



JOB DESCRIPTION

Position Title:	Senior Counsel - GoM	Position Type:	Exempt
Department/Group:	Legal	Location:	Houston
Reports To:	VP, GoM Legal Counsel	Direct Reports:	None

Company Description

Kosmos Energy is a leading deepwater exploration and production company focused on meeting the world’s growing demand for energy. We have diversified production, a world-class gas development, and value creation opportunities from exploration in the proven basins where we operate.

Our key assets include production offshore Ghana, Equatorial Guinea and U.S. Gulf of Mexico, as well as a world-class gas development offshore Mauritania and Senegal. We also maintain a sustainable proven basin exploration program in Equatorial Guinea, Ghana and U.S. Gulf of Mexico. Kosmos is listed on the New York Stock Exchange and London Stock Exchange and is traded under the ticker symbol KOS.

As an ethical and transparent company, Kosmos is committed to doing things the right way. The company’s Business Principles articulate our commitment to transparency, ethics, human rights, safety, and the environment. Read more about this commitment in our Corporate Responsibility Report. For additional information, visit www.kosmosenergy.com.

Basic Function

The Senior Counsel’s primary responsibility will be to serve as an active participant in supporting the company’s Gulf of Mexico exploration, development, and production activities. This position will negotiate, draft, and advise on participation, farmout and other industry-related agreements, acquisitions and dispositions, land related documentation and agreements, litigation, and support, as needed, corporate needs.

Essential Responsibilities and Job Duties

- Advising other company officers with reference to the legal aspects of a variety of documentation, including interpretation, analysis, and review of pertinent documents and agreements, preparation of special legal documents required, making and/or approving such modifications or amendments of the company’s standard documents as may be advisable or required.
- Accomplishing objectives by advising management on legal alternatives for business decisions and by providing sound and timely legal services to meet the needs of company and operating management.
- Selecting and directing outside counsel when needed, to provide best possible service within economic bounds.
- Following and enforcing policies, plans, practices, and programs of legal controls within the company to assure compliance with the letter and the spirit of the law and protection of the company and management from legal liability.
- Establishing direct and effective relationships with all levels of management, assuring the proper climate for legal function effectiveness.
- Maintaining current knowledge on case law, statutes and governmental regulations affecting the business and keeping management informed of all meaningful changes in the law.
- Dealing with and negotiating legal issues pertaining to Kosmos’ Gulf of Mexico operations and working with coventurers and pertinent federal regulatory agencies.



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Qualifications and Education Requirements

- Previous in-house experience with a publicly traded oil and gas company handling exploration and production contracts, negotiations, and related matters.
- Minimum of 10 years of professional legal experience
- This position requires a Law Degree
- Member of the State Bar of Texas
- Adept at managing relationships with team members from a variety of disciplines in a fast-paced environment with little direct supervision.
- Strong experience managing major EPC contracts, drilling contracts, and other complex, high-exposure goods and services procurement contracts.
- Willing and able to be an individual contributor, as well as a team player.
- Willing and able to be “hands-on” and perform the duties and task of this position as well as delegate where appropriate.
- Knowledge of Gulf of Mexico operations and regulations.
- Proficient with Microsoft Outlook, Word, and PowerPoint and able to easily process documents.
- Handle other projects, duties and responsibilities as assigned.

Attributes

- Strong interpersonal and communication skills
- Proven ability to prioritize and multi-task
- Exceptional productivity skills. Can be relied on to get the job done accurately and on time.
- Has little need for close management supervision and direction and is comfortable and effective in an informal operating environment.
- Proven ability to collaborate with team and generate solutions
- Must be an energetic self-starter with a passion for their work. An engaged, “hands on” team player.
- Ability to handle and protect sensitive information in a confidential and professional manner
- Must be able to work with diverse employees, partners and governments from all parts of the world.
- Ability to handle multiple tasks and to coordinate efforts with other departments as required
- Advanced problem solving, time management, and decision-making skills required
- Advanced written and verbal communication skills, with the ability to partner effectively with all levels of staff

Travel Requirements

Infrequently

Physical Requirements and Working Conditions

Must possess mobility to work in a standard office setting and to use standard office equipment (computer, printer, copier, etc.) stamina to maintain attention to detail despite interruptions, strength to



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lift and carry files weighing up to 25 pounds; vision to read printed materials and a computer screen, and hearing and speech to communicate in person and over the telephone

All qualified applicants will receive consideration for employment without regard to race, color, sex, sexual orientation, gender identity, religion, national origin, disability, veteran status, age, marital status, pregnancy, genetic information, or other legally protected status.

Reviewed By:		Date:	
Approved By:		Date:	
Last Updated By:		Date/Time:	