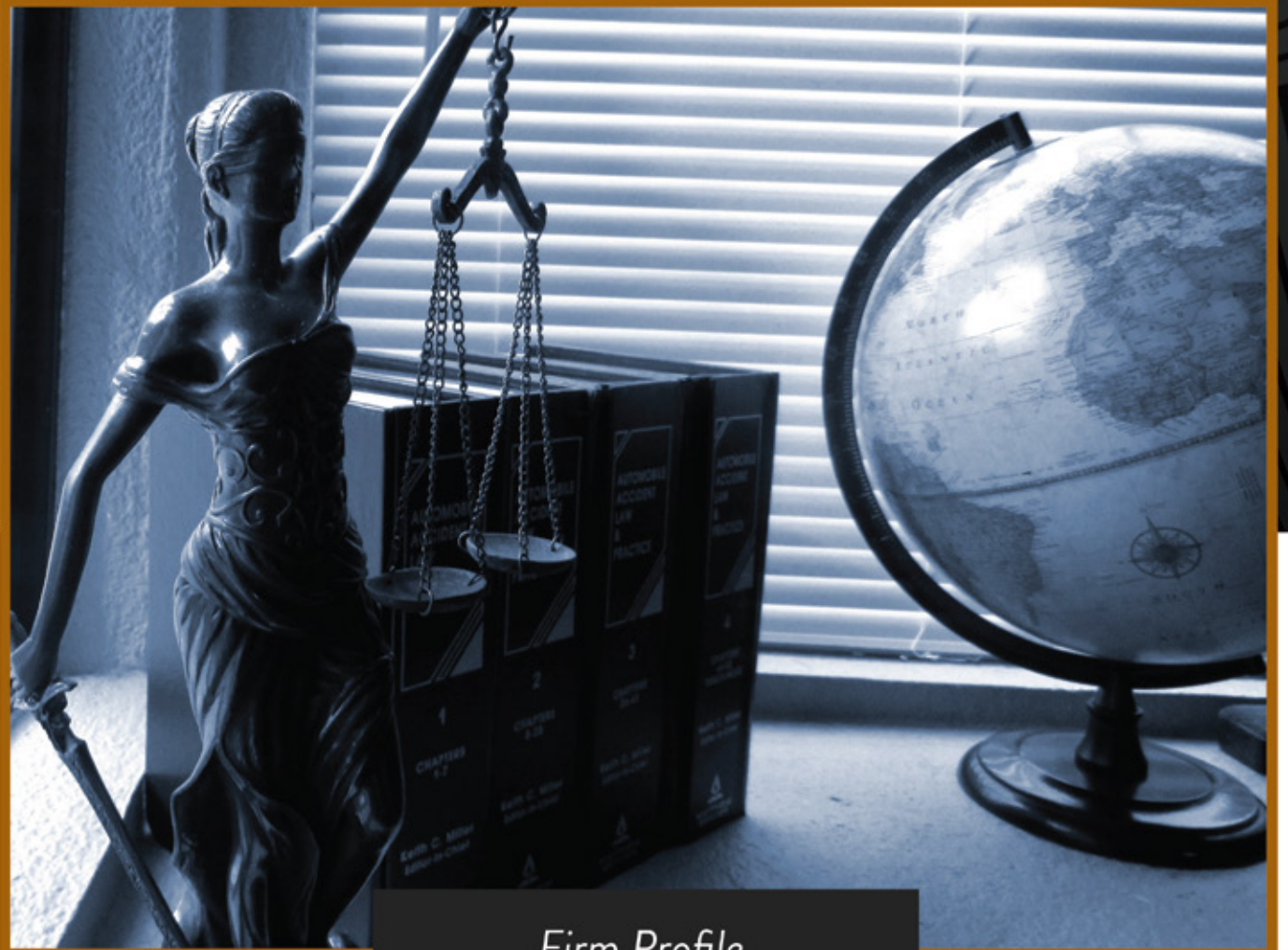




JOSAN ATTORNEYS

Our Client Our priority



Firm Profile



JOSAN ATTORNEYS

Josan Attorneys is a full-service Law Firm that constitutes of several advocates, associate lawyers, legal advisors, and administrative staff. The Firm was established on 26th October 2021 when its principals officially formed their practice to offer legal services while maintaining the sophistication, legal expertise, personal attention, practical approach to problem solving and timely results that clients expect in today's competitive environment.

