

Hamad Khalifa R. Al Dossary

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Senior-Level Legal Consultant

An articulate and result-oriented lawyer with substantial experience of success in the fields of Islamic law, commercial, arbitration, aviation, labour law. Skilled in providing advice on different legal issues and assisting in drafting legal opinions, memoranda, and other briefing documents. Ability to provide support in discrete legal issues by advising the organisation, drafting undertakings, and structuring remedies for relevant issues. Exceptional interpersonal and communication abilities as flexible and analytical with a keen eye for details; efficiently work with cross-functional teams to achieve shared visions and goals. Hamad has handled on some of the largest and most complex disputes in Saudi Arabia, as well as provided consultation on many industry sectors, having advised local, international and government entities on transactions in the aviation, real estate, petrochemical and oil and gas industries.

Career Accomplishments

- Provided legal advice and represented company before the courts in Saudi Arabia by acting as keen member of legal team of leading companies in Kingdom within petroleum activities.
- Successfully controlled wide range of complex issues exceeding 1B Saudi riyals. Prepared effective laws and regulation for Saudi Railways Organization SRO.
- Resolved and currently working on various cases of international commercial arbitration inside and outside the Kingdom.
- Developed innovative legal studies and plans for wide range of legal organizations and bodies inside and outside the Kingdom. Drafted code of conduct for the Ministry of Health.

Professional Experience

Dammam Airports Company, Saudi Arabia

General Counsel (A), Nov 2019 to June 2021

Managing and assist in the preparation of key legal issues lists, reviewing related documents. Managing the department.

Key Contributions:

- Managing the project and contract.
- Corrected and provided effective guidance on legal memorandum before sending to contractors
- Assessed need for skills improvement and conducted trainings sessions for junior staff to enhance legal knowledge.

Dossary Law Firm Dammam, Saudi Arabia

Founder, July 2019 to Present

Establish own law firm to provide exceptional resolutely services to clients in diverse range of law areas, including litigation and dispute resolution, corporate and commercial, finance and projects, and employment/labour laws. Provide legal advice to both funders and borrowers in order to optimise the financing of a project (negotiating financing contracts or acquisition contracts), to recapitalise and restructure debt. DLF also provides a full program on creating, revising, implementing and enforcing personnel and other workplace policies.

Key Contributions:

- Successfully organised DLF with international standards in connection with database, security, ethics, conflict of interest, and time management.
- Advised economic stakeholders during various operations such as acquisitions and disposals, mergers, capital investments, and buy-outs.
- Hired and trained corporate/commercial specialists with experience and insight into every key industry sector in Saudi Arabia and GCC, including oil & gas, mining, construction, corporate governance, financial services, franchising, food, beverage, infrastructure, insurance, manufacturing, mergers & acquisitions, power, private equity, and technology.

Saud Al Ammari Law Firm, Khobar, Saudi Arabia

Counsel, November 2018 to May 2019

Assist in the preparation of key legal issues lists, tracking their resolution and coordinate document distributions. Compose correspondence/reports and proofread materials for accuracy, relevancy and completeness. Streamline organisation performance by critically analysing lawyers.

Key Contributions:

- Corrected and provided effective guidance on legal memorandum before sending to clients.
- Assessed need for skills improvement and conducted trainings sessions for junior staff to enhance legal knowledge.

Blake, Cassels & Graydon LLP, Khobar, Saudi Arabia

Counsel, March 2012 to November 2018

Provided strategic support in formulation of memoranda, legal briefs, opinions, and official letters in connection with litigation matters. Actively involved in organizing interpret laws, rulings and regulations for individuals and businesses. Adminstrated several functions related to the practice of law.

Key Contributions:

- Streamlined business operations by managing and attending overall operations associated with courts and government agencies.
- Displayed exceptional legal expertise in resolving and summarizing complex cases.
- Achieved maximum level of clients' satisfaction by providing effective guidance for business transactions, claim liability, and defending lawsuits.
- Enhanced business revenue by preparing effective case management strategies for clients.
- Added up 50M Saudi riyals in business revenue by defending a client with case amount of 2.3B Saudi Riyals.
- Utilized effective legal expertise and protected a client in real estate with case amount of 300M Saudi riyals, resulted in saved more than 7M Saudi riyals.

