

## RECRUITMENT ANNOUNCEMENT

Cabo Verde Airports, S.A., a company of the VINCI Group, intends to recruit a Legal Counsel (M/F) to lead its Legal Office, at its Head Office on the island of Sal, under the following terms:

**Location:** Sal, Cabo Verde

**Contract type:** Permanent (Full-time)

**Department:** Legal

**Reporting line:** CEO of Cabo Verde Airports

### COMPANY OVERVIEW

**The world's leading private airport operator, VINCI Airports operates more than 70 airports in 14 countries.**

Cabo Verde Airports (CVA), part of VINCI Airports' global network, is a key player in the management and development of airport infrastructure in Cabo Verde. With a commitment to operational excellence, innovation, and sustainability, CVA strives to deliver high-quality services while contributing to the economic and social growth of the country.

As part of its expansion, CVA is seeking a **Legal Manager (F/M)** to join its team based on the island of Sal, reporting to the CEO.

### JOB DESCRIPTION: LEGAL MANAGER

#### Key Responsibilities

As the Legal Manager (F/M), you will oversee all legal aspects of Cabo Verde Airports' operations and ensure compliance with applicable laws and regulations. Main responsibilities will include:

#### 1. Legal Advisory and Compliance Management

- Ensure the company's activities comply with local, national, and international laws and regulations.
- Provide strategic legal advice to the General Manager and operational teams.
- Manage compliance programs and ensure adherence to VINCI Airports' standards of governance and ethics.
- Monitor and implement changes in the legal and regulatory framework, particularly in the airport and aviation sectors.

#### 2. Contract Management

- Draft, negotiate, and oversee the execution of various contracts, including **EPC (Engineering, Procurement, and Construction) contracts, financing agreements, and concession contracts.**
- Ensure proper management of contractual obligations and mitigate risks associated with contractual relationships.
- Collaborate with internal and external stakeholders to ensure smooth execution of agreements.

### 3. Corporate Law and Governance

- Oversee all corporate legal matters, including company registration, corporate governance, and compliance with local corporate laws.
- Draft board resolutions, and other corporate documentation.
- Ensure the company's compliance with reporting obligations to regulatory authorities and stakeholders.
- Act as the key legal advisor for corporate governance matters, ensuring alignment with VINCI Airports' standards and policies.

### 4. Regulatory Framework

- Manage legal matters related to **airport and aeronautical regulation**, both at the national and international levels.
- Ensure compliance with aviation standards and regulations established by organizations such as ICAO (International Civil Aviation Organization) and IATA (International Air Transport Association).
- Liaise with regulatory authorities to address legal requirements.

### 5. Litigation and Dispute Resolution

- Handle legal disputes and manage litigation processes.
- Work closely with external law firms for complex legal cases.
- Develop strategies to minimize legal risks and resolve conflicts efficiently.

### 6. Training and Awareness

- Conduct training sessions and workshops to raise awareness among employees about legal, compliance, and corporate governance issues.
- Develop tools and processes to streamline legal operations and ensure best practices across the organization.

## Candidate Profile

### Required Skills and Qualifications:

- **Education:** Master's degree in law or equivalent.
- **Experience:** Minimum of 6 years of professional experience in legal roles, ideally in infrastructure, transportation, or services sectors.
- **Languages:** Native Portuguese speaker and fluent in English (written and spoken).

### Technical Skills:

- Expertise in corporate law and governance, including company registration, shareholder agreements, and corporate compliance.
- Strong knowledge of contract drafting, negotiation, and management (including EPC, financing, and concession agreements or other PPPs scheme).
- Solid understanding of compliance programs and governance frameworks.
- Familiarity with litigation procedures and dispute resolution mechanisms.

### Personal Attributes:

- Analytical and detail-oriented mindset.
- Ability to work under pressure and meet tight deadlines.
- Strong communication and negotiation skills.
- Team player with the ability to collaborate effectively across departments.
- High level of integrity and discretion in handling sensitive information.

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### Conditions and Benefits

- Position based on the island of Sal, Cabo Verde.
  - Competitive salary package aligned with market standards and candidate experience.
  - Opportunities for career growth within VINCI Airports' global network.
  - Dynamic and multicultural working environment.
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## Application Process

To apply, please send your CV and cover letter in Portuguese or English to [recrutamento@vinci-airports.cv](mailto:recrutamento@vinci-airports.cv)

Application deadline: May 15, 2026, at 4:00 PM

*Join Cabo Verde Airports and contribute to the development of a key player in the airport and aviation industry in Cabo Verde!*