SALEH ALHUMAID

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Legal professional with 6 years of experience across corporate, labor, commercial, real estate, financing, administrative, and enforcement matters. Combines practical legal experience with international legal education, holding an LL.M. from the University of California, Davis, and an LL.B. Experienced in providing legal advice, conducting legal research, managing litigation matters, reviewing and drafting contracts, and addressing complex legal and regulatory issues.

PROFESSIONAL EXPERIENCE

Legal & Administrative Affairs Specialist | Wasaya Company *Apr 2026 – Present*

- Review and negotiate NDAs and MOUs, flagging liability exposure before signature.
- Review, draft, and negotiate international and local commercial contracts, employment agreements, and administrative contracts.
- Represent the company in meetings and negotiations with regulatory and governmental authorities.
- Negotiate settlements with international counterparties to close disputes without resorting to litigation.
- Manage commercial, labor, and general cases end-to-end, from filing through final judgment.
- Restructured the legal department's internal organization and operational workflows while strengthening corporate governance in compliance with applicable laws and regulations.
- Identify and evaluate new business opportunities that support company growth and expansion.

Legal Adviser | Interhealth Medical *Oct 2024 – Mar 2026*

- Managed company litigation from filing through final judgment, drafting memoranda and internal regulations, and briefing management on risk exposure.
- Advised on labor matters including violations under Saudi labor law, contract terminations, and redrafting employment contracts to limit company exposure.
- Reviewed supplier and service-provider agreements for legal and regulatory compliance before signature.
- Managed enforcement cases: followed up on execution requests, corresponded with the Enforcement Court, filed amendments where instruments did not match, and escalated to dispute only where necessary.
- Prepared case reports for management spanning labor, commercial, financial, and enforcement matters, each with a legal opinion on key risks to monitor.
- Periodically reviewed internal policies to keep them aligned with current law and regulations.

Lawyer | Independent Legal Practice *Nov 2023 – Oct 2024*

- Advised clients within Saudi Arabia's regulatory framework, primarily on real-estate and labor matters.
- Represented clients in real-estate cases before courts of first instance and on appeal, drafting claims and responses.
- Handled labor disputes from initial consultation through resolution, negotiating directly with employees to resolve matters before escalation.
- Drafted memoranda, regulations, and appeal objections in public- and private-law matters.
- Drafted and reviewed commercial contracts against current legal requirements.

Legal Studies Specialist | General Authority of Awqaf *Dec 2022 – Nov 2023*

- Delivered legal studies on real-estate matters, including ownership disputes, transfer of ownership, and proof of ownership.
- Supported Awqaf branches across the Kingdom on the ownership-proof project.
- Reviewed title deeds and documents submitted through the Ehkam platform, catching errors before they progressed.
- Prepared reports for the Waqf documentation project on the Ehkam platform.
- Developed the department's procedures for documentation and legal studies.
- Identified properties expropriated by government bodies and determined the appropriate route to compensation for each.
- Analyzed prior real-estate cases to identify recurring causes of dispute and prevent recurrence.

Trainee Lawyer | Abdullah Al-Saeed Law Firm *Jul 2018 – Aug 2019*

- Prepared pleadings and memoranda for ongoing cases.
- Attended client consultations for corporate and individual clients.
- Drafted lawsuits and appeal objections for the Court of Appeal.

- Audited corporate contracts and flagged compliance issues.

EDUCATION

LLM, Law — University of California, Davis, USA *Aug 2020 – May 2022*
LLB, Law — King Saud University *Mar 2013 – Jan 2018*

SKILLS

Legal Expertise: Contract Drafting & Negotiation, Corporate Compliance, Dispute Resolution, Labor Law, Real Estate Law, Enforcement Proceedings, Case Management, Settlement Negotiation, Legal Research, Legal Due Diligence, Regulatory Affairs, Risk Assessment & Mitigation

Professional & Soft Skills: Risk Management, Negotiation, Problem Solving, Decision Making, Presentation, Attention to Detail, Adaptability, Teamwork & Collaboration

Languages: Arabic (Native), English (Professional Working Proficiency)

Tools: Microsoft Office Suite (Word, Excel, PowerPoint), Legal Research Platforms

CERTIFICATIONS, COURSES & AWARDS

CERTIFICATIONS & MEMBERSHIPS

- General Course on Intellectual Property — WIPO, 2024
- Member, American Bar Association, 2021
- Member, Saudi Bar Association, 2018
- Member, Toastmasters Club, 2016

COURSES

- Advanced Applications in Administrative Cases — Judicial Training Center, 2023
- Advanced Applications in Contracts — Judicial Training Center, 2023
- Advanced Applications in Commercial Disputes — Judicial Training Center, 2023
- Advanced Applications in Labor Disputes — Judicial Training Center, 2023

AWARDS

- 1st Place, Public Speaking Competition — Toastmasters Gold Club
- 2nd Place, Voluntary Public Speaking Competition