

# VICTORY ATTORNEYS & CONSULTANTS

FIRM PROFILE



## ABOUT US

Victory Attorneys & Consultants is a legal powerhouse dedicated to providing services of utmost quality to a diverse clientele across all sectors. The firm is powered by sharp and creative legal minds with unrivaled wealth of experience and expertise. We take pride in being locally registered, while seamlessly extending our exceptional services to clients worldwide. Our global perspective and unwavering commitment to excellence has made us a trusted partner for countless international clients.

For over a decade, we have consistently served clients with high proficiency across different industries such as Tourism, ICT, gaming, finance, Real Estate, construction, Oil & Gas, Aviation, Manufacturing, Energy, Health, Not-for-profit and Telcom ensuring our clients achieve their business goals with our unwavering support. Our mission is to steadily deliver quality work and set new standards in the legal landscape. Whether you are a startup navigating complex regulations or a multinational corporation facing cross-border transactions, we have the expertise and dedication to guide you through every process.





Global reach



20+ Areas of practice



Client satisfaction



15+ years of experience



Market Recognition



Premium legal services

## OUR CULTURE

- **Unbridled Innovation:** The firm embraces fresh perspectives and cutting-edge thinking, tackling legal challenges with creativity and transformative solutions. We never shy away from the untrodden path of legal intricacies.
- **Client-Centric Compass:** Our client's victory is our North Star. We tailor our services to the client's unique needs, providing unwavering support and a relentless pursuit of your best interests.
- **Collaborative Spirit:** We thrive in a culture of seamless collaboration, where diverse perspectives weave together to forge formidable legal strategies. Our team spirit ignites a shared purpose, empowering us to achieve the seemingly impossible for our clients.
- **Responsiveness:** Our commitment to client excellence and responsiveness has positioned us as one of the most successful and recommended firms in the legal market. The firm has a culture of uniquely providing timely responses to all clients with laser-focused attention.



## OUR CORPORATE SOCIAL COMMITMENTS

As a purpose-driven law firm, we recognize our responsibility to empower the marginalized, nurture future legal minds, and champion positive change in our community. Here's how we fulfill our commitment:

- **Championing the Vulnerable:** Through pro bono work, we lend our expertise to vulnerable and marginalized groups, providing them with a vital voice in the legal system. Additionally, our affiliation with the Trust Law Foundation under Thomson Reuters allows us to offer legal support to Not-for-Profit entities in the country. We stand with those who need us most.
- **Legal research development & Publications:** The firm is at the forefront in advocating for legal transformation in Tanzania. We undertake in-depth research and publish insightful studies on crucial legal matters to change the legal landscape. Our notable initiatives include "The Data Protection Article Series" published in the year 2023 and "The Corporate Practice Book" to be launched in 2024.
- **Igniting Legal Futures:** We are committed to nurturing the next generation of lawyers by offering mentorship, scholarships, and volunteer opportunities as well as training lawyers through with the Tanganyika Law Society.
- **Honing Legal Excellence through moot court:** Since 2020, we have successfully organized a yearly national moot court competition for students from all higher learning institutions across Tanzania. This platform has provided students with the opportunity to showcase their talent, connect with mentors, and establish relationships with leading law firms and future employers.

# Sectors



**Oil & Gas**



**Financial & Insurance**



**Consumer Goods,  
Food & Retail**



**Wildlife, Tourism & Leisure**



**Telecommunications,  
& ICT**



**Real Estate**



**Mining**



**Energy and Natural Resources**

# Areas of Practice



## **DATA PROTECTION, PRIVACY & CYBER SECURITY**

Victory Attorneys is at the forefront of legal innovation in Tanzania, being the first law firm to specialize in data protection, information privacy, cybersecurity and AI. The firm has successfully worked with major clients in Telcom, fintech, NGO, ICT, tourism, start-ups, Hi-Tech & others. At Victory Attorneys, we take pride in demystifying the complexities of data protection and tech related laws for our clients. Our privacy specialists are dedicated to strategically offer comprehensive legal solutions protecting your organization from evolving threats ensuring compliance with privacy regulations.

