

Rizichi Kashero-Ondego

Senior Associate



Rizichi Kashero-Ondego is a Senior Associate in our Corporate & Commercial, and Employment Law practice areas.

About Rizichi

Rizichi began her career as a trainee lawyer at a law firm in Kenya and proceeded to become an Associate in the Corporate & Commercial department. Rizichi joined Kieti Advocates LLP as an Associate in 2021. Rizichi was promoted to Senior Associate in April 2023.

Credentials

Education

- Bachelor of Laws (LL. B) (Honours), University of the Western Cape
- Introduction to Arbitration course, Chartered Institute of Arbitrators, Kenya
- Mediation training Course, Mediation Training Institute International East Africa
- Post Graduate Diploma in Law, Kenya School of Law

Memberships

- Law Society of Kenya
- Mediation Training Institute International East Africa

Experience

- Riaru Group of Schools

Acting for Riaru Group of Schools, one of Kenya's largest school chain, in connection with acquisition of shares by Actus Education Holding, a Swedish private school chain.

- Société BIC

Acting for Société BIC, a manufacturing corporation, in connection with hiving off the manufacturing and distribution of BIC stationery business from HACO, a manufacturing company. Advising in connection with their various employment related matters.

Contact Rizichi

+254 722 135 965

rizichi.kashero-ondego@cdhlegal.com

Expertise

Corporate & Commercial Law

Employment Law

Corporate Governance

Technology & Communications

Location

Nairobi

Language

English

Swahili

- **GardaWorld Security Corporation**

Acting for GardaWorld Security Corporation, a Canadian headquartered global company and one of the world's largest security companies, in connection with their acquisition of Alpha Security Company, a Malawi company whose business is the provision of protective services in the form of alarm monitoring and response.

- **SWVL Kenya**

Acting for SWVL Kenya, an international bus hailing software company revolutionising public transport worldwide, in connection with the setting up of its operations in the country, including advising on the regulatory framework within Kenya.

- **Kuramo Capital Management**

Acting for Kuramo Capital Management, an independent investment management firm, in connection with its investment for 24.99% of the shares in Trans-century, including preparing and perfecting loan agreements.

- **Airbnb**

Acting for Airbnb, an online marketplace for lodging, in connection with the provision of local law advice on transport, alcohol, food, business licensing and public land laws.

- **Safari Doctors**

Acting for Safari Doctors, a community-based social enterprise, on a pro bono basis in connection with setting up as a legal entity in Kenya.

- **NPI Pharmaceuticals**

Advising NPI Pharmaceuticals, an Oman pharmaceutical manufacturing company, in connection with the tax and legal implications of setting up in Kenya.

- **Acquisition and due diligence**

Assisting in a proposed acquisition and due diligence of a group of schools by investors from South Africa.

- **Pan African airline**

Advising a pan African airline on employment restructuring options.

- **Pan African institution**

Acting for a pan African institution in reviewing and updating their board code of conduct.

- **International security company**

Acting for an international security company in the due diligence and proposed acquisition of an African security company, based in eleven different jurisdictions.

- **Private equity fund**

Acting for a private equity fund in connection with their investment in an insurance business. Acting for a financial advisory company in connection with a proposed acquisition, including conducting a due diligence over a local financial advisory company.

- **UK based insurance company**

Advising a UK based insurance company in connection with the local regulatory implications of a corporate restructuring.

- **Telecommunications company**

Advising an international telecommunications company in connection with the legal and tax implications of opening a shared services centre in various jurisdictions.

- **PayGo Energy**

Representing PayGo Energy, a leading Kenya-based distribution service which is developing smart metering systems on its disciplinary procedures to ensure that they are compliant with the Employment Act, 2007.

- **Murray & Roberts**

Representing Murray & Roberts, a leading Ghana-based company which offers building, industrial civil construction, multi-disciplinary engineering, procurement, operations, maintenance and equipment supply services on the redundancy procedure in Ghana and severance package.

- **Stitch Money**

Representing Stitch Money, a leading South Africa-based fintech company on-boarding of independent contractors in Kenya and Nigeria.

- **Shara Inc**

Representing Shara Inc, a leading US-based developer of community-driven finance software solutions on independent contractor contracts for their Kenyan operations.

- **KOKO Networks**

Representing KOKO Networks, a leading Kenya-based venture-backed technology company with the review of employment contract and job advertisements for a senior employee.

