



Nor Ziham Mohd Zahari
Acting Head, Legal
Eaglestar Group
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Key Achievements

- 1. Leading legal counsel for MISC new ventures into Very Large Ethane Carrier (VLEC), the 1st VLEC in Malaysia, successfully completed sale and leaseback of 6 VLECs within tight deadline, negotiated with Chinese counter party, considered all aspects of risk, legal, compliance, technical and business requirements.
- 2. Leading legal counsel for contracts related documents (ie. Bareboat Charter, Time Charter Party, Ship Management Agreement and Joint Venture Agreement) relating a charter of LNG Bunkering Vessel for PETRONAS requirement. This is the 1st LBV in South East Asia.
- 3. Synergised with external legal counsel to provide the necessary strategies, Court cause papers and the relevant legal advices for litigation related matters.
- 4. Provided good legal services on all areas of laws such as procurement of good and services, shipbuilding contracts, ICT, employment and compliance to the Company and received internal clients good feedback.

Experience

16 years of total experience (from litigation practicing lawyer to corporate counsel)

August 2022 until
Present

Acting Head, Legal for Eaglestar Group
Eaglestar Marine Holdings (L) Pte. Ltd. | Kuala Lumpur, Malaysia

Industry	Shipping / Shipmanagement
Specialization	Law/Legal Services
Role	Secondment for 1 Year
Monthly Salary	MYR 17200

Manage and supervise the provision of legal advice to Eaglestar Group of Companies (Group) in order to protect and safeguard the Group's interest against diminution in financial value, image and reputation having considered commercial, operational and reputational impact.

Provide legal support to the Group with respect to the Company's prospective and existing ship management business. Provide advice on general legal matters affecting the Group. Manage litigation cases and non-contentious project matters.

Perform Corporate Secretarial functions for Eaglestar Board Meetings and subsidiaries meetings i.e. board meetings, provide advice on compliance related matters including Companies Acts and any other corporate exercise undertaken by Group.

Understanding of Business Law (Maritime and Company/Corporate Law)

Advise Management on, and monitor the developments in the law (UK, EU and international) relating to the Company group's business dealings and operations.

Manage incorporation of new subsidiaries i.e. local or overseas, understand requirements of applicable laws and regulations and assist in due diligence exercises.

Legal Advisory

Provide and/or supervise in the provision of legal services with respect to general matters from the Company group's offices worldwide including insurance related claims, employment disputes and issues, compliance matters, real property/tenancy, legal and compliance related risk management, data protection laws and corporate administration.

Provide advice to the Board of Directors and the Management on corporate laws ie. Company Law and Secretarial Practices, any new regulations/practice notes and the requirements of the Memorandum and Articles of Association of the Companies.

Responsible for the legalization of statutory documents in meeting the requirements of overseas counterparts in facilitating Group business activities.

Provide legal services for special projects undertaken by the Group.

Legal Negotiation and Drafting

Draft, review, negotiate, supervise, strategize and finalize legal documents and contracts pertaining to Eaglestar group business in particular to ship management business, crew manning and new projects and ventures.

Litigation Matters

Manage and supervise domestic and international litigation matters for the Group in general.

Corporate Secretarial Management

Provide timely and effective advice on all company secretarial matters pertaining to the Group.

Responsible for the confidentiality and safe custody of Group statutory documents (e.g. board papers, minutes of meeting, statutory forms, etc.) with MISC Company Secretarial Division.

Ensure that the affixations of the Company Seal are as per the requirements of the respective Companies Articles of Association.

Management of Corporate Meetings

With consultation and advice from MISC Company Secretarial Division, plan, coordinate and manage the Board of Directors meetings for Eaglestar and its subsidiaries, compile and distribute Board papers within the stipulated timeline.

Record and disseminate the minutes of meeting (MOM) to the relevant parties and track the implementations.

Become a member of Corporate Committees in Eaglestar including Management team.

Internal Control and Compliance Management

To develop internal control and compliance framework and procedures to meet regulatory and legislation requirements, taking into consideration industry trends and best practices.

Feb 2016 – July 2022

Legal Manager (Shipping & Maritime)

MISC Berhad | Kuala Lumpur, Malaysia

Industry	Shipping / Oil & Gas
Specialization	Law/Legal Services
Monthly Salary	MYR 17200

Project (Tender): Reviewed Invitation to Bid documents; discussed with Team on Project Risk Assessment (highlighted local content requirements such as incorporation of an Special Purpose Vehicle company in Singapore; force majeure clause); considered counter-party risk (for foreign shipyard) and proposed for back-to-back terms of the Time Charter Party in the Shipbuilding Contract; advised on proposed deviations to the Term Sheet.

