



COMPANY PROFILE



## About Us

We are a mid-sized firm dedicated to providing excellent and timely legal services with the aim of helping our clients overcome legal and corporate hurdles in their day to day business growth and commercial challenges. We strive to fulfil our clients' needs and satisfaction of their legal and non- legal queries and issues.

Our firm operates in a paperless environment, except for necessary reductions into writing, which ensures quick correspondence and feedback between firm members and clients. By use of secured cloud servers, and other online resources, we work fast, smart and ensure that everyone involved is in the loop or has quick access to us in case of any queries.

We work very closely with our clients updating them regularly on the progress of their matters. We meet our deadlines, our office calendaring system ensures we are on top of every upcoming matter and keep a constant reminder in advance. In addition, we ensure the close proximity of work between us and our clients. We also maintain

### **Strategic Vision and modus operandi**

The vision of the firm is to provide high quality and innovative professional services focusing on the satisfaction of our Clients' needs and requirements.

The firm's vision is to be achieved through the following strategic principles:

- Provision of premium legal services through Mastery of Local environment;

### **Provision of professional services from our Consultants**

The Firm has engagements with professionals of the highest standing on matters relating to Finance and Medical Practice, teaming up with non-legal professionals assures composite services to Clients.

## **Clientele**

The Firm provides composite legal services to its clients who include: -

- Utility Companies: Electricity, Water and Telecommunications
- Communication and Broadcasting Companies
- Commercial Institutions (Trade, Banking, Insurance & Shipping)
- Societies & Associations (Cooperative, Professional and Religious)
- International and Local NGO's and CBO's
- Small and Medium-sized organizations
- Large Conglomerates
- Property Developers
- Contractors
- Mining & Logistics companies
- Hospitality Companies

constant updates to the client's assignment progress and ensure the client is always informed at all times.

One of our key focuses is on business support. This includes protection of Intellectual Property such as Trademark and Patents, Immigration Matters, Employment and Labour Relations, and Corporate Law.

We also enjoy working closely with humanitarian based organizations that operate within social and commercial environments and other vulnerable conditions. We offer our services at special competitive rates, in support of such causes.

Our team of dedicated Advocates, Legal Officers, Medical and Environmental Consultants and other office staff will be available for all your queries under the leadership of Mr. Biseko Nyagabona, our Managing Partner.

- Consistent quality and prompt service for its clients;
- Strict adherence to professional code of conduct (ethics);
- Ensuring fundamental relationship of trust and confidentiality.

# THE PARTNERS

**Mr. Biseko Nyagabona**, LL.B (Tumaini University Iringa), LL.M (Liverpool John Moore's University)

A Partner and an Advocate of the High Court of Tanzania and all subordinate courts thereto, he specializes in Corporate and Commercial Law, Corporate Insolvency, Receivership, Liquidation, Securities Advice, Investment Advice, Asset Management and Protecting Trusts & Wills.

In Addition to this he has acquired immense knowledge on various legal fields including but not limited to Drafting of Legal Opinions, Depositions and Witness Statements, vetting contracts, preparing court briefs, and general advice to clients. He is well experienced with civil and criminal litigation from his previous attachment at Law Associates Advocates (one of the biggest firms in the country). Biseko was enrolled to the bar in June 2010 and he forms part of the formidable corporate and litigation team at the Firm.

**Mr. Arnold Shirima**, LL.B (Tumaini University-Dar)

A Partner at the Firm who completed his LLB in 2009 from the Tumaini University of Dar es Salaam and attended Law school of Tanzania in 2011 and currently waiting to be admitted in the bar. He is specialized in Labour matters, Immigration law and Intellectual Property. He has also written extensive legal opinions to our clients on Immigration Issues and Intellectual Property.

Arnold is the Head of the Immigration and IP Departments.

**Mr. Eric J Mlambo**, LL.B (Tumaini DSM) PGD (LST)

A Partner and an Advocate of the High Court of Tanzania, and Courts subordinate thereto. His practice focuses on Land Matters, Land Coveyancing, Land Disputes, and, on creditors' rights with an emphasis on debt collection and Insolvency. He helps businesses and individuals collect debts of all sorts; both secured and unsecured. His clients range from publicly traded corporations to family-owned businesses to individuals. He handles collection matters from beginning (demand, writ of attachment applications, receivership) to end (judgment enforcement, fraudulent transfer litigation, insolvency). Eric also has substantial experience in all areas of insolvency law, including pre-insolvency counselling for debtors and creditors, dischargeability litigation, fraudulent transfer and preference litigation, relief from stay proceedings, and plans of reorganization. He prides himself on his thoroughness, efficiency, and open communication with his clients.