The Firm's Principal Office is located at the Third Floor, Green Acres House, at Victoria Area, along Bagamoyo Road, Dar es Salaam.

A distinguishing attribute of the Firm is its fully dedicated team aimed at providing a value-adding, solution-oriented service to its clients. The Firm has succeeded in bringing together experience and quality legal practice. Considering this recognized success, we are a major adviser to the public sector and the corporate world.

ABOUT US

Vision

To be a premier Tanzania law firm commanding trust, respect and everlasting professional relationship from clients globally.

Mission

To provide effective and innovative legal solutions to our clients in a time bound manner adhering to internationally acceptable standards of quality.

Our Values

To attain the outstanding professional excellence.

To always act with fairness, integrity, ethics, diligence and social responsibility.

To have passion to resolve clients' problems and exceed clients'

Areas Of Expertise And Practice.

Offers a diversity of expertise in all areas of major practice. We are a full-service law firm with leading expertise in various areas of Law in Tanzania.

A full complement of legal services in the following fields of law: -

- Property and Conveyancing Law
- Corporate and Commercial Law
- Tax Law
- Constitutional/ Administrative Law
- Competition Law
- Contracts Law
- Labour and Employment Law
- Insurance Law
- Intellectual property law
- Notarial Practice
- Family Law
- Administrative and Public Law
- Banking and Finance Law
- Energy Law
- Legal and Governance Audit
- Probate, Succession and Trusts
- General Litigation/Alternative Dispute
- Resolution
- Consultancy on matters of law
- Entertainment Law.
- Investment
- Mining
- Oil and Gas
- Regulatory Compliance & Advisory
- Aviation law
- Telecommunication law



Corporate, Commercial Law And Contracts

Josan Attorneys has an excellent Corporate, Commercial & Contracts Law Practice. Our expert corporate lawyers, chartered accountants, company secretaries and other professionals enjoy high reputation in matters related to all corporate & commercial laws of Tanzania and are adept in handling complex commercial and corporate legal matters, advising on entry strategies, risk identification, structuring, planning and documentation. We have been advising several Multinational Companies in Tanzania on their day to day business activities and legal issues.

Our team combines its expertise over relevant corporate & commercial laws along with its comprehensive understanding of clients' industry and business. This holistic approach enables our Firm to offer its clients proactive legal solutions which are business oriented, pragmatic and workable in real business environment.

We assist our clients in:

- Business law
- Commercial law
- Partnerships
- Company law
- Labour and Employment law
- International Trade law

1. *Understanding legal and regulatory aspects of investing and doing business;*
2. *Developing an appropriate entry strategy for setting up business;*
3. *Seeking approvals from various authorities wherever required;*
4. *Incorporation/setting up of suitable entity like Company, Branch Office, Representative Office, etc.*
5. *Undertaking applicable legal and regulatory compliances.*
6. *Setting up of office and advising clients on Real Estate issues, drafting of agreements for acquisition of land/office/buildings.*
7. *Drafting and execution of legal documentation like shareholders agreement, joint venture agreement, collaboration agreement, and technology transfer agreement.*





Real Estate & Construction

Real estate is the world's largest asset class and our work for organizations active in the sector, whether they're lenders, borrowers, investors, developers or occupiers, gives us a deep understanding of the industry and the way it operates.

Real estate deals are becoming ever more complex and, housing project developers as well as agents have to comply with new rules as prescribed and the Firm can assist in the registration process as well as development and planning of projects and construction, risk identification and appraisal, representation and liaising with regulators and Government authorities, tax, finance and re-financing, securitization, real estate investment fund formation, structuring and joint ventures, and real estate mergers and acquisitions.

Josan Attorneys provides comprehensive services in all aspects of property and real estate transactions including title due diligence, sale-purchase, leasing, construction-development, mortgage and litigation in respect of industrial, commercial and residential property.

Besides, serving clients on the traditional sale and purchase transactions, our Firm has multi- faceted areas of real estate practice which includes the following:

- Real Estate acquisitions and sale of property
- Construction contracts, project management, consultancy, agreements
- Mortgages /charges
- Land regulations governing acquisitions and sale of property
- Land registries and allotments
- Stamp duty
- Change of land user
- Due diligence and preparation of title search reports
- Regulatory laws including those relating to licences and approvals
- Property tax and other taxes on real estate
- Preparation and registration of Transfers
- Representation in Alternative Dispute Resolution
- Resolution incase of real estate
- Preparation of Leases, Grants, Tenancy Agreements, Licenses and other contracts associated with real estate.

