



Ministry of Finance and Treasury
Republic of Maldives

**Terms of Reference for
Legal Counsel – Locals Only**

1. Background

The Ministry of Finance (MoF) is seeking to hire a Legal Counsel for the Privatization and Corporatization Board (PCB). In this role, the Legal Counsel will report to the PCB and Secretary General (SG) of PCB and will carry significant responsibilities in enhancing legal framework within the State-Owned Enterprises (SOEs) sector in the Maldives. The primary objective is to provide strategic guidance and expertise, advising the PCB on crucial matters pertaining to legal framework.

2. Scope of the Work / Primary Responsibilities

In order to fulfill the relevant responsibilities of the Privatization and Corporatization Board (PCB), according to the PCB Act 3/2013 the Legal Counsel shall carry out the following tasks:

- a. Review the current legal framework and identify gaps and amendments in the legal framework required for the existing legal framework for SOE's and PCB
- b. Revise and make necessary amendments to proposed SOE (PCB) bill.
- c. Develop, review or/and amend regulations, policies and procedures and other technical papers required to implement the PCB mandate.
- d. Identify and recommend alignments of AOA, MOA as per the legal framework.
- e. Review and develop necessary policies, procedure and other technical papers for SOEs sector of the Maldives.
- f. Providing timely and appropriate legal advice and opinion in accordance with laws, regulations and authority
- g. Represent PCB in any lawsuits or legal proceedings
- h. Prepare documents for litigation and other purposes of the PCB
- i. Review, draft and advice on service contracts, by-laws and other documents
- j. Drafting contracts, Policies, SOPs, agreements and other required legal documents related to PCB Act.
- k. Monitoring changes in relevant legislation and regulatory environment and taking timely and appropriate action and advising the PCB on relevant changes.
- l. Provide legal opinion on official documents such as agreements, MoU's and other official papers, prior to signing
- m. Conduct legal research related to PCB mandatory work



- n. Maintenance of Legal Records and Documentation Related to Legal Work
- o. Facilitate Inquiries and Special Reviews Conducted by the PCB
- p. Translation of legal documents from English to Dhivehi and vice versa
- q. Attending workshops, conferences and on the job training sessions on the best practices in legal capacity.
- r. To carry out any other duties pertinent to the work of the department assigned by the PCB executives and the board.

3. Required Qualification and Experience:

The Legal Counsel should possess the following qualifications and experience:

- i. A minimum of MQA Level 9 Degree in Law or equivalent professional qualification or suitable equivalency from a recognized university or professional body.
- ii. A minimum of (3) years of relevant professional experience in practicing law
- iii. Minimum 5 years of experience working in SOEs and/or with SOEs including within a regulatory or oversight body and/or large conglomerates/corporates in legal capacity.
- iv. Familiarity with the local regulatory environment and legal framework related to SOEs.
- v. Strong analytical and problem-solving skills with the ability to interpret legal documents and provide strategic recommendations.
- vi. Excellent communication skills, both written and verbal, to effectively convey complex legal issues and recommendations.
- vii. In-depth knowledge of legal framework, governance principles and governance practices applicable to SOEs, both local and international, will be an added advantage.
- viii. Previous experience in projects related to SOE reform, governance restructuring, or similar initiatives will be an added advantage.
- ix. Competence in standard Microsoft Office applications and familiarity with analytical financial software will be an added advantage.
- x. Proficiency in both English and Dhivehi.

5. Duration and Commencement of Contract

The staff will work as a contract staff – compulsory 8 hours on official working days and attending the work on the need.

Commencement of work: February 2024

Duration: 2 years, on a renewable basis based on performance and need.



6. Reporting Requirements

The Legal Counsel will work in coordination with PCB and will be part of the Secretariat of the PCB. The Legal Counsel will be based at the Secretariat of the PCB and shall work very closely with other stakeholders and will report to the Secretary General (SG) of PCB and the Board.

7. Remuneration

The Successful candidate will be paid sum of MVR 30,000 (inclusive of pension contribution) per month for the contract duration.

8. Evaluation of Applicants

Individual applicants will be evaluated based on a Combined Scoring Method taking into consideration the combination of the applicants' qualifications and experiences.

The award of the contract should be made to the individual applicant whose offer has been evaluated and determined as:

- Responsive/compliant/acceptable; and
- Having received the highest score out of a pre-determined set of weighted technical and other criteria specific to the solicitation.
- * Technical , Education and Experience Criteria weight [50%];
- * Interview Criteria weight [50%];
- Only candidates obtaining a minimum of 70 point would be considered as successful candidates

Criteria		Max. points
A.	Education qualifications	20.0
B.	Professional Experience	30.0
C.	Interview	50.0
TOTAL		100.0