### ***Our key services include***

- I. Registering data controller & data processors
- II. Drafting Privacy Policies & data governance plans
- III. Conducting Privacy Audits & gap analysis
- IV. Providing advisory on Cross-Border Data Transfer
- V. Assist in Data Security & Breach Response
- VI. Handle Privacy-Related Claims and Disputes
- VII. Draft Data Processing and Data Transfer Agreements
- VIII. Assist in Privacy Investigations and E-Discovery
- IX. Conducting Privacy Due Diligence in Transactions
- X. Conduct Data Protection Impact Assessment





## 2. INVESTMENT

Tanzania has emerged as a prime investment destination in Africa. The firm offers expert strategic support to investors throughout their investment journey, ensuring smoother entry, growth, and exit if necessary. The firm has a dedicated investment department comprising of investment savvy lawyers who guide investors across different sectors from investment country profiling, entry level advisory services, investment feasibility studies, high level government strategic lobbying or engagement, incorporation, obtaining licenses and permits, ensuring compliance, Tanzania Investment Centre(TIC) registration, processing investment incentives, offering tax advisory services, managing employment matters, and securing land with ease. Our well-grounded investment team is committed to ensuring our clients' investments thrive, dispelling any myths of investment hurdles.



### 3. CAPITAL MARKETS & SECURITIES

As Tanzania's capital markets flourish, Victory Attorneys & Consultant stands as your trusted legal partner. Our certified security advisors hold in-depth experience across all facets of securities transactions, from IPOs and private placements to crowdfunding structures. We have a proven track record of helping companies raise capital efficiently, navigate complex regulations, and achieve their financial goals. Our team of legal experts are masters of the Tanzanian equity and debt markets, and intimately familiar with collective investment schemes. The firm has successfully served issuers, underwriters, agents, broker-dealers, crowdfunding platforms and a wide range of private investors, ensuring their interests are protected and their transactions run smoothly.

Beyond client transactions, we actively contribute to the development and future-proofing of Tanzania's capital markets by regularly participating in regulatory reviews and policy development processes with policymakers and industry stakeholders.

## 4. CORPORATE SERVICES AND REGULATORY COMPLIANCE

We are known for our sharp and effective communication in corporate services and regulatory compliance, this area of practice has been the cornerstone of our practice since inception. At Victory Attorneys & Consultants, we ensure our clients are fully compliant with existing rules while anticipating new developments in compliance to avoid future complications. The firm has assisted several major public listed companies, mining corporation, telecoms, ICT entities, NGO, financial institutions, pharmaceutical, tourism entities, start-up and others in corporate governance, adhering to compliance, implementing and maintaining effective compliance programs and controls, and monitoring/responding to new risks.

***Our corporate gurus and regulatory specialists provide a comprehensive suite of services, including :-***

- I. Corporate formation, governance & management
- II. Share acquisition & share transfers
- III. Shareholder agreements
- IV. Corporate secretarial services
- V. Regulatory compliance
- VI. Legal audits and health check
- VII. Permitting and licensing





## 5.EMPLOYMENT AND LABOUR RELATIONS

Steering the modern HR maze can be daunting in this contemporary world. The firm's employment lawyers assist business to navigate complex regulations, manage evolving workplaces, and cope with intricate employee relations from recruitment and hiring to restructuring and beyond. Our employment department's goal is to ensure that our clients have a smooth HR journey and to guarantee that HR complexities do not derail our clients' business.

### **We offer comprehensive services such as:**

- I. Assist in Recruitment & Hiring processes.
- II. Developing HR Manual/policies and conduct HR audits.
- III. Assist in handling disciplinary issues, grievance or appeals.
- IV. Represent clients in negotiations, mediations, and litigation.
- V. Applying for visas and work permits.
- VI. Assist in ensuring Workplace Safety.
- VII. Offer advice in executive Compensation & Benefits
- VIII. Assist in Terminations and post-termination issues
- IX. Handle retrenchment or restructuring processes





## **6. LITIGATION AND ALTERNATIVE DISPUTE RESOLUTION (ADR)**

Victory Attorneys & Consultants is renowned as one of the most aggressive law firms in ADR and litigation. The firm boasts a remarkable litigation record in various areas, including real estate, complex commercial litigation, construction disputes, insurance claims, debt recovery, technology disputes, investment disputes, defamation, and employment cases. With exceptional litigators capable of representing clients from trial to appellate levels, our team is highly experienced in crafting strategic case arguments, maintaining vibrant court decorum, and delivering compelling arguments. The litigation department has earned respect within the legal fraternity, garnering admiration from judges, senior counsels, and rivals alike.

