



Legal Counsel (M/F)

About Neoen

Neoen is one of the world's leading and fastest growing independent producers of exclusively renewable energy. Neoen has over 4.8 GW of solar, wind and storage capacity in operation or under construction in Australia, France, Finland, Mexico, El Salvador, Argentina, Ireland, Portugal, Jamaica, Mozambique, and Zambia. The company is also present in Croatia, Ecuador, Sweden, and the USA. Neoen's flagship assets include France's most powerful solar farm (300 MWp) in Cestas, and the world's largest lithium-ion power reserve (150 MW / 193.5 MWh storage capacity) in Hornsdale, Australia.

A player in the fight against global warming and the energy transition, Neoen's mission is to design and implement the means to produce the most competitive renewable electricity, sustainably and on a large scale. As a responsible company whose long-term vision is reflected in a strong and sustainable growth strategy, Neoen is targeting more than 10 GW capacity in operation or under construction by end of 2025.

Neoen (ISIN Code: FR0011675362, ticker: NEOEN) is listed in Compartment A of the regulated market of Euronext Paris.

For more information: www.neoen.com

Role purpose

In the context of continuing growth, Neoen is looking for a **Legal Counsel** in order to strengthen the legal and contract management support to the development and implementation of its projects.

This position is thus particularly well-suited for a candidate with proven legal and claim management international experience in the development, (non-recourse) financing, construction and operation of large infrastructure projects, preferably in the power generation sector and ideally in renewable energies.

The **Legal Counsel** will report to the Legal Director-Latin America (based in Paris).

He or she will support Neoen's team during the life cycle of projects implementation: development, financing, construction and operation and maintenance with. Although the position's main focus will be on our Latin American projects, the role will also involve supporting our projects in other regions where NEOEN operates.

The legal support is required in the following areas (with assistance from external legal counsel when needed):

1. Business Development

- Participation in public or private auction process for benefit of support schemes (e.g. long-term mandatory off-take or green certificates regime);
- Acquisition of interests in portfolio of development assets in new markets (assets or shares transfer), including partial acquisitions and arrangements for co-development of projects (MoUs, JVs).

2. Project Development Phase

- Participation in the negotiation of main project agreements including real estate contract (acquisition, long-term lease), power purchase agreement, grid connection agreement, EPC and O&M contracts, development and management agreements (the "Project Documents");

- Project corporate structuring (SPV and holding, shareholders' agreement);
- Applications for environmental and building permits, and licences required under local electricity/utility regulations.

3. Project Financing Phase

- Addressing issues raised by lenders' counsel from due diligence of project documentation;
- Participation in the negotiation of the finance documents (term sheets, facility agreements, intercreditor agreements, security documents and all ancillary documentation) and involvement in preparation of closings (completion of conditions precedent) in close coordination with the external legal counsels and internal project team.

4. Construction and Operating Phase

- General contract management (amendments, waivers, variation orders, claims management, extension of time, liquidated damages);
- Management of specific events e.g. accidents, force majeure or weather-related events, permitting and licencing change management.

5. Corporate

- Incorporation of operational/development companies, holding companies, and special purpose vehicles in relevant jurisdictions;
- Ensuring compliance with applicable company law, and Neoen corporate governance rules; responding to queries from various teams.

Candidate profile

The candidate will need the following skills and experience to succeed in this role:

- University qualification in business law;
- Legal experience (3-7 years, preferably a combination of experience in law firm and in-house);
- Strong ability to interact as a business partner within Neoen (development managers, construction managers, asset managers, finance managers and finance controllers) and with Neoen's counterparts (offtakers, lenders, EPC and other contractors, regulatory authorities) and advisors (law firms, technical consultants, brokers, insurers);
- Experience of working in an international environment;
- Contract negotiation and providing legal support to project/commercial/financial teams;
- Ability to draft legal documentation and communicate fluently in French and English is a prerequisite; draft and communicate fluently in Spanish will be a major advantage;
- Communication skills;
- Autonomy;
- Relevant project finance experience is a prerequisite.

Some personal characteristics are needed to maximize chances of success:

- Ability to understand and work in an engineering culture;



- Ability to work effectively in project mode;
- Intercultural sensitivity;
- Good business sense and pragmatism;
- Entrepreneurial spirit;
- High work ethic.

Conditions

Permanent contract

Based in Paris (France). Travel to other Neoen locations and or places where the documentation is negotiated may be required from time to time

Starting date: as soon as possible

Please send your CV and cover letter to Juan Cristobal, Legal Director Latin America @ juan-cristobal.paris@neoen.com