Daniyal Khalid

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Objective

Senior Associate-level lawyer with experience advising multinational corporations, financial institutions, infrastructure investors, sovereign-linked entities, energy companies, technology groups, shipping operators, and investment clients on corporate, commercial, M&A, foreign investment, banking and finance, regulatory, employment, and cross-border matters in Oman and the wider GCC.

Experienced in share purchase transactions, corporate restructuring, shareholder arrangements, investment structuring, commercial contracts, foreign ownership and market-entry advice, regulatory compliance, free zone establishments, secured financing, and corporate governance matters. Regularly advises international clients on establishing, acquiring, restructuring, and expanding businesses in Oman, including through mainland entities, branches, free zone structures, and sector-specific licensing arrangements.

Recognised in the 2026 edition of The Legal 500 as part of a Legal 500-ranked law firm and independently commended by clients for being "efficient, thorough, and clearly committed to achieving the best possible outcome."

Education

University of London — 09/2014 - 05/2017
LL. B (Hons)

Lawrence College, Murree, Pakistan — 09/2010 - 09/2014
Intermediate & Matriculation

Professional Qualifications/Memberships

- Qualified Lawyer / Advocate, Islamabad High Court, Pakistan in 2018 (Common Law Jurisdiction)
- Member, Islamabad Bar Council, Pakistan
- Member, Honourable Society of Lincoln's Inn, United Kingdom
- UK LL. B (Hons) qualified legal professional with experience across common law and civil law legal systems, including cross-border corporate, commercial, employment, arbitration, and dispute resolution matters in the GCC region.
- SQE 2 exempt based on qualifying legal practice experience; intending to undertake SQE 1 in 2027 as part of the qualification pathway in England & Wales.

Language

English – Professional, Urdu – Professional, Arabic - Proficient in reading Arabic, not conversational

Work Experience

Senior Legal Associate (*Promoted on October 2025*)
ALC Law firm, Abdul Redha Haider Advocacy & Counsels, Muscat, Oman (Recognized by Legal 500) — **02/2024 - Present**

Advises multinational corporations, financial institutions, infrastructure investors, sovereign-linked entities, technology groups, shipping operators, and international businesses on corporate, commercial, M&A, banking and finance, employment, regulatory, and cross-border matters in Oman.

Works closely with international law firms, in-house legal teams, investment groups, lenders, and corporate clients on business structuring, acquisitions, shareholder arrangements, legal due diligence, licensing, commercial contracts, and regulatory approvals..

Representative Corporate, Commercial & M&A Experience

- Advised on a share purchase transaction involving an oil and gas services company valued at approximately OMR 1.2 million, including legal due diligence, transaction structuring, negotiation support, and review of transaction documentation.

- Led the Omani legal due diligence process for a GCC-wide technology acquisition involving three

jurisdictions, including corporate, regulatory, contractual, employment, and licensing review.

- Advised multinational investors on share transfer transactions, acquisitions, corporate restructuring, investment structuring, foreign ownership requirements, and regulatory compliance under Omani law.

- Drafts, reviews, and negotiates share purchase agreements, shareholder agreements, investment agreements, commercial agency arrangements, services agreements, distribution agreements, board and shareholder resolutions, powers of attorney, and cross-border commercial contracts.

- Advises international investment and technology groups on expansion into Oman, including entity structuring, licensing, IP, employment, commercial contracting, and ongoing regulatory compliance.

- Advised on shareholder restructuring arrangements, governance frameworks, reserved matters, option rights, transfer restrictions, minority protections, deadlock mechanisms, and enforcement considerations under Omani law.

- Leads company incorporation and structuring projects in mainland Oman, Duqm SEZAD, and Sohar Free Zone, including foreign investment structuring, licensing, constitutional documents, and regulatory approvals.

- Advises clients on commercial agency, distribution, outsourcing, consultancy, supply, and strategic partnership arrangements across the energy, infrastructure, technology, logistics, hospitality, and investment sectors.

Banking, Finance & Investment Advisory

- Acted as Omani counsel for an international bank in connection with a USD 75 million secured financing transaction, including legal due diligence, security review, corporate authority review, and enforceability opinions.

- Advised international financial institutions on cross-border financing arrangements, corporate approvals, security packages, regulatory requirements, and enforceability considerations in Oman.

- Assisted clients with financing structures involving corporate borrowers, investment entities, security documentation, facility arrangements, and local law compliance.

Energy, Infrastructure & Strategic Investment

- Advised one of the largest U.S. energy companies on proposed entry into Oman’s energy market, including foreign investment structuring, hydrocarbons compliance, licensing, downstream distribution, and regulatory approvals.

- Acted as Omani local counsel in connection with a sovereign-level framework agreement involving the OPEC Fund for International Development and the Sultanate of Oman.

- Advised an international minority shareholder in an Oman Investment Authority-linked solar energy project on governance rights, shareholder protections, regulatory compliance, and investment structuring.

