



DR. S. KHUSRO IQBAL (PHD)

ADVOCATE HIGH COURT | [HTTPS://WWW.LINKEDIN.COM/IN/DR-KHUSRO-IQBAL- PHD-UOK-8613A21-KHUSRO-IQBAL- PHDUOK-8613A21](https://www.linkedin.com/in/dr-khusro-iqbal-phd-uok-8613a21-khusro-iqbal-phduok-8613a21)

OBJECTIVE

To contribute my solid education in Law to **Doctorate level** & to build upon 15+ years of progressive experience in the legal field seeking a rewarding position to head company's secretarial practices and Law division in your organization which encourages critical thinking, complex problem-solving, efficient decision making to allow career advancement.

EDUCATION

PhD (Law)

M. Phil (LLM)

BS, LLB

SKILLS

Legal vetting & advice, company secretarial work, Employment contracts & Commercial agreements, Labor Law, Negotiation, Developing policy and position on legal issues, methodical approach, Mergers and acquisitions, Joint ventures, Corporate restructuring, Research, Teamwork, Due diligence, Effective communication

PROFILE

Peers call me a dynamic law specialist with 10+ years of professional experience in managing **Human Resources**; executing **Legal Research, Analyzing Data & Legal Drafting**. I am confident that my proven track unparalleled attention to detail and knack for executing high performing legal court cases victories will make me an immediate asset for this vacancy and allow me to contribute to your team's success. I have successfully handled labor relation, union negotiation, industrial complaints, grievance procedures and facilitated counseling.

DEMONSTRATED ACHIEVEMENTS

- ✓ Drafted real estate & financial agreements for Governing Board of **Avari Hotels** involving worth more than 200 million rupees
- ✓ Drafted papers for Board & committees, successful opposition to pivotal motion for judgments in personal injury, industrial disputes, dismissal cases involving more than 350 million rupees in damages for **General Tyre & Rubber Company**.
- ✓ Drafted complex contract case involving dispute over multi-million rupees parcel of real estate & financial agreements for **Baqai Foundation International Canada**
- ✓ Prepared settlement agreement to resolve 3 construction contract cases between general contractor and property owner and 15 labor relation cases at **Domtex Industries Inc**
- ✓ Drafted and edited successful motions to dismiss and motions for summary judgment defending claims for workers' compensation involving potential liability for permanent, total disability payments at **Afro Euro Synergy (East Africa)**
- ✓ Wrote and edited legal articles on "Gender issues" & "Domestic violence" and distributed to Government offices and battered women's shelters throughout the country.
- ✓ Drafted speeches on various legal matters and delivered in conferences and committee meetings conducted by EFP, GIZ, EFFORT, BFIC, GTR
- ✓ Have judged multiple Moot Court Competitions. Have performed 15 contract reviews for private clients. Conduct monthly pro bono trial preparations for small claims court

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TELEPHONE

dr.khusro

INSTAGRAM

ORGANIZATIONS SERVED:

Employer:	Avari International Hotels (Pakistan)	Period:	Feb 2022 to date
Job Title:	Corporate Director - Human Resources & Legal		
Employer:	General Tyre & Rubber Company (Pakistan)	Period:	April 2010 to Jan 2022
Job Title:	Head - Legal affairs, HR & Operations		
Organization:	Abdulla Bin Zayed Investment Group of Companies (UAE)	Period:	Sept 2019 to Dec 2019
Title:	Group Head of Labor Relation, HR, Operations & ERP implementation		
Organization:	Baqai Foundation International Canada (Pakistan)	Period:	Sept 2009 to March 2010
Title:	Consultant - Legal; HR and Operations		
Organization:	Afro Euro Synergy (East Africa)	Period:	May 2007 to July 2009
Title:	Head – Labor Relation, Human Resources, Operations & Capacity Building		
Organization:	Domtex Industries Inc (Pakistan)	Period:	Dec 2004 to May 2007
Title:	Manager – Legal, HR, Administration & Operations		
Organization:	Pakistan Airlines (Pakistan)	Period:	July 2001 to Dec 2004
Job Title:	Crew (Training & Customer Services)		
Organization:	Recruitment Services of Australia (Sydney)	Period:	Nov 1998 To June 2001
Title:	Corporate Adviser – Industrial Relation, HR & Operations		

ASSIGNMENTS SUMMARY:

To provide analysis, counsel and court representation on legal, policy and public issues; anticipate and guard the clients against all types of legal risks through developing and recommending right legal guidelines and position on judicial issues.