Education and Credentials

Master of Law (2011) | University of Jordan – Amman, Jordan

Bachelor of Law (2007) | University of Applied Sciences – Amman, Jordan

Licenses

Ministry of Justice lawyer's license No. (37/506)

Saudi Bar Association No. (991992)

Arbitration License from IAMA No. (3130)

Professional Trainings

Accident and Incident Investigation (ACI) – March 2020

Maritime Arbitration - December 2018 | Legal Procedures before Shari'a Court - July 2017

Arbitration Program – December 2016 | Saudi Enforcement Law – December 2016

Domestic and International Construction Contracts – May 2016

Saudi Arbitration Law – November 2015 | Arbitration in Oil and Constructions Contracts – August 2014

Jurisdiction in the Kingdom of Saudi Arabia – April 2013

Arbitrators Arabs in Specialized Contracts – November 2012

Legal Protection of Trading Brands – August 2010

Drafting of Legal legislation 10hrs – July 2010 | Interview and CV Preparation 5hrs – April 2010

Rules of Fiqh Under the Saudi Law 30hrs – April 2010

Provision of legal advice 18hrs – July 2009 | The Art of Negotiations 30hrs – July 2009

Drafting of Legal Contracts 30hrs – July 2009 | Arab Arbitrators 25hrs – January 2008 | 2nd Arab Arbitrators – August 2008

Areas of Expertise

Corporate Governance | International Law | Legal Research | Consumer Law

Commercial Litigation | Joint Ventures | Litigation | Civil Litigation

Legal Assistance | Document Drafting | Employment Law | Due Diligence

Contract Law | Legal Compliance | Competition Law | Property Law

Intellectual Property Legal Issues | Trademarks | Privacy Law

Copyright Law | Securities Regulation | Class Actions | Administrative Law | Document Review

Publication

1. General Provisions of the Saudi Arbitration Law (Arabic Version) – 2019
2. Forms of Legal and Judicial Protection for the Consumer from Imitation of the Trademark - League of Arab States - Arab Center for Legal and Judicial Research – 2022
3. Saudi Arabia chapter ICLG Aviation Law -2024
4. Saudi Arabia chapter ICLG Aviation Law -2025
5. Saudi Arabia Labour and Employment Law Comparative Guide – Mondaq.com -2025
6. Saudi Arabia International Arbitration Comparative Guide – Mondaq.com -2025
7. Saudi Arabia chapter ICLG Aviation Law -2026
8. Arbitration Agreement in Accordance with the Saudi Arbitration Law - Under Preparation

Experience & Expert Services

Oil & Gas

- Drilling Operation, Provide International Drilling Company in Saudi Arabia with a legal opinion in connection with operate drilling rigs in Saudi Arabia and corporate, commercial, and labour matters.
- Chemical Company, (joint venture), on ongoing corporate and commercial matters.
- Litigation, Chemical Company, (joint venture), on litigation related to Precipitated oils.
- Contractual Arrangements, Petrochemical Company (joint venture), on ongoing contractual arrangements and dispute matters.
- Refining Company, (joint venture), on its operational requirements and ongoing contractual arrangements.

Airport & Aviation

- Airport Operation, Provide legal advice on the commercial operation of King Fahd International Airport.
- Fire Rescue services, Counsel for the international airport fire rescue service covered by General Authority of Civil Aviation Regulations "GACAR" regulation and National Fire Protection Association "NFPA" Standard for Rescue and Fire-Fighting.
- Litigation successfully defended an international airport in a Saudi Commercial court. This involved a claim of SAR 50 million arising from contractor related to passenger loading bridge project.
- M&O, Counsel for the maintenance and operation agreement related to international airport governed by Saudi law.
- PLB Services, Counsel for the operator of a passenger loading bridge agreement in international airport governed by best practice.
- Baggage Handling System, Counsel for the luggage handling system project in international airport.
- CARGO, Counsel for legal advice on air CARGO services.
- Construction, Counsel for a runway construction agreement and construction projects management.

Constructions & Infrastructure

- BOT Agreement, counsel for project for the purpose of redeveloping a five-star hotel.
- Infrastructure, counsel for the constructing roads to the cargo village at King Fahd International Airport.
- Warehouses, counsel for the project of building and leasing warehouses.
- Joint Ventures, counsel for the domestic parties on numerous joint ventures relating to construction.

E-commerce

- Saudi holding company, Provide Saudi Company in Saudi Arabia with legal opinions in connection with starting e-commerce business.
- Drafting the terms of use, Communications Policies, Privacy and Data Security and sellers' agreement.

Litigation

- Successfully defended Chemical Company against a real estate broker an attempt by broker company in Saudi to obtain a broker fee in connection with business Tower Deal in Jubail exceeding 300M Saudi riyals.
- litigation counsel for Oil and Gas company before the courts in Saudi Arabia by acting as keen member of legal team of leading companies in Kingdom within petroleum activities.
- Successfully controlled wide range of complex issues exceeding 1B Saudi riyals.
- Resolved and currently working on various cases of international commercial arbitration inside and outside the Kingdom.

Real Estate Litigation

- Successfully advise our client on evacuation order related to commercial tower in Dammam.
- Counsel in claim for damages for the use of a residential building.

