



# Rizichi Kashero-Ondego

## Associate

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

### Practice areas

Corporate & Commercial  
Employment Law

### Sectors

Corporate Governance

### Contact Details

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 Nairobi

### Career

Rizichi began her career as a trainee lawyer at Anjarwalla and Khanna LLP in 2018 and proceeded to become an Associate in the Corporate & Commercial department. Rizichi joined Kieti Advocates LLP as an Associate in 2021.

### Experience

#### Corporate Commercial Experience

- Acting for Riara 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.
- 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.
- 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.
- 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.



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- 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.
- 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.
- 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.
- Advising NPI Pharmaceuticals, an Oman pharmaceutical manufacturing company, in connection with the tax and legal implications of setting up in Kenya.
- Assisting in a proposed acquisition and due diligence of a group of schools by investors from South Africa.
- Advising a pan African airline on employment restructuring options.
- Acting for a pan African institution in reviewing and updating their board code of conduct.
- Acting for an international security company in the due diligence and proposed acquisition of an African security company, based in eleven different jurisdictions.
- Advising Société BIC in connection with their various employment related matters.
- Completing a questionnaire on insurance law, practice and trends in Kenya for Practical Law, a legal know how service for lawyers.
- 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.
- Advising a UK based insurance company in connection with the local regulatory implications of a corporate restructuring.
- Advising an international telecommunications company in connection with the legal and tax implications of opening a shared services centre in various jurisdictions.
- Providing various international clients with advice in connection with the setting up of businesses in Kenya.

### **Employment Law Experience**

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



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- Representing Shara Inc, a leading US-based developer of community-driven finance software solutions on independent contractor contracts for their Kenyan operations.
- Representing KOKO Networks, a leading Kenya-based venture-backed technology company with the review of employment contract and job advertisements for a senior employee.
- Carrying out an employment due diligence over a Kenyan arm of a multinational construction company by reviewing its employment documents and employment related information.

### **Data Protection Experience**

- 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.
- 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.
- Carrying out a training on the salient features of the data protection act and highlighting the similarities between the Data Protection Act and the GDPR.

### **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

### **Languages**

English, Swahili



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