Joint-venture exercise: Drafted Memorandum of Understanding for the proposed joint venture between MISC and foreign shipyard; liaised with external counsel on local content requirements for new vessel operation in Spain; advised on counter-party risk and strategised risk mitigation with Team.

General procurement contracts (goods, services and goods & services): provided legal review; advised on contracting strategy, legal, governance, operational and tax implications; negotiated contract with internal stakeholders (ICT, Eaglestar, Procurement Team, Operations, Business Units) and external parties (clients and vendors); finalised contracts within tight deadline.

Litigation (Corporate): Managed and strategized (together with external counsel) for cross-border disputes for example, arbitration proceedings in Japan for loss of cargo, criminal proceedings in France, maritime action in Singapore.

Litigation (Employees related): Managed and strategized (together with external counsel) for matters related employment and breach of contract (cadets, sea staffs & shore staffs)

Compliance: Assisted compliance team on compliance related matters such as PDPA, Anti-Bribery & Corruption Manual, Economic Sanctions etc.

Once-off Project: Involved as legal counsel advising and strategizing on matters eg. sale and purchase of property, IP matters (registration of trademark and patent).

Subordinates: Supervised and guided subordinates in the given assignment.

Oct 2011 - Feb 2016

Senior Executive, Legal
MISC Berhad

Industry	Shipping / Oil & Gas
Specialization	Law/Legal Services
Monthly Salary	MYR 8,600

Job Purpose:

To provide contract procurement and maritime legal services and general legal advice to MISC Group to ensure that MISC Group's interest are protected at all times.

Key Responsibilities/Major Tasks:

Commercial Contracts

Participate as an evaluation team member for tender related matters including advising on legal deviations and drafting negotiated clauses.

Negotiate legal terms and commercial contracts.

Review and draft terms and conditions of commercial contracts.

Maritime Legal Services

Provide legal supervise and practical advice to MISC Group, taking into account the commercial and operational requirements of MISC Group on matters relating to:-

Maritime operations which includes drafting, vetting and advising on procurement agreements and other legal documents such as charter parties, shipbuilding, repair of ships, dry-docking, manning, agency, ship management, sale and purchase of vessels, financing of vessels and all

related legal documentation in respect of the same;

Special maritime projects related to offshore oil and gas business which includes drafting, vetting and advising on agreements and other legal documents such as charter, operations & maintenance, conversion and life extension of vessel to FPSO/FSO, turret, offshore installation, joint venture, shareholders an financing related to the specific project and all related legal documentation in respect of the same.

Maritime litigation

Provide advice to management, BUs and SUs on disputes arising from breach of contracts, untoward incidences by recommending various legal options to ensure the interest of MISC Group are adequately protected and adverse financial and publicity exposure are minimised.

Manage and monitor the performance of external counsel representing MISC Group, locally or abroad, to ensure that MISC Group's legal interest are adequately protected with minimum legal costs, taking into account commercial and operational requirements.

Negotiations

Member of MISC Group's negotiating teams in respect of legal matters related to Maritime Legal Services.

Negotiate with other parties in relation to Maritime Legal Services. The scope involves negotiating with clients, customers, other shareholders, and sub-contractors to attain the most favourable legal position for the Group in business deals, company strategies alliances (eg. joint venture, mergers and acquisition) and disputes, taking into account commercial and operational requirements, and to ensure they are duly reflected in the final executed contract/legal documents.

Regulatory and Legal Compliance

Provide legal advice to facilitate compliance with applicable international and local rules and regulations concerning maritime matters.

Management of Information Related to Maritime Legal Services

Undertake legal research and keeping abreast with legal development.

To suggest legal resources and material available in the market and to ensure they are kept up-to-date.

