



# CONSULTANCY PROFILE



# CONSULTANCY OVERVIEW

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## About Us

M/S CONSULTANCIES is a premier multi-disciplinary legal and policy advisory consultancy offering tailored, strategic, and results-driven solutions across Kenya and beyond.

As the parent consultancy and principal authority behind various legal and consultancy partnerships, we operate through an integrated structure that guarantees our clients access to the best minds and unmatched service in the fields of law, governance, private investigations, international affairs, and development consultancy.

The consultancy is independently managed by Michael Ong'or Owino, a lawyer, governance, and public policy expert, alongside Sarah Joan Wairimu Karimi, a practicing advocate of the High Court of Kenya.

Together, they lead a dynamic team of specialists, offering bespoke legal and policy solutions through an innovative network of affiliated legal practitioners, technical consultants, and strategic partners. Our consultancy draws its strength from deep legal knowledge, strategic thinking, and a consultancy grasp of emerging governance and regulatory issues affecting businesses, governments, and individuals.

# Vision

To be the leading hub for transformative legal, policy, and development consultancy services in Africa and the global south.

# Mission

To deliver integrated, client-centered, and forward-thinking solutions that bridge the gap between law, governance, commercial operations, and public interest.

# Core Values

- **Integrity:** We uphold the highest standards of professionalism and ethical conduct.
- **Innovation:** We embrace creative and adaptive legal and policy solutions.
- **Impact:** We focus on real-world results and sustainable solutions.
- **Confidentiality:** Our clients' trust is sacred.
- **Excellence:** Every task is executed with diligence, precision, and mastery.



# THE TEAM



**MICHAEL ONG'OR OWINO**

**FOUNDING PARTNER & DIRECTOR**

Michael Ong'or Owino is a seasoned lawyer, certified professional mediator from Karl Mediation & Arbitration Centre, and governance expert committed to community service and the modernisation of legal practice.

He has earned his Bachelor of Laws (LL.B) from the University of Nairobi and a Postgraduate Diploma in Law from the Kenya School of Law, and has attained a copyright certification from Harvard Law School.

Michael's practice focuses on litigation, commercial and conveyancing disputes, employment and family law, intellectual property (IP) and data protection, as well as policy drafting, negotiations, and energy-related legal matters. He brings a wealth of experience from positions at leading law firms and complements his legal work with involvement in public policy, community development initiatives, and alternative dispute resolution.



**SARAH JOAN WAIRIMU KARIMI**

**CO-PARTNER**

Sarah Joan Wairimu Karimi is an Advocate of the High Court of Kenya, a certified professional mediator, and the Managing Partner at Wairimu Karimi & Company Advocates. She holds a Bachelor of Laws (LL.B) degree from the Catholic University of Eastern Africa (CUEA) and a Postgraduate Diploma in Law from the Kenya School of Law. She is also a certified mediator trained at Karl Mediation and Arbitration Centre.

Sarah has significant experience in litigation, commercial and conveyancing disputes, employment law, and family law. She brings into the team technical legal expertise, and a keen understanding of legal processes. Through the law practice, she has built a reputation for professionalism, integrity, and dedication to client service.

# KEY AREAS OF EXPERTISE & SERVICES

We serve clients across a wide spectrum of practice areas. Each area is handled by experienced specialists with a strong grasp of legal intricacies and practical business or policy implications

01. Commercial & Corporate Law
02. Conveyancing, Real Estate & Land Law Services
03. Employment & Labour Law
04. Family Law & Succession Disputes
05. Immigration Law & Citizenship
06. Insurance & Compensation Law
07. Energy, Infrastructure & Natural Resources
08. Private Investigations & Intelligence Support
09. International Relations & Policy Advisory
10. Alternative Dispute Resolution (ADR)
11. Governance, Risk & Compliance
12. Data Protection, Cyber Law & Digital Rights
13. Copyright, Intellectual Property (IP), & Innovation Law