Our ADR practice is comprised of well-experienced counsel in arbitration, mediation, and other forms of alternative dispute resolution. The firm has assisted clients in navigating disputes at every stage, from drafting efficient arbitration clauses to guiding clients through mediations, arbitrations, and enforcing foreign judgments or arbitral awards in local courts. Distinguished, the firm is equipped with practicing arbitrators, mediators, negotiators, and adjudicators, complementing our ADR practice. Whether you face a courtroom battle or seek a swift resolution, Victory Attorneys & Consultants firmly guide and stand by your side every step of the way.



## **7. ECONOMIC AND ORGANISED CRIMES PLEA NEGOTIATION & CRIMINAL REPRESENTATION**

Victory Attorneys & Consultants comes highly recommended in Economic and organized crime practice. The firm has unparalleled experience in protecting corporate clients, executives, board members, and wealthy individuals facing complex accusation on money laundering, administrative sanctions, corruption, economic and organized crimes, cybercrime and other financial crime investigations. Our criminal defense team is led by a retired Deputy Director of Public Prosecution who possesses an experience of more than five decades in Crimes related matters.

The firm excels at successfully negotiating plea bargains, building watertight defenses, strategizing winning court arguments, obtaining bail on complex matters and minimizing penalties. Our expert team goes beyond defense to equip corporations and individuals with the knowledge and tools needed to prevent criminal issues. We offer strategic guidance, help build robust compliance programs, whistleblowing programs and ensure effective implementation and monitoring.

## 8. NON FOR PROFIT

Possessing the right expertise to assist financially distressed For more than a decade, Victory Attorneys & Consultants has held its position as Tanzania's foremost law firm in the Not-for-Profit sector by maintaining an exquisite dedicated practice to nonprofit organizations. Having assisted over 200 local and internationally affiliated Non-Profit Organizations, we specialize in minimizing legal risks and enhancing operational efficiency. Our comprehensive services in not-for-profit practice encompass registration, compliance, due diligence, tax advisory, employment guidance, data protection, board support, governance assistance, charitable status application, as well as contract review, drafting, and negotiation. Our diverse Non-Profit clientele include NGOs, Philanthropic Organizations, Societies, Trusts, and Clubs.



## 9. WEALTH MANAGEMENT

The firm specializes in wealth management and preservation for high-net-worth individuals and families seeking to safeguard, transfer, or manage wealth. Our experienced team of legal experts excels in understanding tax implications, succession, legacy strategies, and trust administration, ensuring seamless wealth management for our clients. The firm caters to a very sophisticated clientele with global wealth by handling complex multijurisdictional estates, tax planning, trust administration, asset protection, dispute resolution, trust and investment management. Our wealth management department is dedicated to fulfilling our clients' wealth objectives in a cost-effective, low-risk, and efficient manner.







## 10. PROJECTS & CONSTRUCTION VENTURES

Successfully navigating the complexities of any project requires comprehensive legal guidance. Our interdisciplinary team of experienced lawyers and industry experts provides strategic advice and support throughout the project lifecycle, from initial planning to final completion. We have a proven track record of success in infrastructure, power & utility, construction, extractive industry, renewables, ICT, and industrial projects. Our legal expert possesses unfathomable mastery on Project structuring, financing, obtaining permits and licenses, Negotiate and draft watertight contracts, compliance, insurance, liability concerns, dispute resolution and hold impeccable skillset in Liaising with government agencies or regulatory bodies.





## 11. DUE DILIGENCE AND COMMERCIAL ELIGIBILITY AUDIT

Our firm has become the preferred choice for investors, businesses, and non-profits seeking support in both due diligence and commercial eligibility audit services. In the modern day, this practice area holds paramount importance, providing insights into an entity's legal, financial, and operational aspects. Recognizing the need for thorough investigation and assessment, we do not just tick boxes but strive to leave no stone unturned during our due diligence and commercial eligibility audits. Our team possesses both legal acumen and a deep understanding of finance, allowing us to meticulously analyze every aspect of an entity, from finances and operations to legal compliance and potential risks. This laser-sharp approach has saved our clients from associated financial risks and unnecessary legal wrangles while ensuring no grants are misused or mismanaged.

The firm boasts extensive experience in conducting donor funding compliance along with commercial and legal eligibility audits for various recipient organizations of grants administered by international entities. Additionally, as part of our practice, we have supported clients in acquiring businesses and investments by conducting due diligence and pre-feasibility studies before entering various investment and business ventures, merger transactions and other collaborations.

