



SAID ATTORNEY & ASSOCIATES

— Civil, Criminal and Commercial Laws Consultants —

Kiembesamaki Zanzibar - Tanzania

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The Firm

About us

Said Attorney & Associates is a mid-size law firm comprising of 4 advocates and 2 qualified legal officers and 5 supporting staff and a dedicated team of staff offering legal advice to businesses, corporate entities, government and private individuals. Our team members have varied educational background and exposure to Zanzibar and other legal systems, helping the firm to find innovative solutions to our client's challenges.

We provide a full range of legal services to clients in a broad range of areas including conveyance, complex commercial litigation, industrial matters pertaining to labor and employment, arbitration, alternative dispute resolution, intellectual property rights, criminal litigation, family law and succession and general legal work. In addition, the firm has established solid contacts and linkages with a number of Investments regulatory and licensing authorities for purposes of speedy facilitation of Investment set up.

The driving force of Said Attorney & Associates which is that of diligence and excellence is to deliver services in various subject areas of corporate and commercial practice and litigation, including but not limited to corporate set ups, governance, due diligence and transactional advising and general corporate litigation with assistance from the firms competent attorneys.



Vision

Said Attorney & Associates desires to become a center of legal excellence in providing practical solutions to the problems and transactional opportunities presented by our clients.

Mission

Said Attorney & Associates mission is to take interest in our clients, understand their business objectives, meet and exceed their expectations. We, therefore commit ourselves to the following values:

- Truth, honesty and non-negotiable loyalty to clients
- Zero tolerance for corruption of all kinds especially relative to client's interests
- Equity and fairness in all dealings with clients
- Pursuit of justice and just outcomes in matters involving clients
- Serve in conscientious, diligent and efficient manner



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THE TEAM



Mr. Omar Said Shaaban: A senior partner and founder of the firm, Mr. Said is an experienced Advocate of the High Court of more than 5 years standing. He is experienced in Investment laws and facilitation, Civil and Commercial Litigation and Conveyance Law. He serves as Company Secretary for a number of Companies in Zanzibar and Tanzania mainland.

Mr. Said is adept at due diligence, negotiations and business consultation along with legal advice. His strong background in Tourism sector has made Said Attorney & Associates arguably a preferred law firm in Zanzibar by Tourism Investors.

He is a member of International Association of Managing Partners, sits in the Board of Directors of Zanzibar Association of Tourism Investors (ZATI) then as a Chairman and now as Board member, Council of Zanzibar Institute of Tourism Development (ZIToD) Steering Committee of Zanzibar National Business Council (ZNBC) to mention a few. He currently serves as President of Zanzibar Law Society and Council Member of East Africa Law Society.

He is a holder of Bachelor of Law and Shariah from Zanzibar University and has completed Postgraduate Diploma in Economic Diplomacy at the Center of Foreign Relation, Dar Es Saalam.

THE TEAM



Mrs. Ayman Amour Zaid:

Mrs Zaid is an Advocate at the firm. She joined Said Attorney & Associates as a pupil in 2014 and completed her pupillage under the supervision of Mr Omar Said, before being admitted to the Bar of Zanzibar in 2015. Ayman graduated with an LL.B from Zanzibar University in 2014. Since she has joined the firm, Ayman has acquired experience in the areas of corporate and commercial law. Ayman also appears before various courts in Zanzibar. Ayman's practice areas focus on areas of general Labour and Land litigation with emphasis in Industrial compliances, Immigration laws and other subordinate court litigations. She is a member of Zanzibar Law Society (ZLS) and East Africa Law Society (EALS).



Mr. Shamsi Yassin Saad:

Mr. Saad is a graduate of the University of Dodoma. He is being groomed in the Litigation Department of our firm in a vast number of areas including Civil Commercial matters, Criminal Litigation, Land and Industrial matters.

He is an extraordinary and passionate litigator. He is an opponent to reckon in the court room. He is a budding legal practitioner with capability of handling litigation in a wide range of cases including Labour and Land law related matters and Criminal law.

He is a member of the Zanzibar Law Society (ZLS) and East Africa Law Society (EALS).

THE TEAM



Mr. Masoud Salim Mohamed

Masoud Salim is an energetic young attorney who has a strong background in Private sector development, particularly in Tourism Sector. He is a definitive result oriented professional. He is a passionate researcher and good at getting things done.

He is actively involved in the provision of consulting, drafting and advisory services. Masoud has excellent communication skills which are key to advisory and consulting services. Since joining Said Attorney & Associates, Masoud has exhibited keen interest in Corporate and Commercial law, Labour and Employment, and Intellectual Property and has acquired substantive expertise in those respects.