# COMMERCIAL & CORPORATE LAW



- **Company Registration and Compliance:** We facilitate business incorporation, including public and private limited companies, NGOs, trusts, and partnerships. We also ensure statutory compliance with KRA, NSSF, SHA, and company secretarial obligations.
- **Drafting Corporate Instruments:** We prepare Memoranda and Articles of Association, shareholder agreements, board resolutions, and policy documents.
- **In-House Legal Advisory Services:** We offer ongoing legal support to corporates—ranging from contract review, governance structures, employment compliance, to risk management and regulatory matters.
- **Tax Law Advisory:** We advise on tax structuring, tax dispute resolution, and compliance with Kenya Revenue Authority (KRA) guidelines, including support during audits and objections.
- **Debt Recovery and Credit Risk:** We assist companies in recovering debts through legal mechanisms while mitigating reputational risk and litigation exposure.
- We help incorporate CBOs, Societies, Associations, and other services offered under the Business Registration Services (BRS)

# CONVEYANCING AND REAL ESTATE & LAND LAW SERVICES



At M/S CONSULTANCIES, we provide a comprehensive suite of real estate and land-related legal services tailored to support individuals, investors, developers, and institutions.

Our services are designed to mitigate risks, ensure compliance, and deliver value throughout the property lifecycle

## A. Land Transactions

We offer end-to-end legal support for the sale, purchase, lease, exchange, and transfer of land and buildings. This includes:

- Due diligence to verify ownership, title status, encumbrances, land use restrictions, and compliance with land control regulations.
- Drafting and reviewing sale agreements, lease agreements, tenancy contracts, and transfer documents.
- Coordinating with surveyors, valuers, land control boards, and registries to ensure that each transaction is secure, legitimate, and registrable.
- Advising foreign investors on land ownership structures within Kenyan legal constraints.

## **B. Preparation of Legal Instruments**

We prepare and register a wide range of property-related legal instruments, including:

- Agreements for Sale, tailored to reflect the nature of the transaction, milestones, penalties, and warranties.
- Transfers and Assignments of property rights, especially in second-hand transactions or succession matters.
- Leases (both commercial and residential) with detailed terms on obligations, termination, and rent review clauses.
- Charges and Mortgages, including legal advice on loan securitization and enforcement mechanisms in the event of default.
- Caveats and Restrictions to protect clients' interests on land pending completion of formal processes.
- Powers of Attorney, especially in cross-border transactions or for absentee property owners.

## **C. Subdivisions and Amalgamations**

We handle the entire legal process required for:

- Subdivision of land for residential, agricultural, or commercial development, ensuring regulatory compliance under the Land Act, Land Registration Act, and county-specific planning laws.
- Amalgamation of parcels, including coordinating approvals from the relevant planning authorities, survey, valuation, and registration under the new title number.
- Advising on change of user applications, zoning restrictions, and environmental impact assessment (EIA) requirements where necessary.

## **D. Real Estate Development Advisory**

We support property developers, investors, and housing cooperatives in the legal structuring and execution of development projects. This includes:

- Drafting Joint Venture Agreements (JVAs) between landowners and developers.
- Advising on project finance agreements, including construction loans, bridging facilities, and syndicated loans.
- Structuring off-plan sale arrangements, including escrow mechanisms and stakeholder obligations.
- Preparing construction and consultancy contracts, including FIDIC-based agreements, architect and contractor engagements, and project management contracts.
- Handling compliance with National Construction Authority (NCA), NEMA, and county-level building approvals.

## **E. Dispute Resolution in Land Matters**

We have deep experience handling complex land-related disputes through litigation, mediation, and arbitration:

- Boundary disputes, including site visit coordination, survey disputes, and adverse possession.
- Claims of fraudulent acquisition or transfer of land, often involving forgery, impersonation, or improper title registration.
- Disputes arising from succession, especially where land has not been formally transmitted to beneficiaries or where multiple parties claim inheritance rights.
- Breach of sale agreements, specific performance claims, and rescission of contracts.
- Advising and representing clients before the Environment and Land Court, tribunals, and Land Control Boards, as well as in alternative dispute resolution forums.