## 12.RESTRUCTURING & INSOLVENCY

Possessing the right expertise to assist financially distressed corporations is one of our key strengths. The firm takes pride in being experts in both restructuring and insolvency, and our commitment to financial recovery and restructuring has earned us a reputation for excellence in this arena. With a proven track record, we have successfully assisted clients in resolving their financial difficulties by providing comprehensive services in receivership, administration, liquidation, winding up, dissolution, and bankruptcy. Our insolvency practitioners possess the highest degree of financial understanding and legal expertise to guide clients accurately in making informed decisions when facing financial challenges. Our broad experience in restructuring and insolvency involves a wide range of sectors including insurance, real estate, agri-business, ICT, financial services, power, extractive, tourism, aviation, manufacturing, oil & gas.



## 13.INTELLECTUAL PROPERTY (IP)

In today's fast-paced economy, your intellectual property is your most valuable asset. At Victory Attorneys & Consultants we understand and value the power of innovation and creativity. Our dedicated IP legal counsels are your shield, protecting your inventions, designs, and brands from infringement and ensuring your success. We offer a comprehensive range of IP services, from crafting strategic protection plans to registering patents, trade secrets, industrial designs, geographical indications, trademarks, and copyrights worldwide. Our IP team handles domestic and international filings, including ARIPO, WIPO, and other global IP offices. Our experts don't just register your IP; they work tirelessly to prevent infringement and enforce your rights, ensuring your ideas continue to thrive while earning from it.



A close-up photograph of a chessboard. In the center, three wooden blocks are arranged in a row, spelling out 'M & A'. The 'M' and 'A' blocks are light-colored wood, while the '&' block is a darker wood. Two chess kings, one light-colored and one dark-colored, stand on top of the 'M' and 'A' blocks respectively. The background is a blurred chessboard with various pieces.

## 14. MERGERS & ACQUISITIONS (M&A)

The firm possesses proven expertise in navigating complex M&A journeys seamlessly. The firm has successfully closed numerous deals, enabling clients to achieve a combined value exceeding \$50 million through mergers. Our expertise ensures risk minimization, value maximization, and ensuring seamless integrations at every stage, from due diligence and valuation to deal structuring and post-merger support. Our transaction lawyers at the firm possess unique skillsets and knowledge, coupled with a commitment to achieving successful outcomes by prioritizing the protection of our clients' business interests throughout the entire M&A process.

Our all-inclusive services encompass in-depth due diligence, valuation assessment, creative deal structuring, tax guidance, skilled negotiations in contracting, drafting of exhaustive agreements, IPR protection, merger notification, regulatory and sector compliance related matters. We also offer seamless post-merger integration support to maximize synergies and minimize disruption, safeguarding our clients' interests and ensuring smooth transitions.





## 15. TAX & TRANSFER PRICING

In a world where tax regimes and regulatory frameworks are continually evolving, our firm provides precise and up-to-date tax guidance. Our team has registered tax practitioners with exceptional expertise that can help you navigate the complexities of the tax and minimize your tax liability. We offer a wide range of tax services, including: Tax planning before investment, Transfer pricing mechanism, International & double taxation schemes advisories, Tax compliance, Tax dispute representation. The firm also has an excellent track record of advising developers, investors and lenders in various real estate transactions on matters of tax aspects. Our tax experts take pride in the ability to anticipate potential tax issues and diligently resolving tax problems that arise for our clients. The team also represents client on tax dispute before the TRA task forces, Tax tribunals and Court of Appeal.



## **16. RESEARCH AND POLICY ANALYSIS**

The firm Research and Policy Analysis practice is grounded in the recognition of the pivotal role played by well-crafted policies and legislation. We boast an extensive experience in producing impactful research papers, policy documents, model laws, and alternative bills designed to influence decision-makers and legislators on behalf of several international entities. Our legal researchers excel in conducting comprehensive analysis of statutes, policies, regulatory frameworks, and regulations. Our research strategy is built in thorough research, data-driven insights, and a nuanced understanding of the modern and regulatory environment resulting in development of robust relevant legal and policy framework for the benefit of the public.



## 17. INTERNATIONAL TRADE AND FINANCE

The advancement in the economy and global business has made International Trade and Finance an integral area of practice given the role it plays in international business transactions. At the helm of our practice are international trade experts with extensive background on import and export, customs, international tax, maritime, ownership rules and deep understanding of international laws. Our trade experts provide high level legal services and ensure that our clientele's cross border transactions and investments are within the ambit of the relevant laws and align with international rules of trade, financing and investment. We offer comprehensive range of services under this area on matters of export and customs, trade remedies, cross-border trade due diligence, safeguards, licensing, approval, trade dispute resolution, and compliance among others.





