



POSITION DESCRIPTION

ROLE TITLE *Regional Counsel-North America*

DEPARTMENT *Legal Department*

BUSINESS SUMMARY

NS BlueScope Coated Products is a joint venture between Nippon Steel & Sumitomo Metals Corporation and BlueScope Steel. The Coated Product business operates in the United States, Malaysia, Vietnam, Thailand and Indonesia, with its headquarters based in Singapore. This joint venture provides a strong platform to capture growth in new market segments. ASC Profiles LLC and Steelscape LLC are part of the NS BlueScope Coated Products business in the United States.

ASC Profiles LLC is the leading manufacturer of steel roof and wall products and structural roof and floor deck in the Western U.S., servicing customers from eight locations. ASC Profiles services various segments of the steel construction industry through its three divisions, AEP Span, ASC Steel Deck and ASC Building Products.

Steelscape, Inc. is a national supplier of metallic-coated and pre-painted steel. Aimed at servicing the construction industry, Steelscape's products can be used for a wide range of applications from metal buildings to architectural roofing to decking and framing. Steelscape's facilities, located in Kalama, Washington; and Rancho Cucamonga, California are strategically located near major truck, ship and rail routes to best serve the Western U.S. market.

FUNCTION SUMMARY

Our people and our customers proudly bring inspiration, strength and color to communities with BlueScope. Our People are our strength, what do you think about joining a team that creates value and trust through superior products, services and ideas?

In this role you are responsible for managing all aspects of the legal and governance functions for the North American business, including the provisions of quality, responsive and commercial legal advice on all day-to-day operating issues, procurement contracts, intellectual property and major projects. Additionally, you will manage all required company secretarial functions in support of North America businesses (LLC) along with facilitating legal obligations in each jurisdiction in which the North American business operates and implement legal governance and compliance processes, including business conduct and antitrust training packages. You will play a critical role in supporting strategy execution and alignment of activities requiring legal support or advice across businesses.

PRIMARY RESPONSIBILITIES

- Draft, review and negotiate broad range of commercial contracts, in particular material procurement and supply, logistics, distribution and construction contracts and management of litigation matters-ensuring an appropriate risk/reward balance which is consistent with our corporate values and business strategies.
- Actively participate as a member of the North American Senior Leadership Team, with responsibility for supporting the Country President in executing strategy and dealing with a broad range of management and business issues, as they arise.

