



**Job Title: Legal Advisor**

**Location: Bellville**

**Business: Sanlam  
Corporate**

**Perm/Contract: Permanent**

## About Sanlam Corporate:

Our vision is to be the preferred partner to Corporate and Public Sector by providing an awesome client experience and comprehensive solutions that enable the financial resilience and prosperity of those entities and their employees. We tap into over 100 years of expertise to provide cost-effective Employee Benefits and Healthcare Solutions that enable financial confidence for our members. We enable our clients to make better retirement and risk decisions today through determined and passionate thought leadership and best-in-class people, innovative products and proven processes all designed to help people live a better life tomorrow.

We believe in creating and cultivating a positive, energised working environment that gives every individual the opportunity to achieve success, embracing diversity and committed to transformation. We do this through living our values of having the courage to be bold, care, collaboration and an intolerance for mediocrity. We're all about building strong, lasting relationships with our employees. We know that you have hopes for your future – your career, your personal development and of achieving great things. We pride ourselves in helping our employees to realise their worth.

## The overall purpose of the role

The incumbent will be responsible for providing advice and addressing the diverse and complex needs of a variety of business units in SC on technical matters that the Legal team is tasked with. Acts as counsel on issues involving company compliance with the most complex governmental and regulatory standards. Reviews legal documentation and provides advice on appropriate action. Oversees legal matters requiring external legal assistance. Provides functional advice and expert legal assurance to the business.

## Key Responsibilities

- Provide various business units with on time, up to date understandable, practical and relevant legal advice
- Analyse disputes; consider, negotiate, implement and manage appropriate solutions
- Facilitate the involvement of external lawyers
- Consider practical and cost-effective alternatives, risks and trends

- Negotiate, draft and vet all required legal agreements including but not limited to binders, outsourcing, intermediary agreements, SLA's, re-insurance agreements, data sharing agreements, NDA's, joint venture agreements, cross-border transactional agreements,
- Research, prepare and draft opinions required;
- Conduct and prepare impact analysis of regulatory changes;
- Assist with litigation matters.

## Qualification and Experience

- LLB or higher law degree
- Admitted as an Attorney in South Africa
- At least 5 years in Financial Services' Industry or Legal Practice
- Exposure and knowledge of Pension Funds (**mandatory**),
- Insurance and Financial Sector Legislation (the Insurance Act, the Financial Sector Regulation Act, FAIS, the Interpretation of Statutes Act, the Conduct of Financial Institutions legislation, FICA, NCA, POPIA, Consumer Protection Act)

## Knowledge and Skills

- Exposure to Investment and Medical Sector Legislation (advantageous)
- Knowledge of retail insurance products (advantageous)
- Exposure to litigation
- Contract drafting skills
- Communication Skills (Written & Verbal)
- Professionalism
- Research skills
- Recognise and appreciate legal and regulatory risks nuanced by proportionally balancing competing interests towards the facilitation of business
- Ability to analyse complex data
- Assimilation and adaptation of new concepts and environment

## Personal Qualities

- **Flexible and Adaptable** - Rebounds from setbacks and adversity when facing difficult situations.
- **Courage** - Steps up to address difficult issues, saying what needs to be said.
- **Manages Complexity** - Demonstrated ability and proven record in making complex decisions.
- **Ensures Accountability** - Holds self and others accountable to meet commitments.
- **Plans and Aligns** - Plans and prioritises work to meet commitments aligned to organisational goals

## Core Competencies

- **Cultivates Innovation** by creating new and better ways for the organisation to be successful.
- **Client Focus** - Building strong customer relationships and delivering customer-centric solutions.
- **Drives Results** - Consistently achieving results and meets deadlines, even under tough circumstances.
- **Collaborates** - Building partnerships and working collaboratively with others to meet shared objectives.
- **Resilience** - Rebounding from setbacks and adversity when facing difficult situations.

*The Sanlam Group is committed to transformation and embracing diversity and our employment equity plan and targets will be considered as part of the recruitment process. This commitment is what drives us to achieve a diverse workplace with employment equity as a key goal to create an inclusive workforce, representative of the demographics of our society as well as people with disabilities.*

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