- Successfully defended Chemical Company against a real estate broker an attempt by broker company in Saudi to obtain a broker fee in connection with business Tower Deal in Jubail exceeding 300M Saudi riyals.
- Advice on mining and petroleum lands and their own procedures "title deeds".
- Advise on a series of claims related to land use disputes related to heirs of owner against Petroleum company.
- Claim in the Saudi courts for SAR 1.3 million for commercial office lease contract.

Commercial Litigation

- Counsel in Partnership disputes related to petroleum refinery in a commercial claim. There were initial claims of approximately SAR 2.2 billion.
- Successfully defended a Petroleum company in a Saudi court. This involved a claim of SAR 2.6 million arising from a vendor related to a changes of purchase order.
- Counsel in commercial disputes related to sale, carriage, and delivery of kerosene agreement. There were initial claims of approximately SAR 850 million.
- Counsel in commercial disputes related to engineering consulting contract. The plaintiff seeking a compensation in the amount of one billion riyals as a result of the termination of the contract.
- Claim in the Oman courts for US\$ 8 million for an oil and gas commission agreement.
- Counsel on dispute related to expropriation of a property for the local government. This involved a dispute of SAR 110 million.
- Counsel on dispute related to tracking technology, the contractor failed to install and maintain a total of (2500) Driving Monitoring Devices (DMD).
- Claim in the Saudi courts for US\$ 13.3 million for a turnkey contract for the supply of a single stream industrial waste incineration plant - rotary kiln incinerator with dry and wet scrubber.
- Successfully defended a UAE company in a Saudi court related to rental agreement of drilling equipment and successfully obtained a court ruling in favour of UAE company totalling US\$ 2.6 million.
- Successfully defended a Saudi company before Appellate Customs Committee in connection with accusation of customs smuggling related to shipping mark on seamless pipe and seam pipes.

Mediation & Arbitration

- Counsel in successful in ad hoc arbitration under UNCITRAL Arbitration Rules on behalf of Chemical Company client (joint venture) for a mining dispute in Saudi Arabia with claims and counterclaims of approximately \$35 million.
- A multi-billion dollar claim in an arbitration administered by an Egyptian arbitration institute in Cairo arising from a dispute concerning the ownership of land located in a GCC country.
- Counsel in an arbitration involving a major international petroleum company in the Gulf Region.
- Application in the Saudi Administrative Court of Appeal to annul an arbitration award of approximately US\$ 8 million issued by a Saudi tribunal with its venue in Saudi Arabia arising out of a construction contract governed by Saudi law.
- Advise on ICSID arbitration between a Saudi company and a consortium of international companies.
- Advised on the enforceability of liquidated damages, consequential damages, and loss of profit under Saudi law. Co-authored the leading article on the Saudi arbitration law and the impact of Shari'ah on international arbitrations.
- Advise on arbitration request related to an Agreement for the Promotion, Protection and Guarantee of Investment among Member States of The Organization of the Islamic Conference.

Employment & Labor

- Oil and Gas: advising on the employment law aspects of various projects, as well as the acquisition. Our client tapped into our deep knowledge in oil and gas to help with the drafting and negotiation of employment law warranties and indemnities, and to provide strategic advice about the application of the Transfer of Undertakings.
- Chemical Company received favourable and novel reported decision from Supreme Labor Committee interpreting provisions of a cabinet Resolution regarding the transfer of foreigner manpower which rejected a Prosecutor of the Ministry of Labor claim that hiring one of the

employees violated cabinet Resolution.

- Health & Hospital, advising on the employment law aspects of employment procedures and defending the client on the basis that the recruitment procedures are not an employment contract.
- **Implemented policies, procedures, and decisions regarding all aspects of the employment relationship, including hiring, firing, promotions, compensation, and leaves.**
- **Developed employee handbooks and policies, employment contracts, and non-competition and separation agreements.**
- **Implemented policies related to drilling oil and gas companies.**
- **Working on policies and procedures related to aviation industry including HR policies, procurement, internal audit, and finance.**
- Advice on the employees 'entitlement to the annual increase and evaluation mechanism according to the company's policy.
- **Oil and Gas, advice on drafting Providing legal advice in preparing marine employment contract based on Saudi labour law and international agreement related to marine employment such as wage and hour rules.**
- **Chemicals, advice on amending the benefits of retirees in a leading company, the advice is focused on how the amendments apply to retired employees.**
- **Aviation & Airport, advice on the employees 'entitlement to the annual increase and evaluation mechanism according to the company's policy.**
- Health & Hospitals, providing legal advice related to recruitment procedures, especially regarding background check and probation period.
- **Health & Hospital successfully defended a JV health company in a Saudi court. This involved a claim of SAR 5.5 million arising from a consultant doctor related to failure to adhere to professional medical behaviour.**
- Aviation & Airport, advice on a class action lawsuit regarding the closure one of the departments and contracting with a specialized Company to carry out the same activity.