ASSIGNMENTS IN DETAIL:

1. Board Meetings, Minutes recording and Compliance
2. Legal vetting & drafting for Legal & Employment Contracts & agreements, Project planning
3. Responsible for statutory compliance & records under various labor laws.
4. Dealing with office bearer of union (CBA) & committee members.
5. Recruitment (attraction and selection)
6. Training and Development
7. Job analysis, evaluations & Human Resource Planning
8. OD Planning, Employee Relation, Compo & Benefits
9. Disciplinary Practices & HR Documentation
10. Maintaining harmonious & cordial industrial relations in the organization.
11. Negotiation & discussions with office bearer & committee members on various IR matters vis-à-vis COD & terms of employment, including pay, benefits, hours, leaves, health and safety policies
12. Communication, Employee legislation, OH&S
13. Group Presentations and Analytical Management
14. Prepare cases for trial before any court of jurisdiction or an administrative body or persons having quasi-judicial power
15. Rendering legal advice and services with respect to questions, regulations, practices or other matters falling within the purview of governmental functionaries.

16. Propose analytical solutions for the court cases, protecting legal rights, protecting intellectual property.
17. Advise mergers & acquisitions, financial offerings, financial structuring, compliance issues, various legal & social agreements, outsourcing agreements and business strategic planning for the corporate clients.
18. Advocate the clients throughout the concerned judicial matters and issues by attending the lower & superior courts of law.
19. Provide legal counsel on issues arising from actual or anticipated lawsuits.
20. Anticipate and guard against all concerned legal risks faced by the clients.
21. Develop and recommend company policy and position on legal issues for the corporate clients.
22. Conduct and coordinate research into a variety of legal issues.
23. Represent the clients or their delegates in various legal proceedings.
24. Prepare legal pleadings, motions, discovery, stipulations, etc.
25. Write, review and edit reports, opinions, correspondence, articles and other documents; as and when required
26. Write and administer complex vendor, client and employment contracts; as and when requested by the clients.
27. Develop and recommend operating policy and procedural improvements for the corporate clients

PROJECTS:

OWNER: Abdulla Bin Zayed Group (UAE) having estimated annual global turnover of 5.2 billion USD

PERIOD: September 2019 to December 2019 **WORTH:** Estimated worth of the project was 25 million USD

DESCRIPTION: Policies Design, Restructuring, Business Process Reengineering & ERP implementation.

OWNER: Baqai Foundation International Canada an affiliate of Baqai University & investments having annual estimated turnover of 54 billion rupees

PERIOD: September 2009 to March 2010 **WORTH:** Estimated worth of the project was 250 million USD

DESCRIPTION: Legal drafting & Vetting, Human Resources, BPR, Policies Design, Negotiation with financial institutions (IFC, ADBP, USAID, Pakistani Banks etc.) to establish educational city inside “Sher-e- Baqa “.

OWNER: 1) Endowment Fund for the Rehabilitation of Tigray (EFFORT) in East Africa
2) Catholic Relief Services (Ursuline Sisters) in East Africa

PERIOD: May 2007 to July 2009 **WORTH:** Estimated combined worth of both projects was 750 million USD

DESCRIPTION: Legal drafting & Vetting, Human Resources, BPR, Policies Design, Negotiation with financial & regulatory institutions to revive and rehabilitate sick Pharmaceutical Company (Addis Pharmaceuticals) at Adigrat for EFFORT; and to establish a Secondary Health Care Hospital for Catholic Relief Services at Kobo.