- **Employment due diligence**

Carrying out an employment due diligence over a Kenyan arm of a multinational construction company by reviewing its employment documents and employment related information.

- **Kenyan Data Protection Act**

Advising the Kenyan subsidiary of a multi-national company on its compliance with the Kenyan Data Protection Act including reviewing its data privacy manuals and policies.

- **Kenyan fintech company**

Advising a Kenyan fintech company on its obligations under the Data Protection Act and the policies, agreements and clauses required for compliance with the Data Protection Act.

News

[Guardians of legacy: Corporate trustees and the new landscape of retirement benefit regulation](#)

A corporate trustee is a corporate body whose work entails providing trustee services to pension schemes as well as institutions. As such, corporate trustees are responsible for the management and administration of pension schemes. Due to the significant role they play and the need to effectively regulate them, the Cabinet Secretary for National Treasury and Economic Planning issued the Retirement Benefits (Corporate Trustees) Regulations, 2023.

[The concept of menstrual leave](#)

Inclusion in the workforce has come a long way and as inclusion and diversity increase in the workplace globally, we are beginning to understand that biological distinctions, such as menstruation, mean that men and women face different challenges in the workplace. In this article, CDH critically analyses the concept of menstrual leave.

[Are your justifications for termination reasonable or simply a smokescreen?](#)

It is well known that Kenya's employment and labour relations courts are considered more lenient towards employees, especially when the balance of power favours the employer. An employer, therefore, has to take all precautions to ensure that its relationship with its employees, as well as the termination of the said relationship, occurs as required by the Employment Act, 2007 (Employment Act). This may be particularly difficult as employers and employees are human after all – prone to mistakes and decisions made in the heat of the moment.

[Simple agreements for future equity: An African perspective](#)

Historically, investments were typically structured as either equity investments, debt investments, or a mixture of both. The concept of a simple agreement of future equity (SAFE) is a fairly new investment option that is becoming increasingly common in the US and European start-up markets.

Deal or no deal

CDH Kenya Partner Njeri Wagacha and Associate Rizichi Kashero-Ondego, featured in the DealMakers Africa Magazine in an article titled Deal or no deal.

Podcasts

Celebrating women's voices on International Women's Day 2024

International Women's Day (IWD) is a global day celebrating the social, economic, cultural, and political achievements of women. The day also marks a call to action for accelerating gender parity.

Secondment and Outsourcing - Alternatives to Traditional Employment

It has become common practice for employers, in certain industries, to obtain human resource and talent services through alternative structures, such as outsourcing and secondment. As common as it is, it is prudent for an employer to understand what these structures entail and most importantly their legal implications, especially since they are not regulated by a specific law in Kenya. Join CDH Kenya's Employment Law expert, Rizichi Kashero-Ondego is joined by J.D Dungu, Director at Preferred Personnel Africa, to discuss these alternative structures, and what an employer should consider before undertaking them.

Kenya | Remote working - The new normal

With several jurisdictions permitting foreigners to live and work remotely within their borders and employers developing systems that permit their employees to work anywhere, there are several considerations that employers and employees need to consider in this new normal. Join Reena Shah, Senior Legal Advisor at Nestlé, Rizichi Kashero-Ondego, and Sylvia Kamanga as they discuss the new developments in remote working, what you need to look out for and the factors that need to be taken into consideration when opting to undertake this new style of work.

CDH Kenya | Sexual harassment in the workplace is a sensitive and complex subject

Employers are required to take positive action in dealing with complaints of sexual harassment to ensure that it is eradicated. Join CDH's Rizichi Kashero-Ondego and Tyler Hawi Ayah in conversation with Kate Nderu, Director at Knightwise Human Capital LTD, as they discuss sexual harassment from a legal and HR perspective and provide practical insights about how employers can create effective reporting mechanisms and lawfully handle complaints of sexual harassment.

Women's employment rights in the new normal

The COVID-19 pandemic has put extraordinary pressure on employers and employees alike. In particular, the events of 2020 and 2021 disproportionately affected women's jobs because of existing gender inequalities and the dual responsibility of work and caregiving. Join Njeri Wagacha, Rizichi Kashero-Ondego and Tyler Hawi Ayah as they unpack the issues facing women's rights in the new normal from an employment perspective in Kenya

[All news by Rizichi Kashero-Ondego →](#)

Recognition

- Legal 500 EMEA
 - The Legal 500 EMEA 2023-2024 recommended Rizichi for Employment.