Litigation

Our litigation department assists the Firm's clients in efficient and effective dispute resolution. We do this through alternative dispute resolution mechanisms such as arbitration, and only resort to litigation as a last resort. Nonetheless, we always allow our clients to choose a preferred course of action after we have presented all viable avenues for consideration. In order to promote client's organizational objectives, we also work with our clients to develop compliance programs and other techniques to minimize future litigation risks. The Firm has strong, aggressive litigators, serious and creative thinkers, backed by top quality strategic management in handling litigious and potentially litigious matters.



Environment And Conservation

We advise our clients on various aspects touching on the wildlife conservation and environment in line inter alia with conservation and management of flora & fauna. We also render appropriate legal advice to clients on compliance with the constitutional and statutory provisions and in certain cases offering legal representation in matters relating to complaints made to the Public Complaints Committee.

Constitutional And Administrative Law

Issues of violation of the constitution are intricate. Cases dealing with constitutional issues are of importance due to the impact they have on people. There is finality to constitutional cases because such cases interpret constitutional provisions with finality and can only be changed by amending the Constitution, hence reference to the Constitution as the Supreme Law of the land.

Our clients have relied on the Firm to give legal and constitutional advice and representation. We therefore represent clients who may have a constitutional claim or need to defend against a constitutional challenge or where they may need to have the constitution amended and where a client is convinced that a statute is unconstitutional. Generally, our Attorneys give effective advice on interpretation and application of Constitutional and Administrative law.

Labour And Employment Law

The Firm advises its clients on the legal aspects of employment and labour law to ensure full compliance with all the applicable laws and provisions. We further represent our client's matters of breach of the employment law. Our services in this category include representation in the labour court, advice on termination of employment and on retrenchment and rationalizations, drafting of Employment Contracts with respect unions on behalf of our clients. Our group of lawyers, also advice on labour implications of mergers and acquisitions on the employees. advises clients on employment, industrial, labour and other service law issues. This includes advice on terms of appointment and conditions of service, transfer, layoff, retrenchment, discharge or dismissal of employees and structuring of voluntary retirement schemes, employee stock options etc.

Insurance Law

We offer legal services in the insurance industry. In particular, we advise on the insurance legislation and litigation on policy liability or repudiated claims. We advise on the regulatory aspects and compliance with the applicable legislation. We assist in assessment of liability on policy and analyze product liability claims with a view to resolving such claims.

Family Law

On matters of family, family being the heart of our society, our group of advocates is equipped with vast knowledge on family law related matters. We represent clients undergoing divorce proceedings, judicial separation, custody of children, their support and adoption..

Taxation And Audit Law

The Firm presents the interests and defends the rights of our clients in various tax related matters in both judicial and quassi judicial bodies established under the laws in Tanzania.



Intellectual Property Law

This is an area of practice we specialize in, it involves aspects of law that include:-

Entertainment Law

Includes various areas of intellectual property blending together to protect the rights of authors, performers, owners and businesses for their creative accomplishments.

Patent, Trademarks and Copyrights

These are rights to owning distinctive invention, design, emblem, picture, logo or wording. We focus on registering these Patent rights for our clients and undertake legal proceedings by litigating and/or Alternative Dispute Resolution when an Intellectual Property dispute arises and/or when there is infringement..

Internet Law

Involves domain disputes, copyrights, trademarks, breaching of licensing and privacy policies.

Probate, Succession And trusts

Disposition of one's property after death can preserve assets and benefit the surviving family members. Upon the death of the deceased persons debts are paid and his assets are distributed after his or her demise. At Josan Attorneys we assist our clients in making wise decisions in their will and succession decisions

that will benefit their family members. Succession can be simple or complex depending on the circumstances. The Attorneys at law in our firm advise and handle all types of succession matters to ensure that the deceased estate is preserved, including their assets and those of their families as well as reflecting their true wishes. In particular under probate and succession we deal with matters that include:-

- Wills
- Trusts
- Succession (probate administration)
- Power of Attorney, amongst others.