# THE PARTNERS

**Mr. Arif Nathoo**, BA (Hons) LL.M London

A Partner who has completed both of his undergraduate & Master's degrees at Kingston University in London, UK;

Specific areas of practice in which Arif practices law are corporate Law & commercial law, particularly Director's Duties, Investment, projects & development finance, corporate insolvency law, Asset Management & Protection and Partnership Projects development. Other areas of specialty due to his entrepreneurial background include importation & clearing, Contract Negotiation, Conflict dispute & Resolution and Tax Compliance; all within the Hospitality and Real Estate industry. Arif is currently in training on Oil and Gas upstream and downstream contracting, negotiations and arbitration Oil & Gas disputes.

**Mr. Alex Edward Seneu**, LLB (Hons) [UDSM], MAIM [SAUT], LLM Candidate [UDSM]

A Partner and an Advocate of the High Court of Tanzania, and Courts subordinate thereto. He specializes in Shipping and Maritime Laws, Tax Regulations, Tax Appeals, Customs procedures, and Government Relations.

He manages our Government affairs and compliance department which is dedicated to the provision of specific delivery and compliance services to clients who work with the Government and its different entities and agencies

# THE ASSOCIATES

**Beatrice Mpapasingo**, LLB (Tumaini UDSM) Post Graduate Diploma in Law, (Institute of Social Welfare in Dar es Salaam Tanzania)

An Associate Partner who specializes in Intellectual Property Law and Immigration Law. She is experienced in handling Intellectual Property matters such as registration and filing of Trade and Service Marks, Patents, Copyright, Models, Designs in Tanganyika and Zanzibar and ARIPO. She also renders legal opinions on preventive steps to clients. Beatrice also assists clients in obtaining work permits, renewals & visas. She has facilitated such processes for International clients who are interested to work & live in Tanzania. Her previous experience includes working with LEXGLOBE LLP as an Associate Partner from 2006 to 2014.

**Violet Kasulwa**, LLB St. Augustine University of Tanzania (SAUT), Currently Pursuing LLM in Intellectual Property at UDSM

An Associate at the firm and a coordinator in the Intellectual Property department, she has completed her LLB in 2013 and is currently pursuing an LLM in Intellectual Property at the University of Dar es Salaam, Tanzania. She is well experienced in handling Intellectual Property matters as to registration and filing of Trade and Service Marks, Patents and Designs. In addition to our work on trademarks, she has extensive experience in advising on IP licensing agreements, copyright, patents, design rights and carrying out IP due diligence in relation to mergers and acquisitions.

**Erick Samson**, B.Sc. Environmental Science and Management, Ardhi University Dar es Salaam

An Environmental Engineer at the Firm, He has experience conducting different projects within Environmental Science and Management. His expertise is in Environmental Impact Assessment and Environmental Audits. He is a Registered Environmental Expert at NEMC with 4 years experience from Tanzania Integrated Environmental Management Co. Ltd (TIEM) CO.LTD as an Individual Consultant and thereafter Project Manager. Erick has vast experienced on Petrol station projects, Commercial and residential buildings, industrial projects, water treatment and bottling plants, infrastructure development and mining projects.

# THE CONSULTANTS

**Mr. Kamanga Kapinga** and Vervet Global.

A Capital Markets and Securities Consultant with the firm.

Mr. Kapinga and team serve as trusted advisor to our clients in connection with a full range of services including, mergers, acquisitions, divestitures, restructurings, joint ventures, and other special situations, within the Tanzanian jurisdiction. They also work with international partners to secure private equity investment for project financing or equity investment in a variety of industries and sectors. Mr. Kapinga is an authorized agent of the brokerage firm Tanzania Securities Limited ([TSL](#)) with regard to all the securities brokerage services

**Dr. Sarah Kutika**, MD (Hubert Kairuki Memorial University)

A medical consultant with the firm. She is fully practicing GP and also have experience PMTCT and CTC that she acquired through HIV and AIDS: Benchmarks for Health Professionals in Africa – 2012 training by GIZ and working at the Dart-mouth Pediatric Program, dealing with family-centered care through provision of HIV and TB diagnostic evaluation and treatment for children from the newborn period through 14 years of age and also offer care and treatment for HIV-infected parents of children in its program including PMTCT

**Mr. Joseph Sayi**, Advanced Diploma Accounting (IFM), MSc Economics and Finance (Mzumbe)

A financial consultant with the firm. His expertise are in Financial Advisory Management and related Services, Financial Analysis, Audit and Accounting, Business analysis and performance management, development economics and staff management

**Mr. Beenunula Eyenunula Nunumisa** and Mwaporc.

An Investment Banker and an expert in Projects.

