



General Legal Counsel

Introduction to SOLA

SOLA is a 100% South African, vertically integrated renewable energy solutions provider, specialising in the development, construction and operation of solar PV and battery energy storage projects. We focus on partnering with the private sector to deliver clean energy to businesses across South Africa using cutting edge clean energy generation and storage technologies. We help our clients to grow and prosper through the adoption of low cost and reliable renewable energy, enabling them to meet their carbon reduction and sustainability targets. For more information, visit www.solagroup.co.za.

The overall purpose of the position:

The General Counsel will serve as the primary legal advisor to the CEO, executive team and Board, overseeing all legal, regulatory, and compliance affairs across the group's full value chain—including Project Development, Project Finance, EPC, O&M, Trading, Aggregation, Sales and Corporate Finance.

The role includes leading the legal structuring, budgeting, resource allocation required to successfully operate Sola's existing assets and meet Sola's corporate targets on reaching financial close on future renewable energy projects in the pipeline.

Reports to: Chief Executive Officer

Location: Cape Town

Summary of Responsibilities:

1. Project Finance & Development

- Contracts relating to project development, including land acquisition, environmental authorizations, and permitting.
- Project finance documentation (credit agreements, term sheets, security documents, direct agreement, shareholders agreements) with commercial banks, DFIs, and equity partners.
- To ensure project bankability across all project agreements to secure financial close.

2. EPC & Operations and Maintenance (O&M)

- The drafting, review, and negotiation of bespoke or industry-standard EPC and O&M contracts for large-scale PV and BESS installations.
- The drafting, review, and negotiation of bespoke or industry-standard supply agreements for large-scale PV and BESS installations.
- Provide legal support for contract administration and dispute resolution during the construction and operational phases.

3. Sales, Trading & Aggregation

- Draft and negotiate Corporate Power Purchase Agreements (PPAs) with major commercial and industrial (C&I) off-takers.
- Navigate and structure agreements for energy wheeling across Eskom and municipal grids.

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SOLA GROUP (PTY) LTD | T: +27 (0)21 421 9764 | INFO@SOLAGROUP.CO.ZA | WWW.SOLAGROUP.CO.ZA

DIRECTORS: B. DAMES | C. HAW | D. CHENNELLS | D. WILLS | S. HAW | T. BOARDMAN | REG. NO 2012/042769/07

- Provide strategic legal counsel on the establishment and operation of energy trading and aggregation portfolios within the evolving South African regulatory framework.

4. Corporate Governance & M&A

- Provide expert legal advice to the Board of Directors and C-suite on corporate governance, fiduciary duties, and strategic business decisions.
- Lead legal due diligence and structuring for any corporate M&A, joint ventures, or strategic partnerships.
- Manage corporate structuring across the vertically integrated group entities to optimize tax, liability, and operational efficiency.

5. Regulatory Compliance & Risk Management

- Ensure group-wide compliance with all applicable South African laws, NERSA regulations, Grid Codes, and environmental legislation.
- Develop and implement proactive risk management strategies and internal legal policies.
- Manage external counsel effectively, controlling legal spend while ensuring top-tier advice on niche matters.

6. Human Resources & Employment Law

- Labor Relations & Dispute Resolution: Direct the legal strategy for employment matters, including executive contracting, severance negotiations, and representing the company in CCMA or Labour Court disputes.
- EPC & O&M Workforce Management: labor risk management specific to the construction and operational phases, including union negotiations, site-specific labor agreements, and strike mitigation.
- OHS Compliance: Ensure group-wide adherence to the Occupational Health and Safety (OHS) Act, particularly managing liability and incident reporting protocols across construction sites.
- Policy & Governance: Partner with the HR Director implement robust internal policies covering anti-bribery, corruption, workplace harassment, and whistleblowing.

7. ESG, Sustainability & Transformation

- DFI & Lender Compliance: Ensure all projects and corporate operations comply with international financing standards (e.g., IFC Performance Standards, Equator Principles) required to unlock and maintain project funding.
- Transformation & B-BBEE: Lead the legal structuring and compliance of the group's Broad-Based Black Economic Empowerment (B-BBEE) initiatives, including ownership structuring, Enterprise Development (ED), and Socio-Economic Development (SED) obligations.
- Community Trusts: The legal establishment, governance, and ongoing administration of Community Benefit Trusts associated with specific energy projects.

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- Sustainability Reporting: Advise the Board on emerging ESG regulatory frameworks, climate risk disclosures, and alignment with corporate governance principles.

Key Performance Indicators

1. Deal Execution & Project Finance

- Time-to-Execution: Deadlines for finalizing project finance documentation.
- CP Management: Satisfaction of legal Conditions Precedent (CPs) within stipulated timeframes.
- Bankability Maintenance: Performance relating to bankable/unbankable contract structures (e.g., misaligned EPC/O&M terms).

2. Commercial Enablement & Contract Velocity

- Contract SLAs: Turnaround times for reviews of core commercial agreements.
- Standardization: Develop and deploy a library of standardized group contracts (e.g., PPAs, wheeling agreements) to accelerate deal closures.

3. Risk Management & Dispute Resolution

- Dispute Mitigation: Keep the financial impact of legal disputes, arbitrations, or EPC claims below a threshold.
- Warranty Enforcement: Achieve 100% compliance in tracking and executing performance bonds, warranty claims or liquidated damages.

4. Financial & Departmental Efficiency

- External Spend Reduction: Manage external law firm spend by insourcing core competencies.
- Legal Tech Adoption: Successfully implement group-wide contract management and compliance tracking software.
- Artificial Intelligence: Successfully implement group-wide artificial intelligence software to make legal processes more efficient.

5. Regulatory, Compliance & Governance

- Regulatory Approvals
- Zero Material Breaches: Maintain a good record regarding corporate governance, environmental fines, and regulatory penalties.

6. Human Resources & Labor Risk

- OHS Compliance: Ensure zero executive/corporate liability incidents stemming from legal negligence regarding site safety.
- Labor Dispute Control: Resolve CCMA or union disputes with a win/settlement rate that minimizes financial exposure.
- Policy Training: Achieve a 100% completion rate for executive compliance training (anti-bribery, equity, etc.).

7. ESG & Sustainability

- ESG Covenant Compliance: Maintain 100% compliance with lender/DFI environmental and social reporting requirements to prevent funding blocks.

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- **B-BBEE Maintenance:** Successfully structure entities to maintain or improve the group's targeted B-BBEE contributor level.
- **Community Trust Governance:** Ensure zero audit findings or governance breaches in project-linked Community Benefit Trusts.

Minimum Requirements:

- At minimum, an admitted Attorney with strong academic performance.
- Must have at least 10 years relevant experience (post-articles), of which at least 5 years in renewable energy, and direct experience of project finance and financial close events.
- **Experience of leading a team of 3+ legal professionals.**
- Must be fully proficient in English (verbal and written communication)
- Must be fully computer literate (MS Office Suite and Google App Suite)
- The ideal candidate will be passionate about the renewable energy industry and will embody respect and responsibility in the full sense of the word, while enjoying contributing to a team of highly knowledgeable professionals.

At SOLA one of our core values is *Dig Diversity* and we are committed to transformation and embracing diversity. This commitment is what drives us to achieve a diverse and inclusive workplace, representative of the demographics of our society. We therefore give preference to applicants from the designated groups in alignment with our Employment Equity plan.

To apply for this vacancy, please complete this [screening questionnaire](#) and send a copy of your CV to hireme@solagroup.co.za.

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