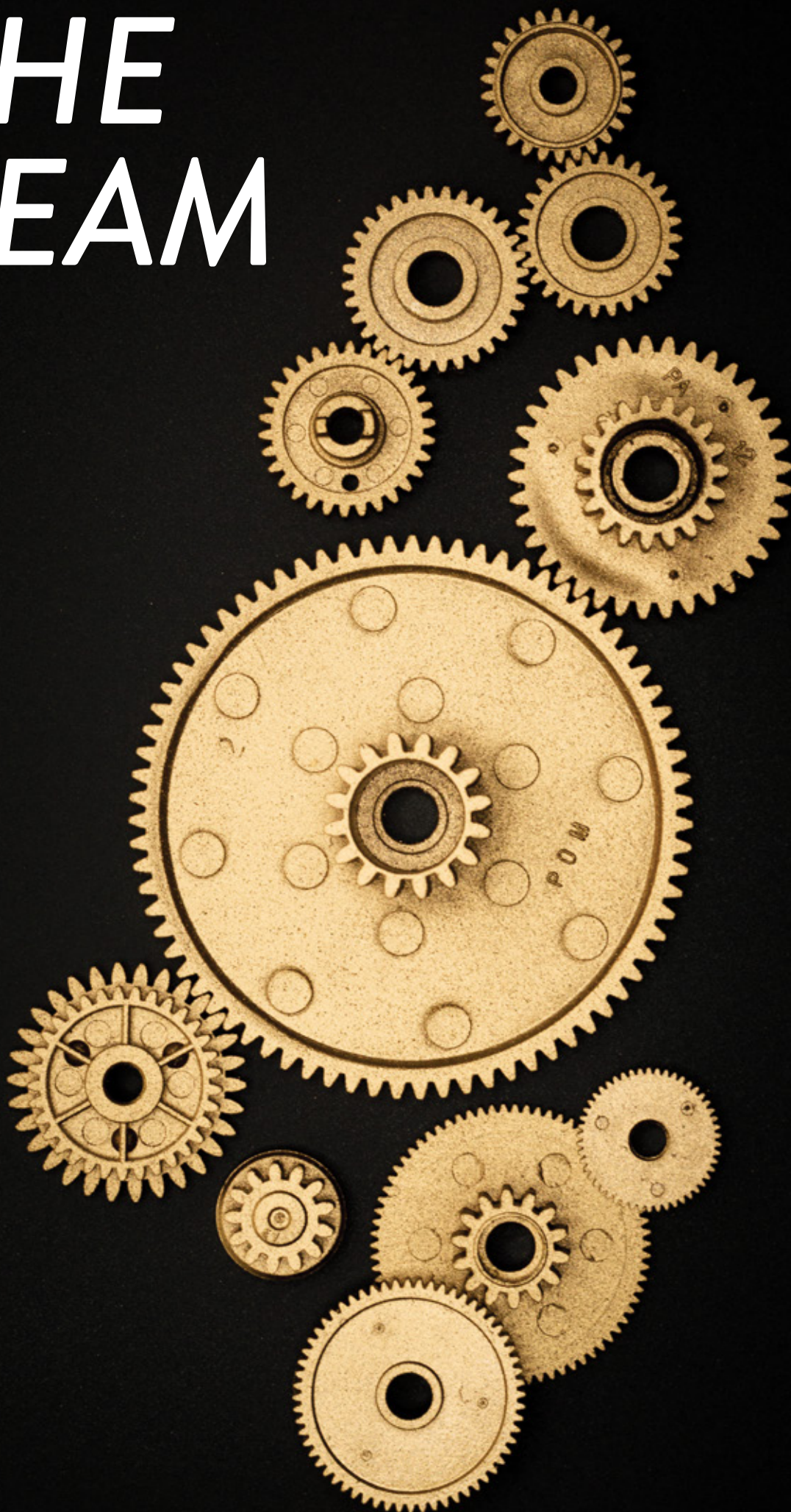
Banking And Finance

The Firm's attorneys have specialized knowledge and experience in banking and finance law to enable them efficiently assist financial institutions in their day to day operations. We advise clients on regulatory matters, lending and prepare the essential documentation.

We also advise and assist borrowers, buyers and financial institutions in transactions, including, asset acquisition and leveraged financing, securitization, project financing, restructuring and recapitalization, banking transaction documentation including bank guarantees, letters of credit and other trade finance documentation.