PUBLICATIONS (MORE PUBLICATIONS WILL BE PROVIDED UPON REQUEST):

- By Dr. Saiyid Khusro Iqbal; Education of Woman & Islam; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; February 2014; pp 20-32
- By Dr. Saiyid Khusro Iqbal; Right of Vote to Women; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; March 2014; pp 36-48
- By Dr. Saiyid Khusro Iqbal; Women & Financial Security; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; May 2014; pp 76-94
- By Dr. Saiyid Khusro Iqbal; Status of Women in Islam; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; June 2014; pp 119-135
- By Dr. Saiyid Khusro Iqbal; Women’s Suffrage & Pakistan; Pakistan Law Journal (PLJ) Section; The Mega Publication of the PUNJAB BAR COUNCIL; June 2014; pp 188-208
- By Dr. Saiyid Khusro Iqbal; Women in Pakistan; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; August 2014; pp 197-208

- By Dr. Saiyid Khusro Iqbal; Women Social Rights; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; September 2014; pp 213-235
- By Dr. Saiyid Khusro Iqbal; Pakistan Judicial System ; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; February 2015; pp 14-35
- By Dr. Saiyid Khusro Iqbal; Gender Based Harassment ; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; March 2015; pp 44-67
- By Dr. Saiyid Khusro Iqbal; the Highway to Heaven.... the Parentage; Sindh Baluchistan Law Reports, United Law Agency, Sindh High Court Compound; June 2015; pp 117-138
- By Dr. Saiyid Khusro Iqbal; The Legality of Recognition of Parentage ; Sindh Baluchistan Law Reports, United Law Agency, Sindh High Court Compound; July 2015; pp 139-154
- By Dr. Saiyid Khusro Iqbal; Harassment of Women A National Concern; Pakistan Law Journal (PLJ) Section; The Mega Publication of PUNJAB BAR COUNCIL; May 2015; pp 226-241 & web post
- By Dr. Saiyid Khusro Iqbal; The Law on Parentage would be a Bliss; Pakistan Law Journal (PLJ) Section; The Mega Publication of the PUNJAB BAR COUNCIL; July 2015; pp 367-375 & web post
- By Dr. Saiyid Khusro Iqbal; Ukraine Tragedy Revanchist Aggression or Ideological Combat; Pakistan Journal of Social Research (PJSR); The HEC recognized Publication; May2023; pp 458-168 & web post

INTERNATIONAL PUBLICATIONS:

- By Dr. Saiyid Khusro Iqbal; Solar Power Plan A Right Move To Long - Standing Energy Crisis; Pakistan & Gulf Economist (PAGE); June2014; pp 22-35
- By Dr. Saiyid Khusro Iqbal; Youth education and empowerment key to shape better future of Pakistan economy; Pakistan & Gulf Economist (PAGE); March 27, 2017; pp 18-22
- By Dr. Saiyid Khusro Iqbal; Having good understanding of digitalization; Pakistan & Gulf Economist (PAGE); Jul 13, 2020; pp 20-25
- By Dr. Saiyid Khusro Iqbal; Employee's training program push up productivity and crucial for organizational development; Pakistan & Gulf Economist (PAGE); July 1, 2019; pp 22-24
- By Dr. Saiyid Khusro Iqbal; Pakistan's potential Islamic banking lacks knowledge and understanding; Pakistan & Gulf Economist (PAGE); May 28, 2018; pp 20-27
- By Dr. Saiyid Khusro Iqbal; Pakistani skills are first choice for employment in UAE; Pakistan & Gulf Economist (PAGE); November 25, 2019; pp 19-37
- By Dr. Saiyid Khusro Iqbal; Topic approval awaited; American Journal of International Law; 2019; pp awaited
- By Dr. Saiyid Khusro Iqbal; Topic approval awaited; Berkeley Journal of International Law; 2019; pp awaited
- By Dr. Saiyid Khusro Iqbal; Topic approval awaited; European Journal of International Law; 2019; pp awaited

MEMBERSHIPS:

1) Karachi Bar Association

2) Sindh Bar Council

COMPUTER SKILLS:

MS Office (Word, Excel, Outlook, OneNote, Access); Social Media & Communication Software

AWARDS:

- ❖ President's Award Oath & Notary Commissioner Citizen Police Liaison Committee (CPLC)
- ❖ Justice of Peace Technical Partner with Deutsche Gesellschaft Fur [GIZ]