



PILIRANI KELVIN BANGULA

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PROFILE

- A professional and experienced Legal practitioner with a demonstrated 14 years of experience
- Well organized
- Eager and willing to take up new challenges
- Good interpersonal and communication skills
- Dedicated and committed to work
- Able to work under pressure or emergencies and against deadlines

EXPERIENCE

LEGAL COUNSEL – COMPLIANCE | 09/2023 TO CURRENT **Sovereign Services Limited - Lilongwe, Malawi**

- Project management
- Contract negotiation and drafting
- develop and implement and maintain compliance policies and procedures
- organized meetings and symposia,
- Generate and produce reports to management
- provide technical support to internal and external stakeholders on emerging legal issues
- monitor and assess regulatory developments and changes affecting the mining industry
- create sound internal controls and monitor adherence to them draft and revise company policies as required
- build capacity by educating and training employees on regulations and industry practices
- proactively audit processes, practices and documents to identify weaknesses
- Investigate compliance issues, incidents and complaints and develop corrective action plans as needed.

- evaluate business activities (e.g. investments) to assess compliance risk
- maintain accurate records and documentation related to compliance activities
- collaborate with external auditors and human resources during audits
- collaborate with internal stakeholders, including operations, legal, and environmental health and safety teams to address compliance challenges and implement best practices
- attend and address employee concerns or questions on legal compliance

REGULATORY COMPLIANCE SPECIALIST | 07/2020 to 08/2023
Export Development Fund - Lilongwe, Malawi

- Planned and executed compliance audits to check company policies, procedures, and controls.
- Participated in the evaluation of tenders and bids to ensure their compliance to laws and guidelines.
- Utilized risk management techniques and business knowledge to improve compliance programs.
- Developed and implemented strategies necessary for minimizing risk of non-compliance.
- Generate and produce reports to management
- Organized training programs to educate company staff on benefits and consequences of complying or defying regulations.
- Participated in networking and learning opportunities to remain current with evidenced-based practices.
- Trained officers on issues of compliance
- Facilitated adherence to safety and regulatory objectives and managed client-specific projects, training programs and personnel background checks.
- Created and managed action plans to mitigate audit discoveries and compliance concerns.
- Analyzed data from multiple sources to systematically document work and results.
- Reviewed the activities of the Precious Metals and Minerals Unit for compliance with the Mines and Minerals Act.

LEGAL & CORPORATE AFFAIRS OFFICER | 12/2018 to 07/2020
Export Development Fund - Lilongwe, Malawi

- Prepared contracts, governance documents and legal documentation related to business operations, finances and non-disclosure policies.
- Generate and produce reports to management
- Supported executive decision-making by offering sound legal advice.
- Reviewed completed work to verify consistency, quality and conformance to fair market competition practices.
- Mediated conflicts between employees and facilitated effective resolutions to disputes.
- Developed strategies to address upcoming issues with minimal disruption to corporate activities.
- Implemented internal guidance, processes and policies related to legal liabilities.
- Monitored corporate activities to identify and mitigate legal risks.
- Researched changing laws, corporate plans and industry trends to stay ahead of concerns.
- Participated in the development and drafting of the MoU on the Management of Precious metals and minerals between the Reserve Bank of Malawi and Export Development Fund Limited.
- Participated in the development of a Precious Metals and Minerals Unit at Export Development Fund responsible for the buying of Gold on behalf of the Malawi Government.
- Researched compliance and regulatory requirements to advise clients.
- Participated in bid evaluations including that of the selection of external legal counsel for Export Development Fund.
- Managed corporate claims and litigation.
- Maintained corporate compliance with laws and regulations as well as fair market competition practices for continued business.

LEGAL COUNSEL | 10/2014 to 11/2018

Millennium Challenge Account-Malawi - Lilongwe, Malawi

- Provided legal advice, opinions and solutions regarding issues and risks on various transactional and regulatory matters.
- Assisted law enforcement agencies such as the Anti-Corruption Bureau with investigations and issues of law.
- Provided general legal advice to Management Unit Staff on best practice for compliance, input on business decisions and contract negotiations and other legal activities.