## 18. CARBON OFFSET PROJECT & ENVIRONMENT

Carbon Offset has garnered prominence following the commitments of nations in mitigating or rather slowing climate change impacts and the voluntary individuals, corporations also extending their commitment towards environmental sustainability. The desperate need to tackle climate change impacts has facilitated the growth of carbon offset projects, carbon trading, and utilization of both national and international sustainable climate solutions hence prompting more effective utilization of our expertise in this practice area which primarily focuses in helping our diverse clients meet their ESGs in alignment with their overall business objectives.

As a Firm dedicated to environmental sustainability, we have a committed and passionate team of environmental lawyers to assist our clientele in navigating the wide range of laws that are pertinent to this area of practice. Furthermore, our team sees to it that comprehensive legal support encompassing the identification of viable project areas, pre-feasibility and feasibility studies, engagement with contracting Authority, negotiation of and drafting, review, and negotiation of carbon project concession agreement. Our team of experts also extends the service to project documentation preparation, assist in obtaining necessary approvals from carbon credit verifying authority, and so forth.



## 19. AVIATION AND UNMANNED AERIAL VEHICLES (UAVs)

The world of aviation and unmanned aerial vehicles (UAVs) is rapidly evolving, presenting exciting opportunities and complex challenges. Victory Attorneys has a long history of experience in areas of aviation law ranging from passengers' complaints, pilot licensing, transactional, regulatory, investigation and litigation matters associated with aviation operations. Our dedicated team of aviation lawyers understand the intricacies of this specialized field and offers comprehensive legal services tailored to airlines, leasing companies, airport operators, drone operators, aviation logistics services providers, aerospace manufacturers, financiers, aviation insurers, repair facilities, and regulators. The firm is also a pioneer in the legal frontier of UAVs, we recognize the transformative impact of drone technology, balloons and other related technology in various industries. Our UAV legal team combines innovative thinking with legal acumen to address the unique challenges and opportunities presented by unmanned aerial vehicles. Our services in this practice include:

- i.Regulatory approvals & Compliance
- ii.Aircraft Transactions and Finance
- iii.Air Carrier Licensing and Certification
- iv.Aviation Litigation and Dispute Resolution
- v.Environmental Compliance
- vi.Drone Operations and Licensing
- vii.Risk Management and Insurance
- viii.Privacy and Data Security
- ix.Litigation and Dispute Resolution
- x.Private Airstrip licensing







## 20. REAL ESTATE & COMMERCIAL PROPERTIES

The Tanzania real estate industry is evolving as the country is open for investment and user's needs. New investors are coming to invest and the Land as well as Investment laws are paving the way for foreigners to own land under derivative titles, lease arrangement, blocks concession, hotel concessions and other arrangements. Our team of brilliant legal mind assist our client to obtain necessary approval and land ownership which cater for their needs being it hotel, industry, agriculture or other usage. We work with property developers, Unit Owners, public and private owners, operators, investors, contractors, sub-contractors, suppliers, lenders and real estate investment trusts.

The firm has a dedicated specialized commercial real estate department that is comprised of well-rounded property lawyers. Our department is also well versed in land and condominium laws in Zanzibar, Unit titles, derivatives process as well as handling complex land transactions or disputes. The firm has assisted several commercial investors and tourism based entity to obtain derivative title from the TIC, ZIPA and EPZA as well as certificate of occupancy and lease for mega projects.



## 21. FINTECH & TECHNOLOGY

Technology and fintech are in a perpetual state of evolution, driven by relentless innovations. At Victory Attorneys & Consultants, we adeptly navigate this dynamic landscape, specializing in Artificial Intelligence, fintech, cryptocurrency, blockchain, Insutech, Hi-tech, Autotech, e-payment, E-commerce platforms, IoT, Cloud Services, Virtual Reality, Quantum Computing, E-gaming, Smart Cities, Reg-tech, and more. The firm positions itself as a steadfast ally for tech-driven clients across diverse sectors, serving as their right-hand advisors. Our distinctive tech-team offers insightful legal counsel to founders, investors, fast-growth companies in the ICT sector, as well as technology titans shaping the technology ecosystem.

Our commitment in technology extends to responsible tech practices, as evidenced by our active involvement in researching and developing effective regulations for Tanzania's technology landscape. Our research initiatives focus on steering the conversation around proper regulation and responsible technology implementation through collaborative policy research and development efforts.