# EMPLOYMENT & LABOUR LAW



M/S CONSULTANCIES provides comprehensive legal support across the employment lifecycle. We advise employers, HR departments, and institutions on lawful, ethical, and strategically sound labour practices while protecting both compliance and workforce stability.

## A. Employment Contracts and Policy Manuals

We draft, review, and update employment contracts, staff handbooks, and HR policy frameworks to ensure compliance with the Employment Act, the Labour Relations Act, and evolving jurisprudence. Our team also provides advisory on contract classification (fixed-term, probationary, part-time), non-compete clauses, and confidentiality agreements—ensuring that every employment relationship is clear, enforceable, and legally compliant.



## **B. Termination and Redundancy Advisory**

Our consultants guide organizations through complex staff exit processes including lawful termination, constructive dismissal claims, disciplinary hearings, and redundancy declarations. We advise on notice periods, terminal dues, and settlement agreements, while also mitigating risks of reputational damage, non-compliance with redundancy procedures, or costly litigation.

## **C. Labour Dispute Representation**

We represent employers and employees in proceedings before the Employment and Labour Relations Court (ELRC), the Directorate of Occupational Safety and Health Services (DOSHS), conciliation panels, and the Ministry of Labour.

Our strength lies in strategic litigation, early conflict resolution, and post-dispute institutional reform.

## **D. Trade Union and CBA Negotiations**

We support employers in negotiating with trade unions, interpreting Collective Bargaining Agreements (CBAs), managing lawful industrial action, and ensuring regulatory compliance under the Labour Relations Act. Our team is skilled in balancing industrial peace with employer flexibility and operational continuity.

# FAMILY LAW & SUCCESSION DISPUTES



We offer sensitive, client-focused legal services in personal and family matters—protecting our clients’ rights, interests, and dignity during complex emotional and legal transitions.

## **A. Marriage and Divorce**

We provide advisory and legal representation on all forms of marriage –civil, customary, religious, and foreign-registered–under the Marriage Act. We also handle annulments, divorce petitions, and judicial separation applications, ensuring clarity around matrimonial property rights, spousal support, and custody arrangements.

## **B. Children’s Matters**

Our team assists in legal matters affecting minors, including custody applications, child maintenance petitions, guardianship claims, adoption proceedings, and enforcement of parental rights. We handle these matters with discretion and a focus on the best interests of the child.



### **C. Succession and Estate Planning**

We help clients plan for the future through well-drafted wills, living trusts, inter vivos gifts, family settlement agreements, and estate tax advisory. Our estate planning practice is focused on preventing family disputes and protecting multi-generational wealth.

### **D. Probate and Administration**

We guide clients through the full probate process, including applications for letters of administration (intestate estates), grants of probate (testate estates), and representation in contested succession proceedings. We also handle the tracing and distribution of estate assets, debt settlement, and family mediation.

### **E. Adoption and Registration of Foreign Divorce Decrees**

We assist clients in recognizing and enforcing foreign divorce decrees in Kenya, including their adoption by Kenyan courts and registration with the Registrar of Marriages. Our services ensure compliance with legal requirements, allowing clients to update records, remarry, and safeguard their rights.

# IMMIGRATION LAW & CITIZENSHIP



We provide strategic legal support to foreign nationals, multinational companies, diaspora Kenyans, refugees, and institutions navigating Kenya's immigration system.

## A. Work Permits & Visas

Our consultancy facilitates the acquisition, renewal, and compliance management of work permits (Class D, G, etc.), dependent passes, special passes, business visas, and exemption certificates. We ensure accurate document submission, legal justification, and follow-ups with the Department of Immigration.

## B. Refugee, Asylum & Resettlement Advisory

We assist vulnerable persons and humanitarian actors in refugee status determination (RSD), asylum applications, and durable solutions, including voluntary repatriation, local integration, or third-country resettlement—working in compliance with UNHCR and national policy frameworks.