THE TEAM





Nereus Mutongore

Managing Partner

Nereus is an advocate of the High Court of Tanzania following his admission to the bar in December 2014. He has been a practicing advocate for the last 8 years. He is the partner incharge of Legal Research, Conveyancing, Commercial and Litigation Department. He is also a member of the Tanganyika Law Society. He holds a Bachelor of Laws Degree (LL.B) from the Ruaha University and Postgraduate Diploma in Law from Law School of Tanzania. Nereus has experience in conveyancing matters, commercial matters, civil and criminal litigation, he is well versed with preparation and reviews of Agreements for Sale, Leases, Transfers, Charges, Discharges of Charge, Chattel Mortgages, Debentures and Registration of Documents in the respective registries and general Bank Securities. In the Commercial law sphere, Nereus has gained experience over the years in incorporation of companies, societies, trusts and commercial litigation. Prior to being a partner in the firm, Nereus was a litigator, Legal Researcher and also dealt with non-litigation matters relating to counseling clients on compliance issues and provision of legal opinions as a senior associate at ADCA Veritas Law Group and later at Kilindu Giattas & Partners.

While at the firms he was exposed to Civil Law, Criminal Law, Probate Succession Law and trusts, Judicial Review, He is also well versed with international matters including International Law, hence the firm's consultant on international issues.

When not at work, Nereus spends his time with friends in his social circles and relatives. He also undertakes curricular and religious activities that include playing different music instruments as the pianist and organist, and as the choirmaster of the church Choir.

Nereus's main areas of specialization include:

- Conveyancing and Real Estate,
- Banking Securities
- Commercial Law
- Legal Research
- Legal Audit
- Probate Succession and Trusts
- Civil and Criminal Litigation
- Family law



Alfred Thawe

Senior Partner

Heads the Dispute Resolution & Litigation practice areas of the Firm.

Alfred was admitted with the Tanzania Bar in 2018. He is a seasoned and highly regarded lawyer and enjoys excellent command in appearing before various Courts, strategizing litigation cases and providing exhaustive litigation strategic advice, drafting all pleadings, supervising cutting edge research work, case preparation, planning optimum and result oriented procedures to be followed in each and every case and in briefing Senior Counsels. He holds Bachelor of Laws (LLB) from University of Zanzibar and Postgraduate Diploma in Law from Law School of Tanzania, and he is also a member of Tanganyika Law Society.

Besides being a technical master, Alfred possesses an outstanding ability to withstand great amount of pressure and at the same time thinking practically to work out the situation at hand. Replete with self- confidence and superior organizational skills and a knack for developing and channelizing human resources, Alfred provides ready, swift and honest solutions to wide-ranging complex legal matters.

Before taking up Partner position with our Firm, Alfred was associated with Kilindu Giattas & Partners Law firm in associate capacity.

Prior to that he has also worked with Municipal Council and Civil Aviation Industry in Tanzania. Alfred have been advising large clients extensively on complex legal matters under a variety of corporate & commercial laws.

During his free time, Alfred involves himself in curricular activities that include playing football and socializing with Family and Friends.

Areas of Expertise

- Arbitration and Alternate Dispute Resolution
- Civil and Commercial Litigation
- Criminal matters of any nature
- Electricity, Telecom, Consumer & Product Liability Disputes
- Banking & Finance
- Company and Corporate Matters
- Real Estate
- Regulatory Approvals and Compliances



Joseph Muhere

Senior Partner

Joseph is a Partner with the firm. He is a Corporate Lawyer, incharge of Corporate / Merge & Acquisition, Consultancy, Taxation and Legal Audit Department and the of the Firm. He holds a Master's Degree in Business Studies from University of Dar es Salaam and a Bachelor Degree in Law (LLB) from Iringa University and a Postgraduate Diploma in Law from Law School of Tanzania since 2017. With over 10 years' professional experience in Corporate & Commercial laws, Merge & Acquisition transactions, Taxation, Legal & Tax Due Diligence, he has gained vast experience in commercial matters. Joseph has enormous training in negotiation, drafting and management contract, Telecommunication industry, oil and gas contracting and trial advocacy skills.

Before taking up Partner position with our Firm, Joseph undertaken employments in top tier Telecom Companies and Top consultancy companies in Tanzania that gave him the edge in attaining the legal experience he now possesses. During his free time, Joseph involves himself in curricular activities that include workouts, and coaching for upcoming professionals.

Areas of Expertise

- Civil Litigation.
- Tax Law and Legal Audit.
- Probate Succession and Trust
- Property and Commercial Law.
- Labour and Employment Law.
- Contracts Law.



Jackline Wilbert

Administrative Officer

Jackline is the firm's Administrative Officer and incharge of all business operations aspects. She has experience in Administration, Human resource and Accounts. She is currently persuing advanced computer studies at University of Dar es Salaam.



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