

LEGAL AND REGULATORY MANAGER

MCA-Morocco seeks an experienced legal professional to fill the role of Legal and Regulatory Manager at the Center of Expertise for Industrial Land Development (CEILD). CEILD is a unit within MCA-Morocco which is expected to be a center of technical expertise for best practices in sustainable industrial zone development in Morocco. This position is in the Technical Assistance Unit of the CEILD which will oversee activities related to industrial land reform and capacity building, which are part of the Industrial Land Activity in the compact agreement between the Millennium Challenge Corporation (MCC) and the Government of Morocco. Under the supervision of the Technical Assistance Director, the Legal and Regulatory Manager will play a leading role in advising on the reform of the legal and regulatory framework for industrial zone development in Morocco, and on the legal and regulatory aspects of the CEILD's implementation public-private partnerships and a grant facility for Industrial Zones (IZs).

Responsibilities

The Legal and Regulatory Manager will be expected to carry out the following among his or her primary responsibilities:

- Review the Morocco Industrial Zone (IZ) program and Moroccan laws and regulations relevant to industrial zone development;
- Develop leading-practice case studies focusing on IZ laws and regulations that are designed to streamline and stimulate business and IZ activity in Morocco;
- Research and lead the recommendations on implementing regulations, rules, and/or other administrative processes related to IZs;
- Engage with relevant stakeholders to develop recommendations and a process for adoption of a comprehensive IZ legal framework covering topics such as:
 - Eligible IZ enterprises and economic activities;
 - IZ-operator and IZ-enterprise licensing and registration procedures and requirements;
 - Effective enforcement of land use, development and operating rules and regulations within IZs, including requirements to actively develop and use land within IZs for industrial purposes within set periods of time;
 - Customs and taxation regulation, procedures, and policies;
 - Best-practice physical security and construction standards;
 - Labor, immigration, and environmental controls that are in conformity with prevailing international conventions and treaties and emerging standards;
 - Land ownership, regulation, registration, transfer, and leasing arrangements;
 - Zone management, public-private partnership (PPP) mechanisms, and ownership structures;
 - Legal rights and obligations of the government regulatory body and private developers/operators and tenant/enterprises

- Assist the Director of the CEILD and the Technical Assistance Director with the oversight and management of outside counsel providing legal assistance to the CEILD;
- Participate in meetings, present, and facilitate stakeholder consultations/workshops;
- Prepare negotiated agreements with commercial, governmental, and other relevant entities;
- Provides direction and guidance to legal support staff on specific issues related to IZs.
- Provide legal advice on all issues affecting the internal operations of the CEILD, including government contracts and other agreements, third party commercial contracts and other agreements, procurement and fiscal law, and corporate governance and records management.
- Advise the management team, and the staff of the CEILD on legal issues and address legal matters as they arise.
- Participate in negotiations, and draft, review, and advise on all types of contracts and other documents to be executed by MCA-Morocco in the industrial land activity.
- Provide guidance on legal implications of procurement and financial activities that may be undertaken by the CEILD.

Qualifications and Experience

- Must hold an appropriate degree in law and be qualified and certified in good standing to practice law in Morocco or in another similar jurisdiction.;
- Approximately eight (8) years of relevant experience in emerging markets and drafting legislation/implementing regulations, preferably in the area of IZ development and implementation of IZ/SEZ;
- Knowledge of the Morocco judicial system and procedures;
- Knowledge of principles, procedures, and standards for drafting a range of complex legal documentation;
- Advanced verbal and written communication skills and the ability to develop and present educational programs and workshops effectively to a wide range of public and private sector stakeholders;
- Knowledge of current and emerging developments and trends in IZ development and implementation;
- Knowledge of, and experience with, a diverse range of legal issues, including real estate law, public law, and public private partnerships, especially in transactions or situations involving foreign investors/foreign governments, or experience representing foreign investors in transactions or situations involving the Government;
- Experience advising entities in negotiating, executing, and implementing international agreements with foreign governments;
- Proven ability to work in a national and international context;
- Ability to work with multidisciplinary teams and institutions;

- Strong interpersonal skills and the ability to establish and maintain effective working relationships with people of different backgrounds and to collaborate effectively with peers as and work across departments or divisions;
- A responsible and flexible attitude and capacity to simultaneously manage a variety of tasks, responsibilities, and shifting priorities and deadlines without supervision;
- Demonstrated history of delivering high quality projects and work product on time and within budget;
- The ability to work under pressure and against tight deadlines;
- Demonstrated professionalism, good judgment, and flexibility to meet the needs of the position;
- Strong computer skills (e.g., MS Office, Internet);
- Excellent written and verbal communication skills in French, Arabic and English.