- Provided support to the Legal Director to ensure that Millennium Challenge Account (MCA)-Malawi activities comply with: (a) the obligations contained in the Compact Agreement, (b) the Program Implementation Agreement between the Government of Malawi and the USA Government, and (c) all supplemental agreements entered under or in furtherance of the compact Malawian laws and regulations.
- Offered technical support to internal and external stakeholders on emerging legal issues
- Negotiated and drafted key documents such as the Sexual Harassment Policy, Anti- Fraud and Corruption Policy, Trafficking in Persons Policy, Gender Policy as well as presenting recommendations and assuring their legal compliance.
- Participated in bid evaluation for the selection of external legal counsel for MCA-Malawi
- Actively participated in evaluation and settlement of bid challenges under the Nkula Hydro-electric power contract.
- Provided legal guidance on employment matters, including drafting of employment agreements, and provision of guidance on legal implications of procurement or financial activities undertaken by MCA-Malawi.
- Represented MCA-Malawi before the courts and in arbitration proceedings.
- Coordinated all works relating to Trafficking in Persons, Women empowerment, Child Labour, and Sexual Harassment.
- Mediated conflicts between employees and facilitated effective resolutions to disputes.

SENIOR LEGAL AND PROSECUTIONS OFFICER | 11/2013 to 10/2014
The Anti-Corruption Bureau - Lilongwe, Malawi

- Conducted legal research and analysis to draft legal opinions, studies, and reports.
- Drafted legal documents for the Bureau on.
- Prosecuted corruption cases and any other criminal matters arising out of corruption investigation.
- Reviewed and proposed updates for corruption related laws and regulations.
- Advised Corruption Prevention Unit, Investigation Unit and Public Education Unit of ACB on all corruption related legal issues pertinent to their activities.
- Prepared concise and high-quality quarterly reports for submission to the Director General.

- Provided written and oral legal opinions to the Director General and officers of the Bureau on matters arising.

SENIOR STATE ADVOCATE | 05/2013 to 11/2013

Ministry of Justice & Constitutional Affairs - Lilongwe, Malawi

- Wrote Legal Opinions
- Drafted reports to the Director of Public Prosecutions
- Drafted Legal Documents
- Prosecuted Criminal matters.
- Litigated of Civil Matters
- Mediated on several legal issues.

LANDS OFFICER | 11/2010 to 04/2013

Ministry of Lands Housing & Urban Development - Lilongwe, Malawi

- Evaluated complaints and emergency-request information to determine response requirements.
- Drafted investigation and incident reports and submitted to the Commissioner for Lands.
- Participated in handling land issues which bordered on purported unfair or unequal treatment by land applicants.
- Drafted and registering Land documents (Conveyance)
- Adjudicated over Land matters.
- Assisted the Attorney General with opinions on land matters before the courts of Malawi.
- Drafted reports to the Commissioner for Lands on Land Disputes and their Resolutions

EDUCATION AND TRAINING

Master of Business Administration (MBA) Corporate Governance (Pending)

Malawi School of Government - Lilongwe, Malawi

Bachelor of Laws LLB(Hons.) (2010)

University of Malawi - Zomba, Malawi

Bachelor of Education (2005)

University of Malawi - Zomba, Malawi

CERTIFICATIONS

- Africa Standby Force (ASF) Compulsory Training (ACCORD 2024)
- Certificate in Trade Policy and Trade Law (TRAPCA-2020)
- Certificate in Structured Trade Finance (2019)

- Certificate in Management and Administration of Contracts (ECV Consultancy 2015)
- Certificate in Monitoring and Evaluation (Social Impact Inc. 2015)
- Certificate in Proceeds of Crime and Money Laundering (UNODC 2014)

ACHIEVEMENTS

2010-2013:

- Successfully coordinated the project on the digitization of the Deed and land registries (a project funded by World Bank) for the Ministry of Lands, Housing and Urban Development.

2008:

- Successfully coordinated the publication of the University of Malawi Students Law Journal in 2008 with Sponsorship from European Union Rule of Law Project.

RESPONSIBILITIES

2010-2013:

- Coordinator-Digitization of the Deed and land registry documents (a project funded by World Bank) for the Ministry of Lands, Housing and Urban Development.

2008:

- Liaison Officer: University of Malawi Students Law Society (2008-2009)

REFEREES

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