

<b>Position:</b>	<b>LEGAL, LICENSING &amp; ENFORCEMENT OFFICER</b>
<b>Reports to:</b>	<b>Director of Legal, Licensing &amp; Enforcement</b>
<b>Line Supervisor:</b>	<b>Legal, Licensing and Enforcement Manager</b>
<b>Salary:</b>	The position is on Category <b>IIIA.1</b> of the PURA pay scale.
<b>Number of vacancies:</b>	One (1)

## **BACKGROUND**

The Public Utilities Regulatory Authority (PURA) is a multisector regulator established by section 3 of the PURA Act 2001 and mandated to undertake technical, economic and safety regulatory functions of the following sectors in The Gambia.

- a. Telecommunications and Broadcasting
- b. Electricity
- c. Water and Sewerage

In 2016, the Petroleum Products Act of 2016 onboarded the downstream petroleum sector onto PURA, thereby expanding PURA's mandate to undertake technical, economic and safety regulatory functions in the downstream petroleum supply chain.

As a multisector regulator, PURA plays a vital role in the Gambian economy. PURA is viewed not only as necessary for the efficient delivery of regulated public services but also as a regulatory function geared towards the improved efficient provision of regulated utility products and related services. Consequently, as a multisector regulator, PURA's regulatory spectrum spans several important sectors, including communications, electricity, downstream petroleum supply chain, water and sewerage and transportation services. As a result of PURA's broad regulatory mandate, the effectiveness of its regulatory framework has a notable impact on the national economy. It plays a crucial role in the achievement of national development goals.

## **ROLE DESCRIPTION**

The Directorate of Legal, Licensing and Enforcement (DLLE), under the Director General's Office of PURA, is responsible for providing legal and policy advice to the PURA Board, its Management and Directorates on regulatory, operational, advisory, and corporate matters. Specifically, DLLE supports Directorates in (i) the delivery of PURA's regulatory function in relation to legal and licensing matters; (ii) compliance requirements, including undertaking early-stage enforcement actions; (iii) case monitoring (including following up on litigations; and (iv) advising on internal corporate policies and operational matters.

To support the Directorate's growing activities, the Authority is recruiting a qualified Legal Practitioner to serve as a Legal, Licensing and Enforcement Officer. The legal, Licensing and Enforcement Officer will be responsible for supporting the Authority's legal affairs responsibilities to increase effectiveness and efficiency in delivering its regulatory mandate.

## **DUTIES AND RESPONSIBILITIES:**

- Assuming primary lawyer responsibility for PURA's legal, licensing and enforcement functions (including providing relevant legal advisory services, reviewing license applications, drafting utility licenses, reviewing and developing, enforcement orders, regulations and guidelines) related to the dispensation of PURA's mandate.

- Ensure that decision-making processes are compliant with PURA's legal frameworks, as well as providing and ensuring consistency in the interpretation of legal instruments, such as the licenses, regulations, guidelines, codes and other legal text adopted by or under the mandate of the Authority.
- Assist in the development of guidelines for the Authority, conduct research and preparation of opinions, studies, reports, and correspondence on legal issues relating to the functions, structure, and activities of the Authority.
- Participate in other capacity-building activities organized by other units or directorates other than legal directorate as may be required;
- Provide advice and assistance in resolving legal, licensing and questions to Authority.
- Interacting and communicating with line and sector ministries to facilitate the provision of excellent legal services, including providing advice and support to colleagues in the Authority.
- Initiate and participate in meetings with directorates and units within PURA and stakeholders' legal advisers on matters of common concern.
- Review and assess licensing issues as they arise, apply the relevant legal framework and follow up with appropriate advice and instructions.
- Research and provide legal opinions on draft policies and rule changes related to PURA's regulatory function.
- Conduct gap analyses to identify desirable changes in regulatory frameworks or processes and propose amendments where necessary.
- Perform any other tasks as assigned by the supervisor.

## **SELECTION CRITERIA: PREFERRED EXPERIENCE, KNOWLEDGE AND SKILLS**

- Strong interpersonal, communication and presentation skills.
- Must have the ability to work in a team
- Knowledge of PURA's regulated sectors
- Demonstrated ability to assess legal risk practically and responsibly and provide a fair, well-reasoned, independent, and transparent opinion.
- Excellent interpersonal skills and ability to work and build effective working relations with stakeholders and colleagues across the Authority.
- Excellent communication skills in English present; both written and oral ideas clearly, concisely and persuasively.
- Able to work in a fast-paced environment with quick turnaround expectations.
- Professional integrity and sound judgment in handling confidential information.
- Demonstrated commitment to core values, including excellence, mutual respect, collegiality, teamwork, diversity and inclusiveness, integrity, innovation, transparency and accountability.

## **MINIMUM QUALIFICATION & EXPERIENCE**

Candidates should possess the following qualifications:

- Bachelor of Laws Degree (LLB) from a recognized university.
- Barrister at Law Degree (BL) from a recognized Law School.

- Must be enrolled to practice law in The Gambia
- Strong interpersonal, communication and presentation skills
- This is an entry-level position; therefore, prior work experience is not a requirement but knowledge of PURA's regulated sectors will be an added advantage

*Only candidates with minimum qualifications and experience may be considered for shortlisting.*

#### **SUBMISSIONS OF APPLICATIONS**

All applicants must complete and sign PURA Job Application Form which can be downloaded from the PURA website ([www.pura.gm](http://www.pura.gm)) or picked up at the PURA office reception desk, Applications must be accompanied with a Curriculum Vitae (CV) and photocopies of LLB, BL, and Enrolment certificates along with any other relevant certificates.

All applications must be submitted to the PURA office in sealed envelopes on or before **12:00hrs, on 11<sup>th</sup> August 2025** and Addressed to:

The Director General  
Public Utilities Regulatory Authority (PURA)  
Kairaba Avenue  
P.O. Box 4230 Bakau  
KMC

**\*\*\*Female Candidates are encouraged to apply**