



ARBOR LAW CHAMBERS

# FIRM PROFILE

# ABOUT ALC

**ARBOR LAW CHAMBERS** is a full service law firm with nearly eleven staff including three partners, associates, consultants, legal officers and assisting staff and has a market lead in the corporate, commercial and financial practice in Tanzania. Our legal services are agile and customized. They are designed for medium, large private and public institutions.

Arbor Law Chambers is recognised by professional directories across different sectors of expertise, such as banking and finance, labor and employment, Investments, real estate and commercial conveyancing, PPP/infrastructure, intellectual property and capital markets. The firm has built a reputation of understanding its clients' sectors and working with them towards achieving their business and strategic goals. Many of the firm's lawyers benefit from additional experience acquired as in-house counsel at international law firms and institutions or at renowned universities. This diversity of experience ensures a broad perspective and understanding of the strategies and complex needs of the firm's clients. The firm's ambition is and has always been to set new standards for the practice of law in Tanzania as well as East Africa.

Quality of service and output is of paramount importance to us. Everyone at Arbor Law Chambers is attached to a particular practice group. The partners are responsible for establishing the highest professional standards of competence within the relevant specialist area. Each practice group is responsible for recruitment, legal training, non-legal development, know-how and research.

At ArborLaw Chambers we are committed to providing excellent legal services, in and out of court, during and after transactions. Our team is known for being meticulous, hardworking, ethical and professional. We are firm believers in the power of innovation for the purpose of making business easier and more efficient.







# OUR AREAS OF EXPERTISE



## Immigration Support Services

**In addition to general advice, consultancy and guidance on the legal status of persons, we offer advisory, consultancy and support services in procuring work permits, resident permits, dependant and special passes as well as other regulatory documentation.**

Our track record working on complex issues across these areas gives local and international clients comfort that no matter the challenge, Arbor Law Chambers can service their business needs. Depth of experience in projects and infrastructure, construction, banking, regulatory ensure that we remain a law firm of choice for many of the continent's largest commercial entities, regulatory bodies, investors and various organs of state.



## Corporate & Commercial

**Our core partners all boast in depth knowledge of corporate and commercial transactions. The practice is headed by Nathan Tibaigana who is a commercial transactional lawyer with expertise in international corporate matters, banking and finance, projects and infrastructure financing. We are aware of the need for practical legal solutions that seamlessly interact with the way that business is transacted in modern Africa, and we aim to offer the highest level of expertise and knowledge.**

We have handled major corporate transactions in the banking and finance and securities, project finance, mining and telecoms sectors amongst others, and have clients spanning across all business sectors. We offer, with absolute confidence, experience and insight into all corporate and commercial legal work. This includes initial negotiations, joint venture structuring, corporate restructuring and reorganisations, security enforcement and recovery, company secretarial issues, performance of due diligence work, incorporation and registration of companies, and all related contractual work.

We constantly review our service standards against the benchmark of the expectations of multinational clients. At the same time, we strive to ensure that the solutions we provide are cost effective. Our excellent skill set, combined with our pan-African relationships, enable us to handle the largest and most time-critical transactions when required.



## Mining Oil & Gas

**With several major deals under our belt, and leading clients in this sector, we believe mining and energy resources to be one of the key and growing skills competencies of our firm. In Africa, this is a fundamental area of specialisation for any complete-service law firm, and we aim to offer a full service that meets a benchmark of performance excellence.**

From the regulatory requirements, to the corporate structuring, through the negotiations and contracts, to the employment challenges in this sector, we have the expertise that you seek. Our in-depth knowledge of tax and finance also proves invaluable in this growing sector.

This practice area is led by Mr. Ephraim Mrawa who is known for his first-hand experience in this area having worked as In-house Counsel for the largest mining company in Tanzania. By providing our rigorous multi-faceted team approach, we ensure that we meet the needs of our mining, energy and oil & gas clients. By providing our rigorous multi-faceted team approach, we ensure that we meet the needs of our mining, energy and oil & gas clients.