Mr. Nunumisa and team are an Experienced Financial Experts and analysts with strong background in projects from conception, planning, financing and execution. Mr. Nunumisa has decades of experience working on Wall Street at the New York Stock Exchange, and has undertaken various consultations as a financial and transaction adviser to different clients including states





## **Intellectual Property**

Our Intellectual Property Department provides services involving contentious and non contentious matters pertaining to Copyright, Trade and Service marks, Patents, Utility Models, Designs, Plant breeders in Tanzania and Zanzibar as well as IP Audits and Verifications. Such services include the following:

- Managing and securing Intellectual Property Rights.
- Building Client IP Portfolios on Trade and Service Marks Copyright, Patents as well as designs.
- Protection of the rights associated with Trade and Service Marks, Copyright, Patents as well as designs.
- Provide advice and reasoned opinions on the preventive steps, branding and commercializing Intellectual property for clients in order to prevent infringements of existing rights.
- Monitoring services on Clients registered marks through published IP Journals, and Register searches to ensure registered rights are not infringed, by identical, similar or confusingly similar marks/Designs.
- Representing clients in IP related litigations including pursuing and contesting Oppositions to applications and potential encumbrances arising in the course of application.

## **Employment and Labour**

Our Firm offers a comprehensive range of professional services to our corporate client base nationwide. The services our Firm provide may be broadly categorized as:

- Drafting agreements and contracts of employment
- Drafting HR policies and other residual policies
- Advice on the labour implications of acquisitions and mergers
- Advice on retrenchment and rationalization
- Advice on alternative means of dispute resolution, including mediations and arbitration, and the formulation of strategies in respect of strikes, lock-outs and other forms of industrial action
- Institution of proceedings in the Commission for Mediation and Arbitration and the Labour court
- Advice on unfair labour practices
- Advise on statutorily based employment

## **Immigration**

Our Firm dedicates special attention to Clients' immigration matters for their non Tanzanian personnel this includes the processing of Entry Permits, Work Permits, Resident Permits, Dependent's passes and their renewals respectively.

## **Corporate and Commercial**

Our Firm provide a fast, cost effective and dedicated service in relation to your business/corporate in matters such as:

- Registration of companies and business names
- Corporate Governance
- Company Secretarial Services
- Mergers, acquisitions, takeovers and divestiture
- Joint ventures and Partnerships
- Public - Private Partnerships
- Conflict management and Dispute resolution
- Financial leasing
- Syndicated lending/borrowing
- TIC related matters
- Launching IPOs

## **Land and Real Estate**

As the Real Estate Industry and market keeps growing and expanding to new heights, the need to keep up with it and ensure focus on key issues is not lost becomes of paramount importance. Here issues pertaining to land value, disposition of assets and the legal requirements on preparation execution and registration of disposition instruments, ensuring notification and approval requirements for the disposition of occupancy are fulfilled and substantially covered by our Firm. The services our Firm provide may be broadly categorized as:

- Land and Title Registry Matters
- Transfer of Title
- Rural (Village) Land Acquisition
- Urban Planning
- Real Estate Management
- Land Disposition Contracts
- Processing of documents subsequent to Disposition
- Mortgages, Leases & Other Liens

## **Environment**

The Firm shall be fully registered with the National Environment Management Council in December 2015. In the meantime it provides services to clients via Erick Samson, our internal environmental engineer. The services our Firm provide may be broadly categorized as:

- Advice on Environmental Issues
- Environmental Impact Assessment
- Environmental Audit
- Processing NEMC Certificates

## **Securities, Asset Management and Protection**

The Firm, in conjunction with our partners and consultants, provide a wide range of services in:

- Investment Advice
- Asset protection both Locally and Off Shore
- Financial Modelling
- Project Concepts

## **Trusts and Wills**

One of very few Trust Companies in Tanzania dedicated to:

- Establishing and managing Trusts
- Preparing wills and administering deceased persons' estates
- Providing independent trustees
- Corporate trustee services
- Setting up charitable trusts and companies
- Providing custodial or nominee management services
- Offering escrow accounts
- Holding shares and high risk assets
- Safe custody of valuable documents and assets.

## **Receivership and Liquidation**

Our Firm dedicates special attention to Clients whose companies face financial difficulties and require assistance on the best way to deal with the situation with Creditor. The services our Firm provide may be broadly categorized as:

- Advice on best Approach
- Administrative Receivership
- Liquidation
- Winding up

## **Maritime and Shipping**

With an in-depth understanding of multiple party arrangements, cross border carriage, and the overlapping of different liability regimes, by way of convention, statute or standard conditions of contract, our Firm has extensive experience in dealing with the complex contractual arrangements involved in such incidents, whether at home or overseas. The services our Firm provide may be broadly categorized as:

- Preparation of Loss Report and Queries
- Mitigation with the Customs Department and the TRA
- Mitigation and even Litigation for Loss caused by TPA
- Consideration of demands to provide general average or salvage security
- Investigation at loss incidents to enable informed views (e.g. on policy coverage, or rights of limitation)
- Quick decision as to jurisdictional advantage
- Preservation of evidence, and appointment of surveyors/experts in relation to enhancing prospects of third party recovery.

