



## Job Description – Associate General Counsel

**Position Title:** Associate General Counsel      **Facility:** Cogentrix Energy Power Management, LLC  
**Department:** Legal      **Location:** Charlotte, NC  
**Reports to:** General Counsel      **Date:**

### **Company Background**

Cogentrix is a leading independent power producer with a long record of successfully acquiring, developing, constructing, operating, improving, and divesting power generation assets. Cogentrix is owned by funds managed by The Carlyle Group, one of the world's largest alternative asset management firms. Cogentrix serves as Carlyle's in-house power asset management platform. Since its founding in 1983, Cogentrix has been directly involved in the development, ownership, operations and management of over 10 GW of gas-fired, wind, solar, hydro and coal-fired projects in multiple power regions in the U.S.

### **Position Overview:**

Cogentrix is currently seeking an Associate General Counsel to join its legal team. Located at the corporate headquarters in Charlotte, NC, and reporting to the General Counsel, the primary roles of this Associate General Counsel will be to:

- Serve as internal counsel managing compliance with rules, regulations, and statutes applicable to energy markets and regulatory agencies, including submissions to the FERC, ISOs, and RTOs.
- Collaborate with the legal team on portfolio management contracts (asset management, energy management, and operation and maintenance agreements); power sales, fuel purchase, and hedging agreements; and procurement and construction contracts.
- Provide legal counsel and assist with commercial transactions, such as acquisitions and divestitures, financings, and joint ventures.
- Represent the company in regulatory agency proceedings and advise on energy regulatory implications of existing and potential new strategies.
- Advise the management team, and company departments, on compliance, corporate governance, corporate policy, litigation/dispute resolution, and real estate matters.
- Manage external counsel.

### **Required Qualifications:**

- JD with strong academic record and superior analytical and communication skills.
- 3-5+ years of transaction and compliance experience, with a strong preference for candidates with substantive experience representing clients in the electric power generation industry, particularly independent power producers.
- Prior in-house experience is not necessary, but preferred.
- Experience in power generation project finance and M&A would be ideal.
- A confident, business-savvy lawyer who can protect the business from material legal or regulatory risks while functioning as an active member of a commercial team, rather than solely as a legal adviser.
- Outstanding interpersonal and written and oral communication skills.
- Ability to efficiently manage, and collaborate with, external counsel (as required).
- Whether working independently or in a team setting, ability to identify and resolve legal issues quickly.
- Customer focused and able to influence and gain commitment at all levels of the organization.
- Must have a high work ethic, be a team player, and possess flexibility.
- A positive, even-keeled, professional demeanor.
- Ability to communicate effectively with a variety of contacts, including external counsel (as required), senior management, counterparties, and business colleagues.
- Ability to prioritize requests from multiple business units.

**Other Requirements:**

This position requires the individual to perform effectively in a team environment as a team player, and work well with others inside and outside Cogentrix. It is particularly important that the Associate General Counsel be able to work effectively with members of other Cogentrix departments (including asset management, compliance, corporate accounting, corporate services, engineering, EHS, finance, human resources, insurance, operations, procurement, risk management, tax, and trading) as well as with senior management and other executives.

Qualified candidates should send their resumes to [Careers@cogentrix.com](mailto:Careers@cogentrix.com).