## Employment Law

**We are well aware that employment, labor and benefits issues are complex and challenging for every business. Our lawyers who possess a solid background in labor matters and practice provide seamless and integrated advice throughout one's employment process, from recruitment to retirement, to help clients anticipate and avoid employment disputes, as well as deal effectively and sensitively with collective bargaining and workers trade union issues.**

The ALC employment law department is headed by Mr. Charles Kisoka, who is a well-seasoned advocate. Mr. Kisoka is supported by other qualified and experienced advocates in advising clients on a wide range of labour law related matters.

Members of the employment law department are regular contributors to employment law publications, publish books and articles on a wide range of employment law issues, provide training nationally, and present lectures in their fields of expertise in a variety of forums.



## Conveyancing & Real Estate

**Our market "niche" is providing corporate clients, as well as individuals with coordinated, cost effective real estate legal services across Tanzania and other foreign jurisdictions. We help our clients coordinate and manage real estate in an international market perspective as well as locally. Internationally, we advise our clients through our associates and strategic partners across the globe**

We understand the frustrations of drawn out property negotiations and transfers, and pride ourselves on delivering practical, expedient advice that will result in an efficient and faster resolution. Our services include registrations, negotiations, drafting of contracts including leases, land acquisitions, unit titles, due diligence investigations, financial structuring, tax advice, sub divisions, establishing and registering townships, advice on deceased and insolvent estates and planning and structuring of a number of property ownership options.



## Litigation & Arbitration

**We represent clients in courts of law in Tanzania in all areas of law. We have specialized expertise in matters pertaining to employment, tort, civil litigation, insurance, constitutional and administrative laws.**

We believe that litigation is a key department in any law firm, and we aim to offer world class service to clients faced with the prospect of litigation. Our expertise ensures that clients are offered up to date advice on both the merits and process of any matter before the courts. We have specialised expertise in matters pertaining to employment, tort, civil litigation, insurance, competition, constitutional and administrative laws. Our litigation experience provides you with confident and eloquent advocates that are the key to good representation.

While offering benchmark litigation services, we are also strong believers in the need to explore other areas of dispute resolution. We help our clients identify which matters are suitable for arbitration, and guide them through the process and the challenges. Africa and the world turn increasingly to the faster, cheaper and more dynamic ways in which disputes can be settled, and ALC is your legal partner in exploring this trend.



## Legal Consultancy

**We provide legal opinions in all areas of law and when there is a need the firm may call upon the expertise of other experts in rendering well-rounded advice to its clients such as tax and auditors experts.**

On short notice, and with assistance of other professionals, we provide opinions which cover not only legal aspects, but also other matters which are likely to affect our client's business.



## OUR PEOPLE



**Charles Kisoka**

**Principal Partner**

[c.kisoka@alc.co.tz](mailto:c.kisoka@alc.co.tz)

**Mr. Charles is a sworn advocate of the High Court of Tanzania, an active member of the Tanganyika Law Society. He is a Partner and legal consultant to the firm.**

He is enthusiastic, enlightened and over the years has gained experience through practical training and working in the major law firms and companies. He is specialised in employment/labour law, corporate law, litigation and commercial practices especially on law of contracts, investment, and landed property matters. He is also litigator and consultant on labour law, intellectual property law and civil practices and procedures.

Mr. Charles has broad experience in providing business clientele with a broad range of legal advice and a significant commercial experience in negotiating, drafting, and dealing with high value, long term complex contracts, commercially astute with an understanding of business and commercial drivers and the ability to effectively communicate and influence at all levels.

**Education:**

- LLB (Hons), Tumbaini University, Iringa University
- MBA, Mzumbe University Dar Es Salaam Business School
- PGDL, The Law School Of Tanzania

**Languages:**

- English
- Swahili

**Memberships:**

- Tanzania Chamber of Commerce (TCCIA),
- Tanganyika Law Society (TLS),
- East Africa Law Society (EALS),
- Tanzania Private Sectors Foundation(TPSF)





**Nathan Tibaigana**

**Partner**

[n.tibaigana@alc.co.tz](mailto:n.tibaigana@alc.co.tz)

**Nathan is a commercial transactional lawyer with expertise in international corporate matters, banking and finance, projects and infrastructure financing. Handling employment and labour related matters including cross labour movement, immigration and pension related matters.**

His experience includes advising companies on investment strategies, establishment of different business formations and cooperation structures, merger and acquisitions, licensing and related tax, local content, negotiations, governance and other matters.

