

# Tariq Al-Idhe

## An Executive Level Legal Advisor (20+ Years of Experience)

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### Resume Summary

An Executive level Legal Advisor, a seasoned leader with motivational management style. An effective member of the PO Committee, for one of the most successful IPOs in the Saudi Stock market (SACC) A macro thinker & a change agent, capable of navigating applicable laws to achieve the company's interests.

Managed -successfully- high profile & sensitive legal cases, with unique public exposure. A believer of Preventative legal methods. Orchestrated Governance framework and transition, both in documentation and application.

Drove several initiatives along with the Audit Committee, such as: Compliance, Risk Management, IT Security, and other. A persuasive expert analyzes complex legal issues, formulates legal arguments, and provides sound advice on wide range of legal topics. Adept at navigating legal systems, leveraging resources, and communicating with clients. Thorough understanding of precedents and regulations.



### Work History

#### Nov 2015 - Legal Advisor

**Current** *Multiple Corporates, Jeddah*

An executive level Legal Advisor, offering a wide range of legal services:

- Legal management of cases & contracts of value exceeding 545 Million SAR
- Negotiated 4 major contracts for an estimated value around 350 Million SAR
- Review of internal processes, case studies, legal reviews, & general audit.
- Advising clients on strategic plans, from a business & legal point of view.
- Drafted contracts, agreements, proposals, motions, petitions and waivers.
- Counseled clients on potential outcomes of legal matters.
- Minimized risk exposure through careful advice on business operations and strategic plans.

#### Feb 2014 - Business Mgr.

**Sep 2015** *Qatar Airways, Doha*

- Member of QACC (Qatar Aircraft Catering Company) Executive Committee
- Redefining QACC road map toward IPO.
- Advising the SVP and the Executive Committee on Legal matters.
- Preparing case studies and reviews for the CEO, CHRO, and SVP.
- Legal management of Manpower contracts estimated value 30 million QR.
- Off shore, Advisor to Almaha Airline -part of QR- based in Saudi Arabia.
- Drafted and negotiated agreements and transactions on behalf of company.
- Crafted and reviewed the internal processes and procedures for the Company.

◆ **Aug 2011 - Policies & Procedures Mgr. (Promotion)**

**Jan 2014** *Saudi Airline Catering Company, Jeddah*

◆ **Jun 2010 - Employee & Gov. Relations Mgr.**

**Aug 2011** *Saudi Airlines Catering Company, Jeddah*

- Member of the Executive Committee, IPO Committee, and the Budget Committee
- Answering to the requirements & questions of CMA, SAGIA, & other entities.
- Liaising -regarding the IPO- with appointed Law Firm, and international advisors.
- Legal Advisor to the CEO & Board of Directors.
- Representing, managing, and advising on Company legal cases.
- Drafting and reviewing contracts and legal letters and notices.
- Conducting, investigations, disciplinary actions, & establishing control points.
- Assessed proposed actions and employee conduct for potential liability and offered suggestions for risk management and remedies.
- Advised company on achieving statutory compliance by interpreting regulations, suggesting company policies and distributing literature on compliant work practices.
- Drafted and negotiated agreements and transactions on behalf of company.
- Interpreted laws, rulings, and regulations.

◆ **Apr 2009 - Legal Advisor**

**Jun 2010** *Zuhair Fayez & Partners, Jeddah, Abha*

Project of King Khalid University, A supervision contract for a multi-billion project

- Responsible for all legal issues of the project & staff
- Legal analysis & reviewing of contracts.
- Directed and supported staff with business registrations and other legal requirements.
- Offered in-house training to company personnel on relevant aspects of law.
- Collaborated with human resources to protect the company from legal claims.
- Developed compliance best practices for company.
- Developed strategies to resolve cases in company's best interest.
- Drafted, reviewed and negotiated contracts and other legal documents.



**Education**

◆ **Jan 2000 - English Language**

**Apr 2001** *NESE - USA*  
TOEFL score 617 (paper-based test)

◆ **Jan 1995 - Bachelor of Science: Law**

**Apr 1999** *King Abdul Aziz University - Jeddah, KSA*



**Languages**

◆ Arabic & English)