



JOB DESCRIPTION

Job Title: General Counsel Position Number: 99-10
Incumbent: Vacant Effective Date: October 2026
Employment Status: Permanent Bargaining Unit: Yes ☐ No ☒
Supervisor's Title: President & CEO

SUMMARY

Reporting to the President & Chief Executive Officer, the General Counsel provides legal advice and services to Yukon Energy Corporation across a broad range of corporate, regulatory, governance, operational, and strategic matters.

The position serves as Yukon Energy's primary internal legal advisor and provides legal support to Executive Management, the Board of Directors, and operational departments. The incumbent is expected to bring significant expertise in one or more key legal disciplines relevant to Yukon Energy's core operations while supporting the Corporation's broader legal needs and coordinating specialized external legal counsel when required.

Yukon Energy is seeking candidates with demonstrated expertise in one or more of the following areas:

- Utility regulation, administrative law, and regulatory proceedings;
- Indigenous relations, environmental law, licensing, permitting, and project approvals; or
- Corporate governance, commercial contracting, procurement, and general corporate legal services.

The position plays a key role in managing legal risk, supporting strategic initiatives, strengthening internal legal capability, and ensuring the Corporation's interests are effectively represented before regulators, governments, Indigenous governments, stakeholders, and business partners.

CORE OPERATIONAL ACTIVITIES

Utility Regulation and Administrative Law

- Provides legal advice and support regarding regulatory proceedings, compliance obligations, and administrative law matters.
- Provides direct legal support for Yukon Utilities Board proceedings, General Rate Applications, regulatory filings, and regulatory filings and submissions, including developing legal positions and working with internal teams and external counsel.
- Drafts legal arguments, positions, submissions, and other advocacy materials for regulatory filings and proceedings, where appropriate, to support the Corporation's interests and regulatory objectives.
- Regularly reviews and provides legal analysis, advice, and recommendations on regulatory applications, submissions, correspondence, decisions, and other regulatory materials to ensure legal risks and implications are appropriately considered.
- Advises on regulatory strategy, risk management, and stakeholder engagement.
- Coordinates and supports external regulatory counsel and expert advisors as required.



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- Represents or supports the Corporation in regulatory hearings, tribunals, and related proceedings where appropriate.

Indigenous Relations, Licensing and Permitting

- Provides legal advice relating to Indigenous governments, consultation processes, modern treaties, regulatory engagement, and relationship agreements.
- Drafts, reviews, and supports the negotiation of agreements with Yukon First Nations, including partnership, relationship, consultation, benefit, and project-related agreements, ensuring legal obligations and the Corporation's interests are appropriately addressed.
- Supports licensing, permitting, environmental assessment, and project approval processes.
- Advises on legal obligations arising from legislation, permits, licences, agreements, and regulatory approvals.
- Assists project teams in identifying and managing permitting and regulatory risks.
- Supports engagement with Yukon First Nations, governments, regulators, and stakeholders.

Corporate Governance and Commercial Matters

- Advises the Board of Directors and Executive Management on governance obligations, fiduciary duties, policies, and corporate practices.
- Supports Board and committee processes, governance reviews, and governance policy development.
- Drafts, reviews, negotiates, and advises on commercial agreements, procurement documents, project agreements, financing arrangements, and service contracts.
- Provides legal support for procurement initiatives, strategic partnerships, and major capital projects.
- Advises on corporate transactions and commercial risk management matters.

OTHER SERVICES

Legal Advisory Services

- Provides timely, practical, and strategic legal advice to Executive Management, the Board of Directors, and Corporation staff.
- Identifies legal risks and opportunities and recommends appropriate courses of action.
- Assists departments across the Corporation in managing legal, contractual, regulatory, and governance matters.
- Provides legal support for strategic initiatives, operational decisions, policies, and projects.
- Monitors and advises on changes in legislation, regulations, and legal developments affecting Yukon Energy.

External Counsel Management

- Manages relationships with external counsel and specialized advisors.
- Determines the appropriate use of internal and external legal resources.
- Retains and oversees external counsel where specialized expertise is required, while performing legal work internally wherever practical and appropriate.



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- Develops mandates, monitors budgets, and reviews legal expenditures.
- Identifies opportunities to improve efficiency and reduce external legal costs.