Nathan is a Partner in the corporate and commercial Department of the firm, having gained his experience as an In-house Counsel in the largest mining company in Tanzania. He later joined one of the largest commercial law firms in Tanzania as a Senior Associate rising to partner level before joining Arbor Law Chambers. He specializes in corporate and commercial laws, natural resources laws and environmental laws. He also has an interest in conveyancing, banking and securities Law.

Nathan has advised in high value and complex transactions in the market, and is a recommended lawyer by one of the leading legal directories.

Nathan is an Advocate of the High Court of Tanzania and is qualified to Practice law both in Tanzania Mainland and in Zanzibar. Nathan is an Advocate of the High Court of Tanzania and is qualified to Practice law both in Tanzania Mainland and in Zanzibar...

**Education:**

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**Languages:**

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- Tanzania Chamber of Commerce (TCCIA),
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- East Africa Law Society (EALS),
- Tanzania Private Sectors Foundation (TPSF)



## Victor Mgawe

### Associate Partner

v.mgawe@alc.co.tz

**Mr. Mgawe's distinguished legal career is marked by profound expertise in diverse practice areas, including corporate and commercial law, immigration support services, litigation and arbitration, employment matters and General legal consultancy.**

In his role, Mr. Mgawe offers strategic legal counsel and leverages his extensive knowledge to provide innovative solutions to complex legal matters. He embodies Arbor Law Chambers' ethos of excellence and is an invaluable asset to our legal team ensuring our clients receive the highest level of legal representations.

#### Education:

- LLB (Hons) Tumaini University, Dar es Salaam.
- PGDL, Law School Of Tanzania

#### Languages:

- English
- Swahili

#### Memberships:

- Tanzania Chamber of Commerce (TCCIA),
- Tanzania Private Sectors Foundation(TPSF)





**Alfred R. Tibaigana**  
**Consultant**

**Mr Tibaigana is a retired Commissioner of Police, a former Police Commander of Dar Es Salaam (Special Police Zone) and a Former member of the International Association of Police Chiefs Organization and he is also the current Chairman of Tanganyika Instant Coffee PLC.**

He has been working in law enforcement bodies for over 30 years, he is therefore well vested with the law and its growth in Tanzania and Globally.

**Education:**

- LLB (Hons), University of Dar Es Salaam
- Diploma in Criminalistics, Police Academy Yugoslavia
- Major Case Management, FBI Academy in Virginia, United State of America

**Languages:**

- English
- Swahili

# FINANCIAL OFFER

## Fees Scale for Specific Legal Services

- As is the case with most law firms, our charges are principally based on the time spent on a matter. Our billing rates are market-related, having regard to the size of the firm and the level of service we provide. We are flexible in terms of structuring our fee arrangements. In appropriate circumstances we will, by agreement, work on the basis of fixed or capped fees, blended rates, success/abort fees and volume discounts. We are open to discussing standard fee arrangements with you.

While charge out rates and time recording are material considerations in determining fees, they are not the only factors taken into account, nor are they necessarily inflexible. Ultimately, fees are determined so as to be reasonable in all the circumstances, in the sense that we try to reconcile the cost and effort expended by the firm on the one hand and the value and benefit to the client on the other. We place great importance on providing clients with a high standard of work

We would be happy to discuss any aspect of our offer in more detail.

Should you require any clarification or would like to discuss any aspect of our offer, please do not hesitate to **contact us.**



# SOME OF OUR CLIENTS



Habitat for Humanity



Tanganyika Instant Coffee PLC



Bank Of Baroda (T) Limited



Luma Holding Limited



Sobetra Construction & Engineering Company



China Dasheng Bank Limited,



Dodsal Hydrocarbons & Power  
(Tanzania) Pvt Ltd



Fujian Hexingwang Industrial  
Company Limited



Green Valley Agro Tanzania  
Limited



Fk International School



GF Trucks



China Civil Engineering Construction  
Company (CCECC)

In addition to these prestigious clients, we are delighted to be recognized by the British High Commission in Tanzania as one of the law firms to provide legal advice to British nationals in the country. We are honoured to be of service and build optimal solutions to our clients.



# CONTACT US

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For further details, please visit our website or reach us via any of the channels mentioned above.

