



ABOUT FCM BANK

FCM Bank Ltd, headquartered in Swatar, Malta, is a growing financial institution with an expanding presence in the Czech Republic and Germany. We provide lending solutions including working capital, real estate, project finance, and investment loans.

In addition, we offer deposit products for both individual and corporate clients. At FCM Bank, we focus on building long-term relationships, delivering reliable service, and supporting our clients with a genuine commitment to their success.

We are seeking an experienced and business orientated **GENERAL COUNSEL** to lead and oversee the full legal agenda of the Bank. This is a senior management role ensuring that legal processes are robust, efficient, and aligned with the Bank's business objectives and regulatory obligations. The General Counsel will report to the Chief Compliance and Legal Officer.

KEY RESPONSIBILITIES

- Lead, manage and develop the Legal Department, ensuring high-quality, timely and business-oriented legal support across all areas of the Bank;
- Conduct regular screening of current and upcoming legislative changes that will have an impact on the Bank, and act as a trusted legal advisor to senior management and contribute to strategic decision-making;
- Oversee and handle contractual documentation with external parties;
- Identify, assess and report on the bank's legal risks by implementing a robust legal monitoring program;
- Establish and maintain effective legal frameworks and policies. Structure loan related and security documentation and provide oversight on collateral arrangements and respective legal opinions;
- Provide practical, solution-oriented legal advice to business units, including lending, risk, finance, HR and operations;
- Support product development and business initiatives from a legal perspective;
- Cooperate with compliance, risk management, internal audit and other control functions of the Bank as and when necessary;
- Manage relationships with external legal advisors, notaries, and oversee related budgets;
- Oversee legal aspects of litigation, arbitration, restructurings and debt recovery processes.



QUALIFICATIONS/REQUIREMENTS

- Qualified lawyer with general knowledge of Maltese civil, commercial and corporate law;
- At least **5 - 8 years of experience in banking, financial services or a law firm focused on banking supervision and related legislative/regulatory advisory services;**
- Excellent knowledge of banking and financial services regulation and commercial and corporate law;
- Experience in managing a legal team or leading a legal agenda is an advantage;
- High level of integrity, judgment, ownership and resilience under pressure;
- Proactive and solution oriented with excellent communication and negotiation skills;
- Maltese and English proficiency sufficient for working with contractual documentation and communicating with external counsel or business partners.

WE OFFER:

- Real opportunity to shape and strengthen the Bank's legal framework and processes;
- Health insurance cover under the 'Private Hospital Scheme' and Dental Insurance cover;
- Staff home loans at beneficial rate - subject to successful probation;
- Discretionary annual Bonus based on individual KPIs and company results;
- Training and Development budget;
- Company Events and Teambuildings;

If you are interested in being considered for this position, please send a cover letter and CV to **vacancy@fcmbank.com.mt**