

# Dr. Ahmed Refaat Khamis Fouad

Senior Legal Consultant – Arbitration Expert – Contracts  
Specialist – Mergers & Acquisitions Manager

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Senior Legal Counsel & Contract Manager with 25 years of experience in corporate law, contract management, and regulatory compliance across multiple jurisdictions. Skilled in drafting, negotiating, and executing high-value contracts while mitigating legal and financial risks. Extensive expertise in corporate governance, M&A transactions, dispute resolution, and arbitration. Proven ability to manage complex legal matters, ensuring adherence to local and international regulations. Adept at leading legal teams, optimizing legal strategies, and driving business success through effective legal counsel.

## Education

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2012	<b>Faculty Of Law, Benha University</b> PhD In Law <b>Grade:</b> Very Good with First-Class Honors
2004	Master's Degree In Law
2003	Postgraduate Diploma in Public Law
2002	Postgraduate Diploma in Private Law
2000	<b>Faculty Of Law – Zagazig University</b> Bachelor of Law

## Work History

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2024-04 - Current	<b>Senior Legal Counsel &amp; Contract Manager</b> Hill International (Saudi Arabia Branch) , In Cooperation With MODON Professor Dr. Saad Al-Jumaan Law Firm for Advocacy, Arbitration, and Legal Consultancy – Saudi Arabia <b>Is Responsible for:</b> <ul style="list-style-type: none"><li>• Drafting and negotiating complex contracts, agreements, and legal documents to ensure compliance with Saudi regulations and MODON requirements.</li><li>• Advising on legal risks, regulatory compliance, and contractual obligations to support strategic decision-making.</li><li>• Managing contract lifecycle, including review, amendments, claims, and dispute resolution.</li><li>• Ensuring compliance with local laws, international standards, and company policies in all contractual matters.</li><li>• Liaising with internal departments, external counsel, and government entities to facilitate legal processes.</li><li>• Resolving contractual disputes and legal challenges through risk assessment, negotiation, and effective mitigation strategies.</li></ul>
2013-11 - 2024-04	<b>Assistant Professor of Law / Senior Legal Counsel</b> Buraydah Colleges, KSA , In Cooperation With Law Firms <b>Was Responsible for:</b> <ul style="list-style-type: none"><li>• Introducing legal principles, compliance frameworks, and business law concepts to enhance corporate legal awareness.</li><li>• Drafting and negotiating deviations, variations, and amendments to bids, contracts, and general terms &amp; conditions.</li><li>• Managing procurement agreements, conducting due diligence, and drafting LoIs, lease agreements, and construction contracts.</li></ul>

- Reviewing and analyzing tender documents, assessing legal risks, and recommending mitigation strategies.
- Advising on corporate governance, M&A transactions, tax law, and international regulatory implications.
- Handling dispute resolution, arbitration clauses, and competitive negotiations in high-value contracts.

2012-11 - 2013-10

### **Legal & Compliance and Risk Manager**

Itakan Law Firm, Tripoli, Libya

#### **Was Responsible for:**

- Mitigating financial, contractual, and legal risks by ensuring compliance with client agreements and regulatory requirements.
- Handling approval and rejection of proposals for deviations in delivery schedules and contract specifications.
- Preparing negotiation specifications and bids for IPP, PPA, EPC, CSA, BOOT, BOO, and SDA contracts to achieve strategic goals.
- Developing subcontracts aligned with client agreements by gathering and analyzing all necessary contractual data.
- Negotiating and managing procurement contracts, including administration, extension, termination, and dispute resolution with suppliers.
- Reviewing and following up on direct orders, monitoring contract timelines, and ensuring smooth operational execution.

2009-01 - 2012-10

### **Legal & Compliance and Risk Manager**

El-Deeb & Co. Law Firm, Egypt

#### **Was Responsible for:**

- Drafting, negotiating, and executing various contracts, including manufacturing, licensing, supply, distribution, concession, joint development, and shareholder agreements.
- Managing a contract database, ensuring timely renewals, and reviewing third-party agreements for compliance.
- Providing legal and compliance training on antitrust, competition law, and corporate compliance policies to ensure adherence to global standards.
- Advising and guiding senior management on legal risks, compliance matters, and corporate governance strategies.
- Implementing and overseeing compliance activities, handling confidential cases, and ensuring adherence to regulations in healthcare and government interactions.
- Investigating compliance cases, conducting risk assessments, and participating in leadership meetings, workshops, and global compliance initiatives.

#### **Senior Legal Counsel**

- Interpreting and evaluating contract terms from commercial, technical, financial, and legal perspectives while managing a team of lawyers.
- Overseeing the execution of project contracts, specifically for the administration of O&M and IPP contracts, handling operational correspondence, and resolving commercial disputes.
- Coordinating with plant managers to ensure compliance with contractual obligations pre- and post-commercial operation, assessing penalties, liquidated damages, and performance-based incentives.
- Drafting and reviewing contractual documents, amendments, and change order requests while addressing technical issues affecting water and power availability.
- Ensuring compliance with environmental regulations, submitting biannual audit reports, and overseeing localization policies, wage regulations, and employee social security compliance.
- Collaborating with finance teams to manage performance bonds, insurance, and contract deliverables while advising on M&A transactions and corporate governance.

