

Curriculum Vitae

Zuhair Hasan Maki Salman
Lawyer & Legal Consultant
Founder of Agile & Forward W.L.L



1. SUMMARY

Bahraini Lawyer and legal Consultant who is relentlessly following his aspiration in providing access to a sound and coherent legal structure that preserves all fundamentalists, but does not ignore the basic details, and who dynamically keeps pace with changes.

Zuhair is always pursuing to provide practical and efficient advice that protect the interests of the stakeholders in any given situation. His philosophy gives priority to resolving disputes by strong alternative means of settlements that tend to be amicable instead of hard and time-consuming litigations.

2. CAREER:

- Founder of Agile & Forward W.L.L. for legal services. Attorney and Legal Consultants (www.agile-forward.com)
- Agile & Forward W.L.L. is also accredited by the MOICT as a professional organization in establishing commercial companies and registering the changes that occur to them.
- Practicing Lawyer before the Court of Cassation and the Constitutional Court

3. QUALIFICATIONS

- Master Degree in Public Law (ongoing)
- Bachelor Degree in Law (BSc\BA) GPA 95.3% - First Class Honour- Kuwait University (2002)

4. PROFESSIONAL MEMBERSHIPS

- Member of International Chamber of Commerce (ICC) – Bahrain National Committee.
- Member of the International Bar Association (I.B.A)

5. PROFESSIONAL SKILLS

- Accumulative and self-motivated skills of legal rationalization, legal analysis, creation of practical challenged legal solutions and special negotiations skills. An excellent track record in keeping pace with dynamic changes that businesses exposure.
- Establishing commercial companies and registering the changes that occur to the company.
- Providing corporate consultation especially in providing means of protection for shareholders and other parties who have.
- Adding creative touches to the corporate side of ownership, asset protection, and best solution for business continuation or dissolution and shareholders disputes.
- Providing efficient and practical advices in compliance's adherence to laws and regulations.
- Presented number of lectures and participated in workshops, which deal with legal aspects both in public law and in commercial law.
- Participated in the preparation and discussion of a number of important legislations in the Kingdom and in particular those concerned with the organization of professions or the commercial sector in general.
- Worked to develop legal frameworks for a number of important economic projects in the Kingdom.
- Participated- in the course of his professional career - in the membership of committees concerned with investigations, grievances, projects, or governance in a number of institutions.
- Presented a number of special practical basic studies related to public law.
- Led and participated in the negotiation process on a number of important projects.

6. CAREER HISTORY

6.1. Director of Legal Affairs – Labour Fund (Tamkeen)

- Started as a legal adviser and then head of the legal affairs department until the last position as the Legal Affairs Director where he handled the following duties:
 - 1- Legal aspects related to the secretariat of the Board of Directors of the Labor Fund and its Committees and the decisions issued by them.
 - 2- Provide legal opinion and advice to the Board of Directors and Executive Management in matters relating to the work of the Fund in various constitutional, administrative, financial, commercial, criminal and investment aspects.
 - 3- Constitutional and legal procedures related to relations with the constitutional bodies, represented by the Council of Ministers and its ministerial committees, the Shura Council and the House of Representatives, in relation to the draft resolutions issued by the executive authority or the draft laws and proposals discussed by the legislative authority of the Shura Council and the House of Representatives.
 - 4- Preparation, drafting and review of documents and legal documents, issued by the Labor Fund or in which the Fund is a party, in particular:
 - i. Agreements, contracts and memorandums of understanding.
 - ii. The executive regulations and decisions issued by the Board of Directors and the Executive Management in the areas of general regulations and conditions related to the institutional work of the Labor Fund or the projects launched by the Fund for the public.
 - iii. Participation in the discussion and negotiation of these documents.

- 5- Managing the aspects of civil and administrative legal proceedings brought by or against the Labor Fund, or related to its business, whether before the courts or arbitral tribunals. This include preparing the defense and the legal responses related to such actions.
- 6- Following-up to communications and criminal complaints in which the Fund is a complainant or where the Fund's money are the subject of such proceedings, including legal proceedings for non-judicial settlement such as conciliation, as well as participation in administrative investigations relating to the work of the Fund.
- 7- Handling the administrative aspects related to the management of legal affairs.

6.2. Assistant Legal Adviser in the Office of the Council's Chairman , Shura Council

- Started as a legal researcher in the Department of Research and Information until promoted to Assistant Legal Adviser in the Office of the Council's Chairman.
- Worked in the various legal tasks related to the constitutional functions of the Shura Council such as:
 - 1- Legal researches related to the legislations presented before the Council for discussion and other constitutional instruments and procedures and bylaws of the Shura Council, and the laws related to the core work of the Council.
 - 2- Writing legal notes and giving legal opinion in the meetings of the committees and providing legal advice to these committees 'members and other members of the Council.
 - 3- Contribute to the drafting of proposals of laws and law proposals that are under discussion in the Council.
 - 4- Providing legal opinion regarding the assigned legal work in the administrative aspects such as contracts, legal issues related to the employees of the Council and other administrative tasks.

6.3. Lawyer at Ahmed Jassim Law Firm from September 2002

7. CONTACT DETAILS:

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