Risk Management and Corporate Support

- Supports the Corporation's enterprise risk management activities.
- Assists in the development and review of corporate policies and procedures.
- Supports investigations, dispute resolution, claims management, and litigation matters as required.
- Participates in strategic planning initiatives and corporate projects.
- Performs other related duties as assigned.

EDUCATION AND EXPERIENCE

Required Qualifications

- Bachelor of Laws (LL.B.) or Juris Doctor (J.D.) from a recognized university.
- Membership in good standing with a Canadian Law Society, or eligibility for admission in Yukon.
- Minimum ten (10) years of progressively responsible legal experience.
- Significant experience advising senior executives, boards of directors, government organizations, Crown corporations, regulated entities, or major commercial enterprises.
- Demonstrated expertise in at least one of the following areas:
 - Utility regulation, administrative law, and regulatory proceedings;
 - Indigenous law, environmental law, licensing, permitting, consultation, or major project approvals; or
 - Corporate governance, commercial transactions, procurement, contracts, or general corporate practice.
- Strong legal drafting, negotiation, and analytical skills.
- Sound professional judgment and ability to provide practical, business-oriented advice.

Assets

- Experience working within the utility, energy, infrastructure, mining, telecommunications, transportation, or public sectors.
- Experience appearing before regulatory boards, tribunals, commissions, courts, or hearing panels.
- Knowledge of Yukon legislation and regulatory frameworks.
- Knowledge of Yukon First Nation Final Agreements, Self-Government Agreements, and the Umbrella Final Agreement.
- Experience with public sector governance or Crown corporation governance.
- Experience supporting major capital projects or infrastructure development.

Equivalent combinations of education and experience may be considered.



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KNOWLEDGE, SKILLS and ABILITIES

- Significant knowledge in one or more of the following areas:
 - utility regulation and administrative law;
 - Indigenous, environmental, licensing, and permitting matters; or
 - corporate governance, commercial law, procurement, and contract management.
- Ability to work effectively across a broad range of legal disciplines.
- Strong legal research, analysis, advocacy, negotiation, and drafting abilities.
- Ability to communicate complex legal issues clearly and effectively.
- Strong interpersonal, facilitation, and relationship-management skills.
- Ability to build credibility and trust with management, directors, regulators, Indigenous governments, external counsel, and stakeholders.
- Sound judgment and strong problem-solving abilities.
- Ability to work independently while managing multiple priorities.
- High ethical standards and professional integrity.

GENERAL COMPETENCIES

- **Delivery of Defensible Work Product:** Ability to provide timely, accurate, and well-supported legal advice and documentation while maintaining attention to detail and professional standards.
- **Time Management/Priority Setting:** Ability to manage multiple complex projects, competing priorities, and demanding deadlines.
- **Strategic Thinking:** Ability to assess legal, regulatory, and business implications and provide practical solutions that support corporate objectives.
- **Judgement and Decision Making:** Ability to exercise sound legal judgement while appropriately balancing risk and opportunity.
- **Initiative:** Proactively identifies issues, opportunities, and solutions and acts decisively when required.
- **Analytical and Conceptual Thinking:** Ability to assess complex legal, regulatory, governance, and business issues and provide practical recommendations.
- **Communication:** Ability to articulate complex legal and regulatory concepts clearly and effectively in both written and oral form.
- **Relationship Building:** Ability to develop productive and respectful relationships with Yukon First Nations, regulators, governments, Board members, external counsel, and other stakeholders.
- **Teamwork and Collaboration:** Ability to work effectively with multidisciplinary teams across the Corporation.
- **Negotiation and Influence:** Ability to negotiate agreements, manage disputes, and achieve outcomes that support the Corporation's objectives.
- **Leadership:** Ability to establish and lead Yukon Energy's internal legal function and influence decision-making across the organization.



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WORKING CONDITIONS

The position normally works in an office environment with occasional travel within and outside Yukon.

The incumbent will regularly be required to manage multiple projects and competing priorities, respond to urgent corporate matters, and meet regulatory filing and hearing deadlines. Work may occasionally require extended hours during major regulatory proceedings, hearings, project approvals, or Board reporting cycles.

The position regularly interacts with senior executives, Board members, regulators, government representatives, Yukon First Nations, external counsel, and other stakeholders.