- Conducted legal and regulatory due diligence relating to upstream and midstream energy assets in Oman for a confidential U.S.-based oil major.

- Assisted a leading regional infrastructure group with establishing its Oman branch for the delivery of major infrastructure projects.

Maritime, Logistics & Sector Regulation

- Advised maritime and shipping companies on vessel registration, maritime compliance, tax exemptions, incorporation, licensing, and operational structuring in Oman.

- Secured long-term tax exemptions exceeding OMR 8 million for maritime sector clients.

Employment & Workforce Advisory

- Advises multinational employers and regional businesses on employment contracts, HR manuals, workforce restructuring, Omanisation obligations, disciplinary action, misconduct investigations, termination strategy, and end-of-service benefits.

- Advised employers in labour matters across the logistics, oil and gas, maritime, hospitality, retail, and entertainment sectors.

Dispute Avoidance, Arbitration & Enforcement Support

- Supports corporate and commercial clients on dispute avoidance, contractual risk assessment, settlement strategy, and enforcement considerations.

- Acts in domestic and international arbitration proceedings before the Oman Arbitration Centre involving commercial, construction, and contractual disputes.

- Advised on the recognition and enforcement of foreign arbitral awards and foreign judgments before Omani courts, including matters under the New York Convention and Omani Arbitration Law.

Legal Associate
MARLAW, Muscat, Oman (Recognized by Legal 500) **03/2022 - 01/2024**

Advised and assisted on corporate, commercial, banking, M&A, dispute resolution, and cross-border matters across Oman, the UAE, and Pakistan. Worked with senior lawyers, regional law firms, corporate service providers, financial institutions, and business clients on transactional, advisory, and regulatory matters.

Corporate, Commercial & M&A

- Advised and implemented legal entity structures for corporate clients, including market-entry structuring, foreign investment considerations, licensing, constitutional documents, and regulatory compliance.

- Assisted on a transaction involving the proposed acquisition of a UAE-based marketing and distribution target company by a prominent food-sector client, including legal due diligence, transaction structuring, document review, and post-transaction integration considerations.

- Advised on joint ventures, investment agreements, acquisitions, shareholder arrangements, commercial contracts, and corporate governance matters.

- Assisted banking clients on facility arrangements, including acting as assisting counsel to a bank in connection with credit facility financing for a state-owned company.

- Assisted on a part-commercial, part-Islamic financing arrangement for a development company in Duqm, Oman, including review of local regulatory and Islamic banking considerations.

- Drafted memoranda of advice on corporate, commercial, regulatory, employment, and contractual queries, providing practical legal analysis to clients operating in Oman and the wider GCC.

- Collaborated with UAE-based law firms and corporate service providers on cross-border legal issues, corporate structuring, and commercial advisory matters.

- Monitored and reviewed Ministerial Decisions, Royal Decrees, and regulatory developments relevant to corporate, commercial, investment, and employment matters in Oman.

Arbitration & Commercial Disputes

- Assisted senior lawyers in domestic, ad hoc, and international institutional arbitrations involving

multi-million-dollar commercial and construction claims.

- Assisted in arbitration proceedings involving Oman Convention & Exhibition Centre-related contractual and force majeure disputes, including drafting legal notices, notices of dispute, arbitration notices, statements of claim, witness documentation, pleadings, and procedural submissions.

Litigation/Corporate Associate
Babar Awan Law Company, Islamabad, Pakistan **12/2017- 02/2022**

Litigation and Corporate

- Oversaw all legal and corporate functions of the firm, ensuring efficient management and compliance with regulatory requirements. Drafted and vetted a diverse range of legal documents, including agreements, board resolutions, and organizational policies, to support the firm's operational and strategic objectives.

- Conducted extensive legal research and provided well-founded legal opinions on a variety of matters. Played an active role in company incorporations and filings, ensuring seamless compliance with applicable laws and regulations. Assisted in the preparation of policies and standard operating procedures providing valuable support to the partner in aligning corporate governance with best practices.

- Addressed intellectual property issues to ensure the protection of clients' intangible assets, and reported daily progress to the partner. Provided basic banking advice, including the drafting and review of mortgage agreements and other financing arrangements, to facilitate clients' financial and operational goals. Structured and negotiated contracts for clients, vendors, and employees, safeguarding the firm's and clients' interests in all contractual dealings.

- Drafted, amended, and argued various legal cases, including high-profile matters, with a focus on achieving favorable outcomes for clients. Represented Prime Minister Imran Khan as part of the legal team handling his legal affairs. Established trusts and registered companies with the Securities and Exchange Commission of Pakistan (SECP), showcasing expertise in corporate structuring, regulatory compliance, and trust law.

Hobbies & Interests

- Debating: Extensive debating background including model united nations, declamations, parliamentary style debates.

- Public Speaking: Frequent speaker at webinars and seminars relating to human rights topics. Voluntary Work: Organized food drives, blood donations.