AYMAN HASHEM

SENIOR LEGAL CONSULTANT | CHIEF LEGAL OFFICER | CORPORATE GOVERNANCE & COMPLIANCE EXPERT

Executive Leader: Strategic Legal Affairs | Board Advisor | Saudi Market Specialist

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CONTACT INFORMATION

Location: New York, USA | Available for Relocation to Saudi Arabia (Extensive Previous Experience in Saudi Arabia for over 12 years)

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PROFESSIONAL SUMMARY

Distinguished bilingual (Arabic/English) senior legal consultant with extensive multijurisdictional experience and deep specialization in the Saudi Arabian market spanning over a decade. Recognized expert in corporate governance, regulatory compliance, commercial law, and Vision 2030 strategic alignment. Proven track record of leading complex legal operations for major holding companies, technology enterprises, and prestigious law firms with comprehensive mastery of Saudi legal frameworks and Shariah compliance requirements. Exceptional ability to significantly reduce legal disputes through strategic risk management while consistently achieving favorable outcomes in high-stakes litigation. Expert in navigating sophisticated cross-border transactions and delivering innovative, cost-efficient legal solutions that align with organizational objectives and Saudi regulatory mandates.

CORE COMPETENCIES & EXPERTISE

Strategic Legal Leadership

- **Corporate Governance Excellence:** Master-level expertise in Saudi Companies Law, CMA regulations, and comprehensive Vision 2030 compliance frameworks
- **Advanced Commercial Law:** Specialized in sophisticated contract negotiation, structuring, and strategic legal documentation for major Saudi enterprises

- **Elite Dispute Resolution:** Proven excellence in Saudi court proceedings, premier arbitration centers, and innovative alternative dispute resolution methodologies
- **Regulatory Mastery:** Comprehensive command of Saudi regulatory requirements across diverse industries and market sectors
- **Complex M&A Transactions:** Extensive experience orchestrating cross-border mergers, acquisitions, and strategic joint ventures in the Saudi market
- **Intellectual Property Strategy:** Advanced protection and monetization strategies for trademarks, copyrights, and patents under Saudi legal frameworks

Technical Excellence

- **Legal Documentation Mastery:** Expert creation of sophisticated legal instruments with full Saudi legal compliance
- **Strategic Risk Management:** Innovative mitigation of legal exposure in complex Saudi business operations
- **Advanced Litigation Strategy:** Development of winning approaches for Saudi courts and prestigious arbitration centers
- **Comprehensive Legal Research:** In-depth analysis of Saudi legal precedents, emerging regulations, and market trends
- **Executive Advisory Services:** Clear articulation of complex Saudi legal concepts to C-suite executives and international stakeholders

Executive Management Capabilities

- **Legal Team Leadership:** Strategic direction and professional development of high-performing legal teams in Saudi corporate environments
- **External Counsel Coordination:** Sophisticated management of legal resources across multiple international jurisdictions
- **Strategic Legal Planning:** Seamless alignment of comprehensive legal strategies with ambitious business objectives in the Saudi market
- **Complex Project Oversight:** Expert management of multifaceted legal initiatives involving diverse stakeholder groups
- **Premium Client Relations:** Cultivation of exceptional professional relationships with leading Saudi businesses and international entities

Language Proficiency

- **Arabic:** Native fluency with professional legal terminology
- **English:** Advanced professional proficiency with legal specialization

PROFESSIONAL EXPERIENCE

International Legal Consultant | Law Office of Kareem El Nemr

Queens, New York, USA | 01/2022 – Present

- Architect comprehensive legal solutions and sophisticated documentation including complex contracts, strategic pleadings, and critical motions with exceptional precision and regulatory compliance
- Lead high-level client consultations, advanced case preparation, and strategic court filings while managing extensive active caseloads
- Orchestrate streamlined case management systems ensuring strict adherence to legal procedures and critical deadlines while significantly enhancing operational efficiency