Dec 2010 - Sep 2011

Executive Loan Recovery
Petroliam Nasional Berhad

Industry	Oil / Gas / Petroleum
Specialization	Law/Legal Services
Role	Contract Position
Position Level	Senior Executive
Monthly Salary	MYR 5,630

- Initiates data-gathering, analyse existing recovery of housing and vehicle loan records and propose solutions and opportunities to maximize collection within the shortest time frame.
- Manage, update and follow-up the effectiveness and status of existing legal process conducted by external solicitors and recommend improvements to expedite the recovery process.
- Plan, manage, update and maintain collection activities/status and prepare presentation materials for the proposals for purpose of reporting to the Financing Recovery Review Committee, Vice President Human Resource Management, Internal Audit Management Committee and Audit Board Committee and other management team.
- Assist compliance to the Master Outsourcing Agreement between PETRONAS and Amlslamic Bank Berhad with respect to the recovery activities and Master Sale and Purchase Agreement with respect sale of housing loans.
- Review, prepare and advice on legal matters arising from the recovery activities and operations including advice on regulatory aspect, reviewing and vetting all legal documents.
- Anticipate, identify and evaluate risks and requirements and developing recommendations for management's appropriate actions.
- Assist in preparation of monthly audit schedules to facilitate financial and management reporting by Finance & Accounts Division.
- High interactions with all level of personnel and co-ordination with internal and external parties and including participation in negotiations with external parties.
- Initiates data-gathering and identifying missing security documents held in PETRONAS' custody.
- Liaising and work closely with different land offices, stamp offices, High Courts and other external parties for the purpose of reinstating the missing security documents.
- Perusing, vetting and advising PETRONAS on legal terms, obligations and liabilities in respect of conveyancing agreements and legal documentations.

Dec 2009 - Dec 2010

Legal Assistant

Messrs. Abraham Ooi & Partners

Industry	Law / Legal
Specialization	Law/Legal Services
Role	Litigation Lawyer
Monthly Salary	MYR 4,500

- Manage mainly banking litigation disputes, preparing, perusing and drafting legal cause papers and filing of suit.
- Also manage banking matters i.e. hire-purchase, housing loan, personal loan and overdraft (whether conventional or islamic).
- Wide experience in execution proceedings, whether contested or non-contested, such as garnishee proceedings, winding-up petition, bankruptcy petition and order for sale and/or public auction.
- Specialize in contract disputes, employer and employee disputes (industrial court or labour office) and good sold and delivered.
- Familiar with land disputes involving acquisition of land, sale and purchase and tenancy.

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Vetting, perusing, analysis and advising on the terms of agreements, its effects and the client's rights and liabilities.

Advising clients by rendering legal opinions and case laws in respect of the recent development of law or procedures involved.

Attending Courts, for hearing of applications or full trial, whether contested or non-contested.

Panel for banking institutions and corporate companies.

Meeting with clients and liaising with fellow lawyers from to time.

2007 - Nov 2009

Legal Assistant

Messrs. Loh Chow Tet & Associates

Industry	Law / Legal
Specialization	Law/Legal Services
Role	Litigation Lawyer
Monthly Salary	MYR 3,200

KEY TASKS:

Attending to clients by taking instructions, perusing documents, preparing legal opinions, options whether to proceed with litigation.

Providing clients with legal advice by conducting and directing legal research, updating clients with the latest reported cases, new developments on laws, regulations and legal concepts.

Preparing, drafting, filing lawsuits and managing the litigation cases.

Planning, organizing, preparing arguments and counter arguments, submissions for interlocutory hearings or trial.

Meeting cost standards by monitoring expenses of the files/cases and payments from clients.

Liaising with corporate clients and government bodies.

Updating professional knowledge by reading law related publications, participating in lawyers discussions groups, maintaining professional networks, attending law lectures and courses.

AREAS OF EXPERIENCE/ACCOMPLISHMENT:

Wide experience in general litigation and banking litigation.

General litigation mainly contract disputes, good sold and delivered, construction disputes, land related disputes such as tenancy, licensee and land acquisition.

Banking litigation mainly hire-purchase and housing loans.

Intellectual property such as copyrights and trademarks

Expertise in drafting cause papers both for Subordinate Courts (Magistrates and Sessions) and High Court, among others:

- # Notice of Demand
- # Summons/Writ Summons/Originating Summons/Notice of Motion
- # Pleadings

[Open]

- # Affidavits
- # Notice of Application/Summons-in-Chambers
- # Common interlocutory applications such as Judgment-in-Default, Summary Judgment and Striking-out
- # Other types of interlocutory applications such as Security for Cost, Taxation of Cost, Discovery, Subpoena, Interim Preservation of Property, Transfer of Proceeding, Consolidation, Extension of Time and Amendment
- # Application for Small Estates

Experience in conducting interlocutory hearing (applying or resisting)

Experience in preparing and drafting cause papers for the preparation of full trial i.e. Statement of Agreed Facts, Issues to be Tried, Witness Statement and Cross-examination questions.

