leadership to the organisation, Senior Management, and the OGC.
- Fosters an innovative, nimble working environment committed to continuous improvement and excellence in delivery.
- Contributes to the cohesiveness of the Bank's management and increases efficiency in the delivery of legal services.
- Communicates effectively with diverse constituencies and offers strong people management skills.
- Motivates and develops highly skilled professionals to deliver business objectives effectively in a multi-cultural, results-oriented organisation.
- Inspires a collective sense of achievement.

Strategic Thinking

- Proven ability to identify and articulate policy issues, trade-offs, and priorities to provide independent, trustworthy and informed counsel to the General Counsel and other senior stakeholders.
- Demonstrated ability to synthesise complex issues, translating this into effective written and oral communication and actionable plans.
- Highly developed strategic thinking with an ability to map business strategy into organisational design, people plans and resource requirements.

Building Relationships and Using Influence

- Leverages strong partnership skills to enable positive engagement and contribution to the leadership of the Bank and Legal Department, as well as providing effective counsel to others in an independent manner.
- Works effectively with multi-constituency stakeholder groups as a credible partner, informing decisions and deriving the maximum advantage for the EBRD in its operations.
- Strengthens and builds partnerships and synergies internally across functions and geographies, and externally with key institutions, including governments and international organisations.

Personal Attributes

- Proactive with strong personal integrity and a commitment to the highest ethical standards.
- Strong interpersonal skills with the ability to build positive relationships by promoting co-operation and a sense of being part of a collective endeavour.
- Independence of mind, with a reputation for a high standard of professionalism and for engaging in a forthright manner.
- Sound judgment combined with self-awareness and a focus on personal development and learning, professional adaptability with the ability to innovate and deliver new policies and systems.
- Strength of personality and robustness of intellect.
- Familiarity and ease with a variety of cultures and comfort with diverse groups.

Position Specification

Ref: MD, Deputy General Counsel - RFP
European Bank for Reconstruction & Development (EBRD)

Additional Requirements

- Fluency in English is essential; knowledge of a language(s) of Bank member countries would be desirable.

Term of Appointment

- The role is based at EBRD headquarters in London, United Kingdom.
- The Managing Director, DGC (Corporate) will be appointed for a four-year fixed term with the opportunity to renew.

How to Apply

To apply, please send your full CV, and supporting statement briefly highlighting your experience and skills against the requirements of the role to <https://jobs.ebrd.com/job-invite/33129/>

Nationals of EBRD shareholder countries are eligible to apply. For more information on eligibility, please refer to the EBRD website: <http://www.ebrd.com/careers-at-the-ebrd.html>

P2212-053L