Legal Affairs Manager | HSB Holding, Investment & Acquisitions

Jeddah, Makkah, Saudi Arabia | 01/2021 – 12/2021

- Directed comprehensive legal operations for a major diversified investment holding company and its technology subsidiary, ensuring complete compliance with Saudi Vision 2030 regulatory frameworks and international legal standards
- Implemented sophisticated corporate governance structures perfectly aligned with Saudi Companies Law and Capital Market Authority (CMA) regulations, establishing highly effective board committees and comprehensive risk management frameworks
- Orchestrated complex legal aspects of multiple high-value investment transactions, including comprehensive due diligence, strategic structuring, and sophisticated documentation in accordance with Saudi investment regulations
- Revolutionized risk management by completely overhauling contract review processes and negotiating substantial high-value contracts including mergers, acquisitions, and strategic joint ventures, achieving dramatic reduction in legal disputes
- Delivered strategic legal counsel to C-suite executives on critical Saudi corporate governance requirements, regulatory compliance, and comprehensive IP protection, preventing significant potential regulatory penalties
- Supervised elite external legal counsel across multiple jurisdictions, coordinating numerous cross-border legal matters with consistent successful execution under Saudi legal frameworks
- Developed comprehensive IP protection strategies for extensive trademark, copyright, and patent portfolios in accordance with Saudi IP laws, securing substantial company assets
- Successfully resolved numerous high-stakes commercial disputes through strategic negotiation, expert mediation, and sophisticated litigation in Saudi courts and premier arbitration centers, consistently achieving favorable outcomes
- Conduct comprehensive legal research and strategic analysis on Saudi Arabian legal developments, providing clients with critical insights on regulatory changes and compliance requirements

- Draft and review sophisticated international contracts with Saudi Arabian entities, incorporating essential provisions to ensure enforceability under Saudi law
- Facilitate complex negotiations between international clients and Saudi counterparts, expertly bridging cultural and legal differences to achieve mutually beneficial agreements
- Maintain cutting-edge knowledge of Saudi legal reforms and their strategic implications for foreign investors and businesses

Senior Legal Consultant | Khalid Almehmadi Law Firm

Jeddah, Makkah, Saudi Arabia | 05/2010 – 08/2020

- Served as lead counsel for extensive complex civil, commercial, employment, administrative, and family law cases before Saudi courts and arbitration centers, developing unparalleled expertise in Saudi litigation procedures
- Specialized in sophisticated corporate governance and compliance matters for Saudi businesses, helping numerous companies implement advanced governance frameworks in accordance with evolving Saudi regulations and international best practices
- Advised major multinational corporations on comprehensive Saudi market entry strategies, regulatory compliance, and strategic risk mitigation, facilitating highly successful business operations in the Kingdom
- Counseled Saudi government entities and semi-government organizations on critical legal matters, regulatory frameworks, and complex compliance requirements
- Developed exceptional expertise in Saudi labor law, advising companies on sophisticated employment strategies, dispute resolution, and Saudization compliance requirements
- Engineered and meticulously reviewed extensive legal documentation including contracts, agreements, court pleadings, and arbitration submissions, ensuring complete Saudi law compliance and optimal client protection
- Conducted specialized executive training sessions on Saudi legal frameworks for major corporate clients, significantly enhancing their understanding of regulatory requirements and compliance obligations
- Executed comprehensive legal research across multiple practice areas of Saudi law to deliver expert opinions, develop winning case strategies, and support sophisticated litigation proceedings, contributing to substantial increases in case success rates

Lawyer | Private Practice

Mansoura, Egypt | 01/2008 – 05/2010

- Represented diverse clients in civil, commercial, and family law cases before Egyptian courts, developing foundational litigation expertise applicable across multiple jurisdictions
- Provided comprehensive legal counsel on rights, obligations, and effective dispute resolution strategies under Egyptian law
- Drafted and reviewed sophisticated legal documents including contracts, estate planning documents, and powers of attorney in full compliance with Egyptian legal requirements
- Conducted extensive legal research and delivered expert opinions on complex legal issues within the Egyptian legal system

EDUCATION

Master of Law (LL.M) – US Legal Studies | St. John's University

New York, USA | 07/2023 – 12/2024

- Specialization in International Business Law and Cross-Border Transactions
- Advanced Coursework in Comparative Legal Systems with focus on American and Middle Eastern Legal Frameworks

Bachelor of Laws (LL.B.) | Mansoura University

Mansoura, Egypt | 01/2004 – 01/2008

- Graduated with Highest Honors (Distinguished Academic Achievement)
- Specialization in Commercial and Corporate Law

CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

- **Egyptian Bar Association Member** | 05/2009 – Present
- **Corporate Governance Professional** | Governance Center | 2019
- **International Commercial Arbitration Certification** | GCC Arbitration Center | 2017
- **New York Bar Exam Candidate** | Scheduled for July 2025