



Position Specification

Development Bank Ghana
General Counsel

Our Client

DBG is a Development Finance Institution that acts as an enabler for businesses in Ghana and as a long-term capital provider in the market. DBG ensures that sustainable, global best practices are applied across all of their operations.

Vision

- Accelerating inclusive and sustainable economic transformation by fostering the growth of a competitive private sector

Mission

- Foster strong partnerships to finance economic growth, create jobs and build capacity for SMEs.
- Provide long-term financing and de-risking services, underpinned by technology and evidence-based research/insights.
- Attract, develop and retain exceptional people.
- Operate as an independent, financially sustainable world-class institution.
- Promote ESG excellence within the businesses we support.

The Development Bank Ghana (DBG) was established in 2020. In 2021, the bank received its license from the regulator at the Bank of Ghana. DBG focuses on ways to address market failures and meet gaps in the Ghanaian credit markets. Their mandate is to increase the availability of medium to long term financial instruments to support Ghanaian businesses. DBG's goal will facilitate economic transformation and job creation. DBG in essence will be constituted as a commercial banking institution governed by the provisions of the Ghanaian Company Act. As a result of their unique role in the market they operate a strict corporate governance structure in line with international standards.

The Development Bank Ghana Project is an initiative of the Government of Ghana, with co-finance and technical assistance from the Federal Ministry for Economic Cooperation and Development of Germany through KfW, a German state-owned development bank, the World Bank Group (WBG), the African Development Bank (AFDB) and the European Investment Bank (EIB).

The Role

The principal function of the Legal Department is to protect the interest of the Bank from legal liability. The department provides, in particular, legal support, legal advice and services to the Board of Directors, the Chief Executive Officer (CEO) and other members of Executive Management, as well as the operational, financial and administrative departments of the Bank. It ensures that the Bank has at its disposal the best available legal support, advice and services in order to enable the Bank to fulfil its functions, in accordance with the constitutive instruments of the Bank, all relevant laws, and international standard of development banking. The Department exercises both advisory and operational functions and responsibilities, and renders legal support, advice and services in connection with all aspects of the business of the Bank. The Department will oversee and coordinate the corporate secretarial function of the Board of Directors.

The General Counsel reports directly to the CEO and is the principal legal adviser of the CEO and the Board of Directors. The General Counsel is a member of the Executive Committee and may serve in other committees of the Bank.

The General Counsel will be responsible for the following functions:

1. As a member of Senior Management participate in management and decision making.
2. As the principal legal advisor of the Bank, provide legal support and services to Management and the Board of Directors.

3. Draft all legal instruments for the governance of the Bank and any of its subsidiaries, to ensure conformity with constitutive agreements, policies and procedures of the Bank and to enhance the pace of implementation of their decisions.
4. Ensure that the policies of the Bank conform to sound legal principles in line with the practices of development institutions and consistent with local law.
5. Represent the Bank in negotiations with development partners and other stakeholders and, represents and defends the Bank in arbitral and judicial proceedings.
6. Direct and manage the work of the Department to ensure responsiveness, effectiveness and high-level delivery on all legal matters, and also advance strategic directions of the Bank.
7. Provide support to all organizational units of the Bank on legal and policy aspects of institutional, financial, operational and administrative matters, including advice on applicable laws and procurement matters and contracts with third parties.
8. Establish and maintain contacts with the legal profession outside the Bank and arrange for the Bank to obtain the best legal advice and services as needed.
9. Direct and manage the corporate secretarial functions of the Bank and advise on legal matters regarding Board proceedings.
10. Keep abreast of developments in the legal field and policy frameworks that apply to international development finance institutions.

Candidate Profile

Essential Qualifications & Experience

- At least a Master's degree in private and public law, international finance, commercial law, comparative and banking law.
- Admission to a Bar Association.
- A minimum of 15 years of experience in legal practice, with extensive experience in international commercial transactions (with a focus on finance), corporate governance and administrative law, 8 years of which must be at a senior management level.
- A minimum of 3 years of experience in providing legal services for international development finance organizations.

In terms of the performance and personal competencies required for the position, we would highlight the following:

Business Acumen

- Familiarity with the work of international development finance institutions.
- Experience working with senior management in developing and delivering strategic objectives.

Setting Strategy

- Demonstrated capability to apply sound legal judgements and strategic thinking to complex legal and policy matters.
- Ability to optimize business impact of decisions by leading the decision making process and integrating decisions into broader context and sustainable results.

Executing for Results

- Commitment to consistent delivery of the highest quality outputs, with deep technical understanding and attention to detail; and
- Established reputation and track record of performance, innovations and change management.

Leading Teams

- Ability to inspire, generate and sustain staff commitment and professional excellence;
- Strong ability in leading and mobilizing multi-cultural teams with different skill sets;
- Provides direct leadership by setting, communicating, and modelling high standards of performance and professionalism, developing and maintaining a high level of personal credibility and work ethic; and

- Experience of working in large, multicultural organizations in the public or private sector with a diverse workforce and sensitivity to diversity concerns of staff and Boards of Directors.

Building Relationships and Using Influence

- Ability to listen and communicate effectively with oversight bodies such as regulators and other senior management and government officials; and
- Excellent negotiating skills.

Language Requirements

- Excellent written and oral communication skills in English.

How to Apply

To apply, please send a full CV together with a supporting statement, briefly highlighting your experience and skills against the requirements of the role, via email (preferred) to responses@russellreynolds.com. Please quote the role title and reference code 2302-007BL in the subject heading of the email. All applications will be acknowledged.