Salim is active and passionate about youths and community related issues and is currently the Chairman of the Zanzibar Association for Youth Education and Empowerment (ZAYEE); he also provides legal assistance to a local charity and sits on the Board of Trustees of ZIRRP, a Zanzibar-based think tank. Salim was invited by the President of the United States of America, Barack Obama to the White House in 2010 along with other young African leaders to attend a forum with the aim to inform the President about the youth's vision for the next 50 years.

*corporate
&
commercial*

The corporate and commercial practice of Attorney & Associates has won the respect of clients and practitioners for the quality of its advisory and transaction work. Our team of skilled and experienced lawyers has consistently demonstrated an ability to deliver clear, frank and timely responses to client's enquiries. Members of the team also bring a firm grasp of commercial realities to bear in structuring and documenting transactions. We offer a wide range of corporate and commercial law services, including due diligence and company secretarial services. The firm also has an impressive advisory portfolio traversing such diverse issues as corporate structure, corporate contracts, corporate governance, regulation of corporations, the organization and mode of subscription of capital, transferability of shares, composition of the board and management.



*litigation,
arbitration
&
mediation*

Our firm's policy is to assist clients to avoid litigation whenever possible. We prefer Alternative Disputes resolution as an appropriate, fair, quick and flexible process particularly when the parties are trying to preserve a commercial relationship. However, when litigation is unavoidable, we commit ourselves to guide you through both the legal and commercial aspects of litigation, including assessment of reputation risk, if any.

Areas of Expertise Include:

- Opinion on contentious issues
- Dispute prevention strategies
- Litigation including appeals
- Enforcements of foreign judgments
- Arbitration
- Alternative dispute resolution/mediation

private clients

This is practice area aimed at helping clients to run the legal aspects of their personal lives. The benefit you get from using us is that everything you need is in one place and can be delivered through one of our advisers. Our Private Client team is able to help clients realize their entrepreneurial and commercial aspirations in setting up, managing and growing their businesses while also looking after their personal tax positions.

Our team possesses the skills and know-how that are essential to enable them form a clear picture of the client's needs and objectives. We often work in small teams whilst liaising with other professionals to ensure the best results are achieved for our clients.

Areas of Expertise Include:

- Wills
- Probate
- Trusts
- General advisory work
- Inheritance issues
- Succession claims
- Family disputes
- Divorce

Immigration Law



immigration laws

Our corporate immigration team has a reputation that is unsurpassed and compliments the advisory services we offer to our clients. We routinely act for international companies mobilizing their expatriate staff into Tanzania, local companies with expatriate workforce or simply companies with foreign participation doing business in Zanzibar. We are well versed in the regulatory and procedural requirements of the Tanzania Immigration Services.

Areas of Expertise Include:

- Work permit
- Visa
- Residency permits
- Expatriate quotas
- Business Permits
- Labour law compliance
- General Immigration advice



employment & labour laws

The Firm is experienced and is composed of lawyers whose expertise cut across all aspects of labour and employment law. The firm's proactive advice helps clients minimize risk and avoid potential liability relating to all aspects of employee matters.

Areas of Expertise

- Legal opinions on all aspects of labour/employment laws in Zanzibar.
- Prepare, review or localize employment related documents such as employment contracts, termination documents, and transfer of employee documents.
- Advise employers on how to handle employees in the event of a restructure such as a buy-out or merger.
- Advise on the termination options available to employers, including the disciplinary process, termination documents and terminal dues.
- Handle litigation involving labour issues such as dismissals, redundancies and disputes.
- Carry out compliance audits to ensure compliance with all employment laws.



pro bono. legal education. volunteerism

The presence of Said Attorney & Associates Law firm gives it not only a chance to succeed, but also a responsibility to render legal counsel and assistance to the communities in which we render legal services. In our programs of social responsibility initiative, we proffer ways to apply our experience to the challenges faced by the indigents.

Our Clients

Clients of the firm are predominantly domestic companies owned by foreign individuals including airlines, Hotels and Tours operator's companies, shipping lines, trading and manufacturing conglomerates. The firm also advises foreign embassies, National Chambers of Commerce. The Firm's commitment to client service and delivery is paramount, and we are selective in our acceptance of new corporate clients to maintain this excellent reputation.

1. Tropical Air
2. Zan Air
3. Flight Link
4. Zanrec Company Limited
5. Barefoot Co. Ltd T/a Upendo Villa
6. Mojar Company Ltd
7. A&A Investment Co. Ltd
8. Ras Nungwi
9. Island Tours Co. Ltd
10. Frasi Africa
11. Al-Johari
12. Bahari Investment
13. Zanzibar Ports Cooperation
14. Kisiwa House
15. Best Import T/a ZANCHICK
16. Motobora Co. Ltd
17. SSB Water Sports
18. Gold of Zanzibar
19. Seaview Lodge
20. Villa Noor Restaurant and Bungalow