## C. Citizenship and Naturalization

Our team offers advisory on dual citizenship, applications for permanent residency, citizenship by birth or marriage, renunciation procedures, and citizenship disputes. We also assist children of foreign nationals and stateless persons in acquiring legal identity and status.

# INSURANCE & COMPENSATION LAW



We act for both insured persons and insurers, offering strategic support in risk analysis, claims management, and compensation recovery.

## A. Claims Advisory

We represent clients in personal injury claims, motor vehicle accident compensation, medical malpractice, professional indemnity, employer liability, and wrongful death cases. Our lawyers ensure that insurance claims are pursued within limitation periods, adequately documented, and substantiated with expert evidence.

## B. Policy Review

We review insurance policies to assess enforceability, coverage scope, exclusions, and compliance with the Insurance Act. We also assist clients in interpreting ambiguous clauses, disputing repudiations, and understanding obligations such as disclosure and notification.

## C. Citizenship and Naturalization

We assist insurance companies in recovering losses from third parties responsible for an insured event. This includes litigation, negotiation, and tracing assets for effective enforcement of subrogated claims.

# ENERGY, INFRASTRUCTURE & NATURAL RESOURCES



We work at the intersection of law, infrastructure growth, and energy transition—supporting both private and public stakeholders.

## **A. Licensing and Regulatory Compliance**

We help energy and infrastructure investors acquire operational licenses, permits, and environmental approvals. This includes compliance with EPRA, NEMA, KETRACO, and other sector-specific regulators.

## **B. Land Acquisition and Community Engagement**

We guide public and private entities through compulsory acquisition processes, valuation, compensation frameworks, stakeholder consultations, Resettlement Action Plans (RAPs), and ESG compliance—ensuring social license to operate.

## **C. Project Structuring**

Our consultancy services span the entire lifecycle of infrastructure development—including drafting and negotiating Power Purchase Agreements (PPAs), Public Private Partnership Agreements (PPPs), Engineering Procurement Construction (EPC) contracts, Joint Development Agreements (JDAs), and finance documents. We help de-risk projects through clear documentation and enforceable obligations.

# PRIVATE INVESTIGATIONS & INTELLIGENCE SUPPORT



Our investigations desk provides discreet, ethically sound intelligence to support decision-making, legal enforcement, and organizational integrity.

## A. Fraud & Due Diligence Investigations

We investigate corporate malfeasance, asset diversion, procurement anomalies, and employee fraud. We also conduct background checks on potential investors, partners, and vendors to safeguard clients from reputational and financial harm.

## B. Cybercrime & Digital Forensics

We work with IT forensics experts to uncover evidence in cases involving cyber threats, unauthorized access, phishing, data theft, and online impersonation—ensuring that findings are admissible and actionable in legal forums.

## C. Whistleblower Protections

We help institutions set up secure whistleblower channels, anonymous tip-off systems, and internal investigation protocols while ensuring compliance with data protection and employment laws.

# INTERNATIONAL RELATIONS & POLICY ADVISORY



Our consultancy bridges legal, diplomatic, and governance spaces—helping institutions operate effectively across jurisdictions.

## **A. Diplomatic and NGO Advisory**

We provide strategic support to embassies, high commissions, INGOs, and humanitarian actors on registration, host agreements, privileges & immunities, and local compliance.

## **B. Policy Research and Legislative Drafting**

We collaborate with public agencies, think tanks, and development partners in drafting laws, regulations, and sectoral policies—anchored in robust research, stakeholder consultations, and global best practices.

## **C. Cross-border Legal Advisory**

We assist clients navigating international laws, bilateral treaties, regional integration frameworks (e.g., EAC, COMESA, AU), and cross-border litigation or arbitration.

