**ROLE PURPOSE: General Counsel - Alina Vision & Commercial Initiatives**

**Our Vision**
We see a world in which no person is needlessly blind or vision impaired.

**Our Purpose**
We are determined to deliver Fred Hollows’ vision of preventing blindness and restoring sight.

We work around the world so that no one is left behind, and in Australia we work tirelessly to ensure that Aboriginal and Torres Strait Islander people can always exercise their right to sight and good health.

Our priority is to work with communities to improve their own eye health. We do this through life-changing surgeries and treatments, training doctors and health workers, generating new ideas, and pushing for change at all levels – from local to global.

**At The Fred Hollows Foundation we offer a career where your talent and energy will help many see tomorrow.**

**How we value your contribution:**

**Remuneration package**
We aim to provide an overall remuneration package that is attractive and fair. Our global remuneration framework ensures we align to local pay, employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

**Salary packaging**
We qualify as a health promotion charity so the Australian Taxation Office (ATO) allows us to reimburse you for personal expenses without having to pay any income or fringe benefits tax that would normally be payable. These tax concessions are in addition to the income Tax Free Threshold.

**Leave**
You will have access to 20 days of paid annual leave each year (pro-rated for part-time employees) and receive 17.5% leave loading when you take annual leave. You will also receive 5 days paid leave between the Christmas and New Year period and other types of leave such as personal (sick or carers’) leave, paid parental leave, long service leave and compassionate leave. In addition, we provide culturally significant leave for employees with commitments under Indigenous and other cultural customs, traditional laws or religions.

**Paid parental leave**
We provide 14 weeks paid parental leave for primary carers at full pay and 4 weeks paid parental leave for non-primary carers. In addition, upon receipt of notification from the Family Assistance Office, primary carers may access 18 weeks paid parental leave at the statutory rate.

**Performance & development**
Our performance and development framework enables you to work closely with your manager to plan, manage, and review your performance throughout the year. This approach also enables you to discuss development opportunities and areas for growth.

**Learning & development**
Our approach to learning and development will enable you to have the information, skills and knowledge needed to do your job. We build the capacity of our people and support you with on-the-job experience, coaching and formal learning.

**Leadership**
Leadership is a key priority for us. We have customized leadership programs for leaders at all levels that are focused on supporting our people to be inspired, empowered and to make an impact in their work so that together we can achieve our vision.

**Study support**
We are proud that so many of our people are tertiary educated and we are committed to supporting tertiary education that is relevant to your work through our global study assistance program. Relevant applications for study support are considered annually, providing financial assistance and study days.

**Recognition**
Our recognition program has been designed to recognize and acknowledge our people who live our values of Integrity, Collaboration, Empowerment and Action, in everyday activities. We recognize our people in three ways: Peer-to-peer, manager recognition, as well as length of service.

**Flexible work arrangement**
You will have access to flexible work arrangements. We encourage a spirit of mutual flexibility, enabling discussions between you and your manager about maintaining work-life balance.

**Equal Opportunity, Anti-Discrimination and Reasonable Accommodation for Persons with a Disability**
We provide equal opportunity in employment to people without discrimination based on personal characteristics, which includes: age, breastfeeding, disability, employment activity, gender identity, marital status, physical features, pregnancy, race etc. Reasonable accommodation can be made to allow persons with disabilities to work safely and productively.

**Health & safety**
We are committed to supporting your health, safety and wellbeing. We have worker Health & Safety Representatives in each of our offices to assist in making your workplace safe.

**Employee Assistance Program**
You and your family will have access to free external, professional and confidential counselling assistance if you need help with personal, family or employment related matters.

**To work in the Foundation you will:**
- Be eligible to work in Australia and other regions where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions which are identified as working with children.

**Role purpose defines the broad accountabilities of the positions, which may change based on organisational need.**

Please refer to divisional, team and individual work plans for more specific details.
# ROLE PURPOSE

**Role Title:** General Counsel  
**Division:** Business Operations  
**Location:** Sydney  
**Date:** March 2021

### Purpose of the role:

The **General Counsel Alina Vision & Commercial Initiatives** is accountable for leading the legal and governance aspects of our Social Enterprise Alina Vision and the legal and compliance aspects of The Foundation’s valued implementing partners in a way that is aligned to The Foundation’s Values and Strategy.

The **General Counsel Alina Vision & Commercial Initiatives** will own the outcomes of:

1. Best practice legal and governance for our social enterprise Alina Vision.
2. Excellent legal, commercial and policy advice for merger, acquisition and divestment activity at The Foundation including embedding business as usual arrangements post-completion and legal relationships with third party stakeholders.
3. Supporting The Foundation in key Finance initiatives and international contracts.
4. Support and advise The Foundation on the legal aspects of undertaking new commercial initiatives.
5. Legal aspects of other change activity, for example transition or termination of key external relationships and/or entering into new jurisdictions plus where relevant exit.
6. Collaborate with stakeholders on legal aspects of projects including the engagement with external legal, accounting, regulatory and industry bodies where appropriate.
7. Collaborate within the Legal Governance Risk & Compliance team to enhance delivery of services to stakeholders.
8. Other tasks as requested by your manager.

### Our Capabilities:

![Look Out, Look Within, Look Beyond]

As a member of The Foundation Family you will:

1. Live by the values of The Foundation and support The Foundation’s culture, performance and brand.
2. Adhere to all The Foundation’s policies and procedures.
3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute in all interactions.

### Essential Experience:

- Strong experience with cross-border M&A
- Strong experience in international governance
- PQE 15+ in Australia or other common law jurisdiction
- Significant experience with autonomous provision of legal services in an in-house environment

### Desirable Experience:

- Experience in a number of the following legal fields: M&A; tax; cross border transactions; corporate governance; contract management and change projects
- Experience in one or more of the following key jurisdictions outside Australia: HK; UK, US
- Experience at a top-tier firm.
- Experience in project management and/or corporate transactions

### Skills:

- Accountable, enthusiastic and resilient
- Deep knowledge of legal and policy principles with a focus on commercial initiatives such as M&A and contract management
- Strong communication skills
- Ability to work independently in an agile and diverse environment
- Passion for legal services and for being part of a dynamic and effective organisation
- An energetic self-starter with the resilience, pace, interpersonal flexibility and comfort to deal with ambiguity and diversity and change to succeed within the evolving and sometimes demanding culture of an organisation
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<thead>
<tr>
<th>Qualifications:</th>
<th>The position involves:</th>
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<tbody>
<tr>
<td>Tertiary study in law</td>
<td>This position is recognised as having “Contact with Children” either direct or indirect (note: all positions are classified as having indirect or incidental contract with children)</td>
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<tr>
<td>Current NSW practicing certificate</td>
<td>This position does not involve “Working with Children” either direct or indirect. (Please delete as appropriate)</td>
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**Travel:** Not currently but travel may occur long term once COVID environment settles

**Additional Responsibility:**
Ensure that the work for which they are responsible is carried out in ways, which safeguard the health and safety of workers.