### **Project: Wastewater Treatment Plant Project – 10th of Ramadan City**

- Drafting and structuring the contract for the EGP 10 billion wastewater treatment plant project under the B.O.T & PPP (Public-Private Partnership) model, in collaboration with Farid El-Deeb Law Firm, the State Lawsuits Authority, the Holding Company for Potable Water and Wastewater, and the Ministry of Water Resources and Irrigation.
- Managing contracts with Arab Contractors, ensuring compliance with governmental regulations, and balancing risk distribution between the public and private sectors.
- Safeguarding legal and financial stability, mitigating operational and financial risks while preventing legal disputes that could jeopardize contract validity.
- Executing the project using advanced water station technologies, supplying potable water to 3 million residents in 10th of Ramadan, Badr, Shorouk, and the Gulf of Suez cities.

2004-09 - 2008-12

### **Senior Contracts Counsel**

Shalakany Law Firm – Egypt

#### **Was Responsible for:**

- Providing legal advice and support on a wide range of legal matters, ensuring compliance with regulatory frameworks and business laws.
- Drafting and negotiating various contracts, including those related to construction projects, EPC, concessions, and M&A, while ensuring alignment with corporate objectives.
- Managing corporate governance by overseeing shareholders' agreements, insurance policies, and sustainability regulations, ensuring legal stability.
- Representing the legal department in coordination with the Country Manager and business units, handling ethics, compliance, and governance services.
- Anticipating and mitigating legal risks associated with business strategies and operations, ensuring adherence to relevant laws and regulations.
- Collaborating with international legal teams, maintaining compliance awareness among employees, and delivering high-quality legal solutions under strict deadlines.

2000-07 - 2004-06

### **Legal Director**

Zaki Hashem & Partners Law Firm (Dubai Branch) , United Arab Emirates

#### **Was Responsible for:**

- Reviewing and drafting all agreements required by business departments, including supply agreements (short- and long-term), equipment sales agreements, distribution agreements, concession agreements, joint development agreements, and shareholders' agreements to ensure legal compliance.
- Establishing and implementing a robust contract management procedure, including contract review, checklist development, document filing, and overall contract lifecycle management within the regional organization.
- Supporting strategic projects by providing legal counsel on Engineering, Procurement, and Construction (EPC) contracts, Mergers & Acquisitions (M&A), and other key business activities across the GCC region.
- Creating corporate structures and subsidiaries, analyzing new regulations, and ensuring adherence to local and regional legal frameworks.
- Implementing a strong corporate governance system, overseeing corporate legal matters, documenting board resolutions and general assemblies, and ensuring full compliance with governance principles and regulatory guidelines.
- Providing legal support during project execution, interpreting contracts, managing disputes, liaising with local courts, and handling administrative claims and litigation in coordination with external counsel.

## Research Publications

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- "The Effects of Oil Price Fluctuations on Some Macroeconomic Variables in the Kingdom of Saudi Arabia" – Suez University (2024).
- "Measuring the Elasticity of the Exchange Rates of the Egyptian Pound Against the US Dollar on the Annual Rate of Inflation in Egypt" – Menoufia University (2022).
- "Mechanisms for Addressing Structural Imbalances in Bridging the Egyptian Balance of Payments Deficit" – Contemporary Egypt Magazine (2016).

## Conferences

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International Conference on Developing the Educational Process, Future Visions for Achieving Sustainable Development – Organized by the Middle East Agency for Training and Consulting.

## Training Courses

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- "The Role of Governance in Achieving Administrative Leadership Styles" – Saudi Ministry of Health
- "The Effects of Administrative and Legal Architecture" – Saudi Ministry of Health

## Certificates

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- Certificate of Attendance for the FIDIC Contracts Practitioner (FCP) Program | Sep 2024
- FIDIC Contracts Practitioner (FCP) | Sep 2024
- Preparing for the Academic IELTS to pass the test.
- TOEFL Certificate with a score of 570.
- Language Certificate from the American University.
- Certificate in Information Technology (Windows, Word, Excel, PowerPoint) from the Information Technology Center.



## Technical Skills

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- Effectively managing projects from initiation to completion, overseeing all phases from tender to execution.
- Monitoring quality and performance to ensure high-standard deliverables and early issue detection.
- Supervising teams and efficiently allocating tasks to optimize resource utilization.
- Making strategic decisions to enhance processes and address challenges effectively.
- Promoting best practices in legal service delivery to achieve a competitive advantage.
- Ensuring seamless communication and coordination with different offices to maintain workflow efficiency and achieve objectives.

## Personal Skills

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- Time Management
- Teamwork & Leadership
- Work under pressure
- Problem Solving
- Negotiation

## Languages

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Arabic: Native  
English: Very good  
French: Good