## **Recovery and Litigation**

Our firm has extensive experience in debt recovery matters, having acted for a broad range of organizations. Our success in debt recovery stems from our approach to these matters:

- work is performed by qualified, experienced lawyers with extensive experience in both debt recovery and litigation
- our procedures are streamlined and focus on early resolution in the event of a genuine dispute
- Our Firm provide our Client with regular updates to ensure our Firm meet your internal reporting requirements
- Our Firm are hands-on and proactive in our recovery actions
- Our Firm adds value to your business through providing complimentary debtor management advice and actively identifying areas of improvement to your systems and documents to assist in the reduction of debtor-related issues.

## **Government Affairs and Compliance**

Our Firm has a wide network and good relations with many Officials in different Government Departments. This gives us a great advantage to ensure that our Client's needs are met when dealing with the Government, its agencies and entities.



I have dealt with many attorneys over my life time but none more impressive than you. Your professionalism courtesy and compassion were really second to none in my experience and for this I'm grateful.

**~Vesper Security Tanzania Limited**

Thank you for your professional services. You have provided outstanding legal counsel. It has taken us a long time to find an attorney that is trustworthy and dependable and are very pleased to have your firm as part of our team.

**~Local Entrepreneur, Local Business Owner**

I would like to express my appreciation for your advice and assistance during the many projects that your Firm worked on together. It was always a great comfort to me to know I could rely on your legal and business judgment during our long association whether the transaction was an acquisition, a joint venture or some other complex commercial deal. I especially valued your attention to detail and ability to draft the precise legal documents necessary to capture the exact terms of the transaction that we were working on at the time.

**~Pacific Insurance (East Africa) Broker Limited**

Thank you for your prompt and professional response. You are most kind and have been very helpful.

**~Dede Investment Limited**

What a great organization to work with!!! That just has to be the fattest support reply I have ever experienced. I am a happy bunny again. Thank you so much!

**~ATLAS COPCO Limited**

I have known Austin and Wilson Advocates for a couple of years and have recommended their practice to a number of clients. They offer advice that is professional and delivered in a clear and precise style that is understood by all. I would have no hesitation in recommending anyone requiring legal services.

**~Chai Bora Limited**

Firstly the firm completed my mother's probate in 7 months and your bill estimate was a true reflection of your final bill. Secondly, I really appreciated your written monthly updates; they eliminated any anxiety and gave me reassurance of your progress. Your advice and guidance put a very human face to the profession of a Solicitor.

**~Private Probate Client**

# OUR CLIENT LIST

- \* RIVA OILS LIMITED
- \* NPK TECHNOLOGIES LTD
- \* CAMEL OIL LIMITED
- \* NGS PETROLEUM LIMITED
- \* NGM MINING LIMITED
- \* LEVI ELECTRONICS
- \* LEVI 360 LIMITED
- \* PACIFIC INSURANCE [T] LIMITED
- \* LJK INSURANCE BROKERS
- \* OUT INSURANCE BROKERS
- \* NATIONAL SOCIAL SECURITY FUND
- \* ATLAS COPCO
- \* VESPER SECURITY LIMITED
- \* BUMBULI DEVELOPMENT CORPORATION

- \* EMPIEN FARMS LIMITED
- \* MGEN INSURANCE CO LTD
- \* CHAI BORA TANZANIA
- \* JAMES JOHNSTONE (London UK)
- \* JJ EAST AFRICA LTD
- \* REP PARTNERS LTD
- \* MAR-KIM CHEMICALS CO LTD
- \* FRONT LINE DEVT PARTNER LTD
- \* AMSHA FINANCE LIMITED
- \* SYSCON BUILDERS LIMITED
- \* CABO CONSULT TANZANIA LIMITED
- \* DEDE INVESTMENT LIMITED
- \* BLUEINK GROUP LIMITED
- \* DESTINY FINANCIAL SERVICES
- \* MERINYO HOUSING LIMITED

- \* LABOREXTANZANIA LIMITED
- \* STAWI FINANCE
- \* THE COMPLEX LIMITED
- \* CHICAGO TOURS & SAFARI
- \* CHICASA GENERA TRADERS
- \* PROPERTY MARKET CONSULT LTD
- \* EAGLE AFRICA INSURANCE
- \* PACIFIC INSURANCE [EA] LIMITED
- \* AO XIONG INTERNATIONAL
- \* ZK. ENTERPRISES LIMITED
- \* TQR CAPITAL LIMITED
- \* SMA CAPITAL LIMITED
- \* QM CONCEPT LIMITED
- \* HF FIRE INTERNATIONAL
- \* TANZANIA POSTAL BANK



*Where Law and Business meet!*

AUSTIN WILSON  
A D V O C A T E S

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