

## **SPPS-IV Legal Advisor (Minerals Directorate)**

**Department: Ministry of Energy – Petroleum Division**

**Directorate: Minerals Directorate**

**Grade: SPPS-IV**

### **Job Purpose:**

To provide specialized legal advisory services for the exploration, licensing, development, and regulation of Pakistan's mineral resources, ensuring alignment with national mining legislation, environmental standards, and international best practices. The role aims to safeguard government interests, facilitate responsible investment, and strengthen the legal foundations of the mining sector.

### **Qualifications & Eligibility**

- *Academic Requirements:*
  - LLB/LLM or equivalent from an HEC-recognized institution with specialization in energy law, commercial law, or regulatory law.
- *Professional Experience:*

Minimum 3-5 years of experience in legal advisory, licensing, or contract management in the minerals, mining, or extractive sectors.
- *Preferred Skills:*
  - Familiarity with mineral licensing frameworks, mining investment agreements, and compliance regimes.
  - Strong legal analysis and stakeholder coordination skills.

### **Key Responsibilities:**

- Draft, review, and negotiate agreements related to mineral exploration, development, production sharing, joint ventures, and royalties in compliance with national mining laws and international standards.
- Provide legal advice on licensing processes for mineral exploration and exploitation, including legal requirements for bidding rounds, license issuance, and renewal.
- Advise on land access and land rights issues, including surface rights, indigenous rights, community consent, and environmental impact considerations.
- Support the development, revision, and enforcement of mining codes, regulations, and policy guidelines to foster a transparent, competitive, and investor-friendly legal environment.
- Assist in the legal structuring of public-private partnerships (PPPs), foreign direct investment (FDI), and resource-sharing agreements in the mining sector.
- Represent the Directorate in legal negotiations, dispute resolution processes, regulatory hearings, and arbitration cases related to mining contracts and land access issues.
- Conduct legal risk assessments of exploration and development projects, advising on mitigation strategies and contract safeguards.

- Provide training and knowledge-sharing to Directorate staff on legal developments in mining regulation and contract management.
- Prepare legal opinions, briefs, and policy notes for senior leadership, inter-ministerial committees, and investment promotion forums.

#### **Skills & Competencies:**

- Strong knowledge of mining law, mineral rights, investment agreements, and international mining regulations.
- Proficiency in contract drafting, negotiation, and legal advisory, particularly in the context of complex natural resource agreements.
- Understanding of environmental and social standards applicable to mining, including international frameworks such as IFC Performance Standards, EITI, and OECD Guidelines for Responsible Mineral Supply Chains.
- Familiarity with licensing procedures, mineral royalty frameworks, and land use regulations.
- Legal risk assessment and dispute resolution expertise.
- Strong policy advisory and legal research capabilities.
- Effective communication and stakeholder management skills for both domestic and international engagements.

#### **Monitoring & Evaluation:**

- Monitor legal compliance of mining license holders and project operators with national laws and environmental standards.
- Track dispute resolution outcomes and regulatory developments to inform ongoing legal reforms.
- Assess legal risks in project implementation and recommend adjustments to regulatory and contractual frameworks.

#### **Remuneration**

- As per SPPS-IV pay scale: Market-competitive remuneration package with applicable allowances as per Government of Pakistan rules.