# ALTERNATIVE DISPUTE RESOLUTION (ADR)



We take pride in our expertise in resolving disputes outside of traditional courtroom settings through Alternative Dispute Resolution mechanisms such as mediation, arbitration, and negotiation. We assist parties in crafting mutually acceptable solutions while preserving relationships, reducing legal costs, and avoiding protracted litigation.

Our team of certified mediators and arbitrators facilitates structured dialogue between disputants in commercial, civil, family, and employment disputes. We also provide pre-dispute advisory, drafting of arbitration clauses, and representation in arbitration and mediation proceedings.

Where arbitration is invoked, we offer full-spectrum services—from drafting statements of claim and defence to enforcing arbitral awards locally and internationally. Our goal is to ensure timely, cost-effective, and interest-based resolution of disputes in a manner aligned with our clients' strategic and legal objectives.

# GOVERNANCE, RISK & COMPLIANCE (GRC)



We provide comprehensive GRC solutions for both public and private institutions, helping them align with statutory and regulatory frameworks while ensuring ethical leadership and sustainable growth. Our firm supports board governance structures, policy formulation, and regulatory risk mapping across sectors.

We offer governance audits, compliance checks, and capacity building for boards, ethics committees, and senior leadership teams. We assist in drafting internal policies, corporate governance charters, board manuals, codes of conduct, and whistleblowing frameworks in compliance with the relevant laws.

We also assess organizational exposure to risks—legal, reputational, financial, and operational—and help in creating risk mitigation policies, compliance manuals, and reporting systems in line with both local and international standards.

# DATA PROTECTION, CYBER LAW & DIGITAL RIGHTS



We take pride in our expertise in resolving disputes outside of traditional courtroom settings through Alternative Dispute Resolution mechanisms such as mediation, arbitration, and negotiation. We assist parties in crafting mutually acceptable solutions while preserving relationships, reducing legal costs, and avoiding protracted litigation.

Our team of certified mediators and arbitrators facilitates structured dialogue between disputants in commercial, civil, family, and employment disputes. We also provide pre-dispute advisory, drafting of arbitration clauses, and representation in arbitration and mediation proceedings. Where arbitration is invoked, we offer full-spectrum services—from drafting statements of claim and defence to enforcing arbitral awards locally and internationally. Our goal is to ensure timely, cost-effective, and interest-based resolution of disputes in a manner aligned with our clients' strategic and legal objectives.

# COPYRIGHT, INTELLECTUAL PROPERTY (IP) & INNOVATION LAW



In a knowledge economy, protecting intangible assets is critical. We offer a wide range of services in Intellectual Property law, covering trademarks, copyrights, patents, industrial designs, and trade secrets.

We assist clients in IP registration with the Kenya Industrial Property Institute (KIPI) and other regional and global IP offices. Our team drafts and negotiates licensing agreements, franchise agreements, and IP assignments, ensuring maximum commercial benefit for innovators, content creators, startups, and corporations.

We also conduct IP due diligence, support IP valuation, and represent clients in infringement claims, domain name disputes, and counterfeit product litigation. Our innovation law unit further advises on technology transfer agreements, open-source licensing, and commercialization of research outputs, ensuring our clients fully monetize their creative and scientific works.

# OUR APPROACH



At M/S CONSULTANCIES, every matter is handled with:

- **Hands-On Leadership:** All files are supervised by our core leadership team. We do not delegate away responsibility—we maintain control and final oversight.
- **Integrated Legal-Policy Lens:** Our firm doesn't just look at legal compliance. We consider political economy, public perception, institutional governance, and long-term client goals.
- **Confidentiality and Discretion:** Sensitive matters such as private investigations, succession disputes, and diplomatic affairs are handled with the utmost privacy and caution.
- **Client-Centricity:** We structure our services around the client's vision, values, and operational ecosystem. We ensure our legal work supports—not frustrates—their broader objectives.
- **Partner Ecosystem:** While we maintain strong partnerships, M/S CONSULTANCIES remains the strategic and operational command center for all consultancy assignments.



# Contact Information



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