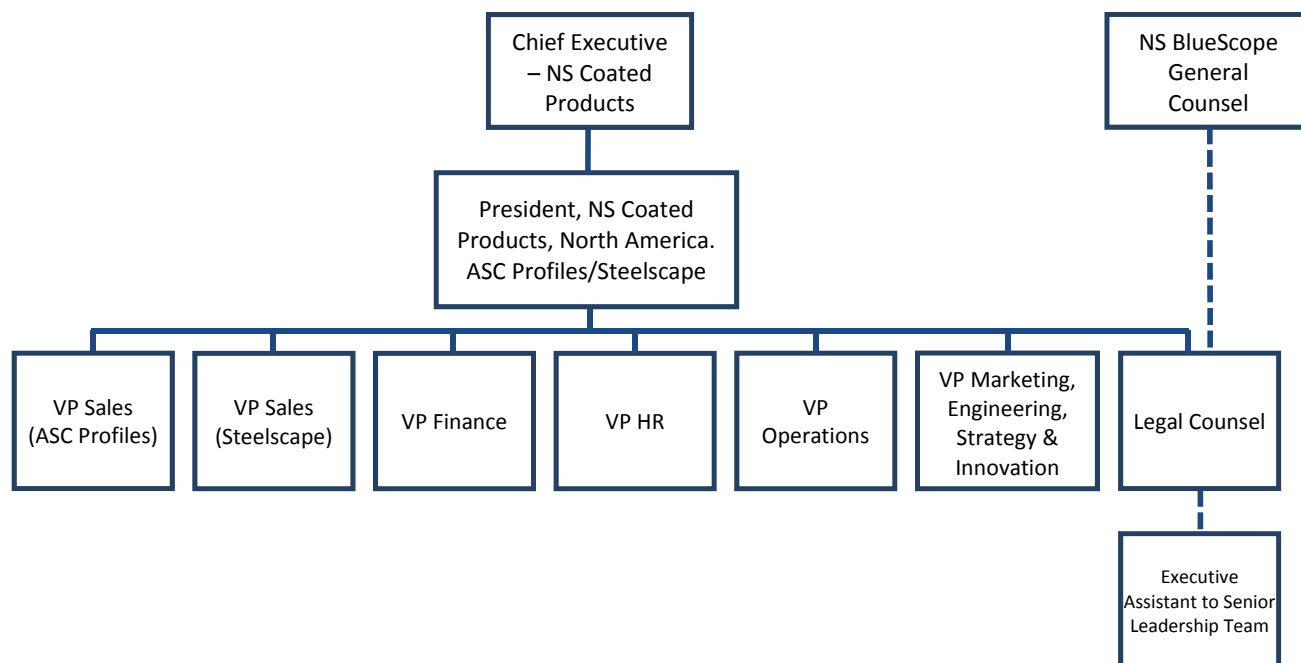
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- Support the General Counsel in managing shareholder relationships, contractual commitments under Joint Venture documents and facilitate compliance with corporate approval processes (including running approval processes directly with BSL Executive Lead Team stakeholders and the Board).
- Act as Assistant Company Secretary for North American entities, in close consultation with the General Counsel.
- Proactively identify legal and governance issues arising out of business strategy and lead the business in planning for and managing these issues (including developing and leading legal and governance process improvement projects and training packages designed to up-skill the business or address areas of challenge).

KEY RESULT AREAS AND KEY MEASURES OF SUCCESS

- Contribution on governance, stewardship and risk performance is unquestioned.
- The function proactively anticipates and contributes to effective avoidance/resolution of prevailing business issues, appropriately balancing commercial objectives with governance/risk management considerations.
- Internal customers and team members provide positive feedback on contribution to management, achievement of strategic objectives and prioritization of day to day work.
- Safety and environment performance-medically treated injury and loss time injury, environmental performance measures are met

REPORTING STRUCTURE



POSITION DESCRIPTION

KEY RELATIONSHIPS

Critical to the success of this role is the ability to deliver outcomes through productive relationships with others. Important role relationships include:

- CEO ASEAN, BSL Chief Legal Officer, CFO NS BlueScope, General Counsel NS BlueScope, and Regional Legal Counsel-ASEAN
- North America Senior Leadership Team (Country President and Vice Presidents) and Leadership Team (Functional leaders)
- Legal Management Team and team members throughout BlueScope Steel Limited and NS BlueScope
- External Counsel
- Company Secretarial teams (Corporate BSL and JV)
- Key contact within NSSMC

REQUIRED EXPERIENCE AND COMPETENCIES

Experience and Qualifications

- Juris Doctor required
- Member in good standing in an appropriate jurisdiction preferred
- Experienced commercial lawyer with 10 plus years post admission legal experience in a major commercial law firm and/or major corporate in-house role.
- International work experience/exposure, preferably working in a multi-national corporation or with multinational clients.
- Knowledge and experience in major capital works projects/EPC, competition law, joint ventures and collaboration arrangements, and business conduct/bribery and corruption.
- Company secretarial skills.

Key Competencies

- Practiced at working under pressure and prioritizing competing requests and commercial objectives
- Proven ability to apply analytical and strategic thinking with a significant degree of evaluative judgement to a diverse range of legal and commercial issues.
- Highly organized
- Organizational agility with ability to build effective internal working relationships with in a matrix organization and interpersonal savvy.
- Fluent in English (spoken and written)
- Excellent analytical and communication skills
- Self-starter
- Strong attention to detail

To apply please e-mail your resume to Elizabeth Schmidt, Organizational Development Manager at elizabeth.schmidt@bluescope.us