Wide exposure in appearing before the Subordinate and High Court (including Appellate and Commercial Division) judges.

Familiar with enforcement proceedings against individual, enterprise, sole proprietor and companies.

Conducting variety of enforcement proceedings such as filing of Bankruptcy Notice, Petition for Winding-Up, Distress, Summary of Land Proceedings, Writ of Seizure and Sale, Garnishee, Prohibitory Order and Foreclosure proceedings.

Manage to conclude cases at the stage of Judgment-in-Default and Summary Judgment or Judgment by Consent.

Experience in vetting, perusing and drafting of agreements such as settlement agreement and franchise agreement.

Advising clients on the terms and conditions of agreements such as Property Management Services Agreements, Guarantee & Indemnity Agreement and Scheme of Arrangement.

Panel for corporate clients such as MOL.Com, BRDB and Subang Skypark.

Jan 2006 - Dec 2006

Legal Assistant

Messrs. Salleh & Haq

Industry	Law / Legal
Specialization	Law/Legal Services
Role	Corporate & Litigation Lawyer
Position Level	Junior Associate

KEY TASKS/EXPERIENCE:

Litigation counsel (both suing and defending) in civil cases with respect to general litigation such as contract disputes, construction disputes and tort of negligence matters.

Experienced in Estate matters such as Letters of Administration, Probate and Small Estate Distribution.

Preparing and drafting pleadings, affidavits and other relevant cause papers.

Wide experience in attending to Magistrate's Courts, Sessions Courts and High Courts.

Involve in corporate litigation disputes such as filing of Petition for Winding-Up and Oppression under Section 181 of the Companies Act 1965.

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Carrying out execution of Judgment proceedings such as public auctions and Writ of Seizure and Sale.

Conducting research to applicable laws, reported cases.

Attending meeting with clients with updated status of the cases/files.

Panel for banks and corporate clients.

Jan 2005 - Sep 2005

Chambering Lawyer

Messrs. Pakhruddin & Partners

Industry	Law / Legal
Specialization	Law/Legal Services
Role	Pupil

TASKS/ACCOMPLISHMENTS:

Main tasks in corporate matters.

Perusing, vetting and commenting agreements such as Sale and Purchase Agreements, Deed of Mutual Covenants, Airport Training Agreement, Consultancy Agreements, Joint Venture Agreements and Tenancy Agreements.

Writing opinions and advising clients in relation to contract disputes and land matters.

Drafting written submissions for interlocutory applications and cause papers for filing of suit.

Assisting legal assistants and partners in conducting research and rendering legal advise.

Attending to courts such as Magistrate, Sessions and High Court for mention, hearing in Chambers, Bankruptcy Division including entering Default Judgment.

Filing of documents/Arrangement of files.

Wide exposure in industrial matters, employment matters and letters of administration and/or probate.

Providing Legal Aid services for divorce and criminal cases.

Education

2004

Universiti Teknologi Mara

Bachelor's Degree in Law | Malaysia

Major	Law
CGPA	2.99 / 4.0

2003

Universiti Teknologi Mara

Bachelor's Degree in Law | Malaysia

Major	Law
CGPA	2.65 / 4.0

Skills

Practicing Certificate

Languages

Proficiency level: 0 - Poor, 10 - Excellent

Language	Spoken	Written
Bahasa Malaysia	10	10
English	10	10
Japanese	5	5

Additional Info

Expected Salary MYR 20,000

Other Information
INTERPERSONAL TRAITS AND STRENGTHS:

- 1. **Focused Execution:** Able to multi-task between tight project assignments and day-to-day operational matters and management matters and expedited the process towards conclusion of the matters in advance of any given deadline.
- 2. **Shared Success:** Worked strategically with internal clients and external stakeholders (including external counsel) and guided Business team in projects/operational issues and demonstrated good team effort and collaboration towards completion of projects/conclusion of operational issues.
- 3. **Tell Me:** Receptive to constructive feedback and improve working style and personality to provide better services.
- 4. Resourceful and creative in providing legal services, advisory services, negotiation of contracts and risk mitigation.

About Me

Gender	Female
Age	41 years
Address	No 24, Lorong Luas 4, Kampung Pandan, Kuala Lumpur, Malaysia
Nationality	Malaysia
Permanent Resident	Malaysia