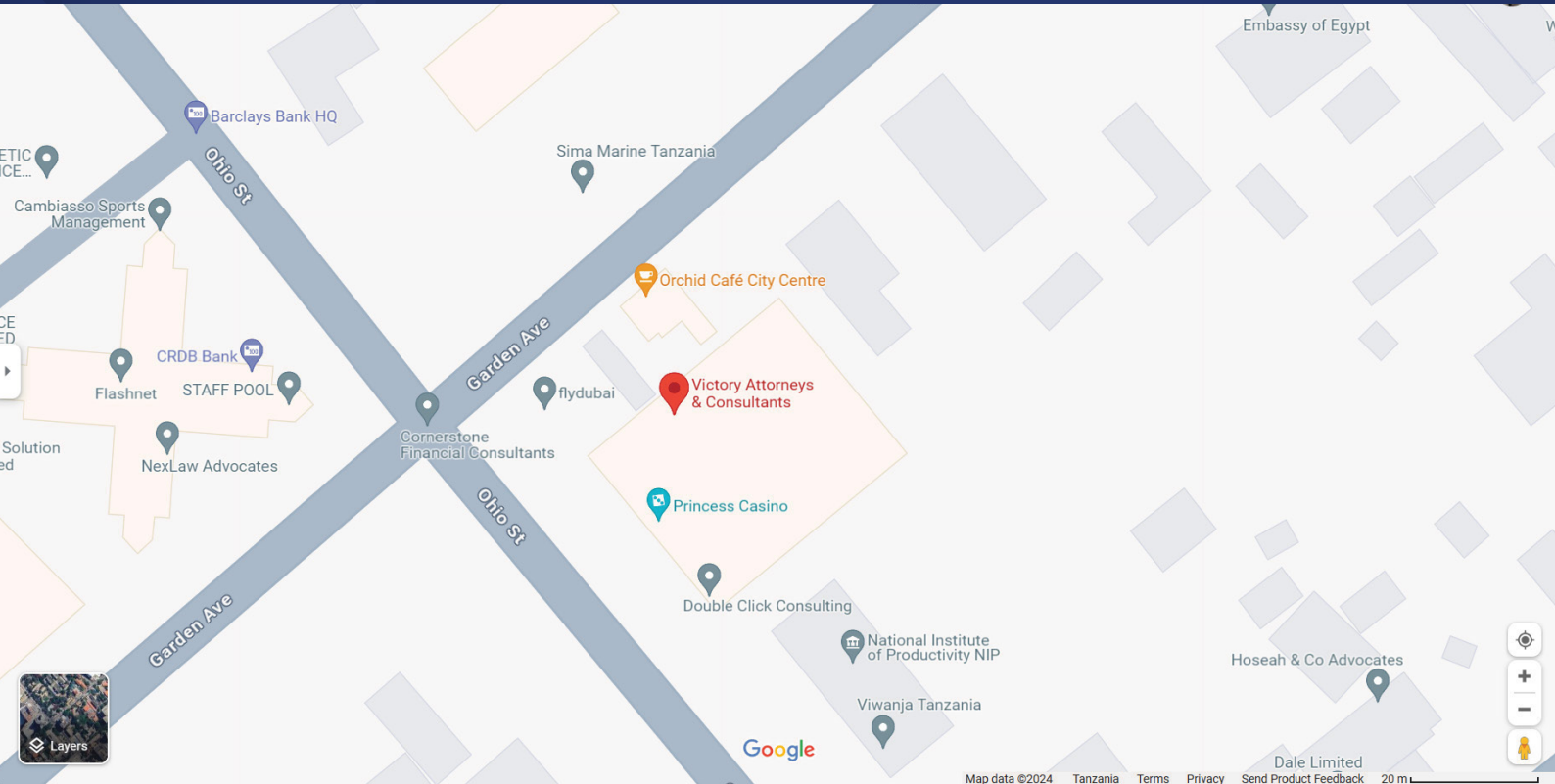
## 22. GAMING

Tanzania's gaming industry is experiencing explosive growth, offering exhilarating opportunities for developers, operators and investors. In the current vibrant and evolving gaming industry, legal compliance is of paramount importance. Our team of seasoned gaming lawyers possesses a deep understanding of the regulatory frameworks that govern gaming and gambling activities in Tanzania. The gaming practice is tailored to meet the specific needs of gaming operators, online platforms, and stakeholders in this rapidly growing sector.

We offer a comprehensive range of services including licensing application, legal Audits, guidance on Compliance, IP Protection, dispute resolution, corporate governance, data privacy and security, Tax Planning and Structuring.



# Our Location





VICTORY  
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