



Sana Belaïd

*Lawyer, International Arbitration Expert, Accredited Mediator,
Certified Coach, Certified Information Privacy Professional*

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CAREER & SKILL HIGHLIGHTS

- *Lawyer with substantial experience in international arbitration and complex technology (IT) transactions across various legal systems and cultures.*
- *CEDR Accredited Mediator.*
- *IAPP Certified Information Privacy Professional /Europe (CIPP/E).*
- *Qualified to practice as a lawyer with the Tunis & the Paris Courts of Appeals.*
- *Coach : CTI Certified, ORSC Qualified, HOGAN Certified.*
- *Member of the International Court of Arbitration of the International Chamber of Commerce (ICC-ICA) since 2018.*
- *Served as the Director of the ICC YAF (Young Arbitrators' Forum) for the Middle-East Chapter for three years.*
- *Legal Learning & Development Professional.*
- *Regularly speak at and organize seminars and conferences on international arbitration.*
- *Led numerous face-to-face negotiations in technology and oil & gas transactions in (mainly) the United Arab Emirates, Kingdom of Saudi Arabia, United Arab Emirates, Qatar, Bahrain, Yemen, Egypt, Lebanon, Algeria, Morocco, Tunisia, France, United Kingdom, Switzerland.*
- *Was a Board Member of the (now) "Association of Corporate Counsel – Middle East Chapter" (ACC-ME).*

EDUCATION, CERTIFICATIONS & TITLES

2023 :Privacy Professional Certification

IAPP Certification (*International Association of Privacy Professionals*) :
Information Privacy Professional /Europe (CIPP/E)

2022 : Mediation Accreditation

CEDR Accredited Mediator (*Centre for Effective Dispute Resolution*)

2015-2019 : Coaching Certifications & Qualifications

- ✓ Cisco TMBC certification : Strength Coaching & Standout Debriefing
- ✓ ORSC Qualification : Team Coaching (*Organization & Relationship Systems Coaching Institute*)
- ✓ Certification in co-facilitation : “Alchemy, the Art & Science of Co-Facilitation”
- ✓ CTI Qualification & Certification (“*Coaching Training Institute*”)
- ✓ HOGAN Certification

Bar Exams & Titles

2012: Paris Court of Appeal

2001: Tunis Court of Appeal

Post-Master's Degrees (“DEAs”)

1996: Comparative Law (Cum Laude) ; 1995: Public International Law (First in class) : *Université Panthéon-Assas*, Paris, France

Master's in law

1991-1995: Tunis Law University: *Faculté des Sciences Juridiques, Politiques et Sociales*, Graduated with distinction

Baccalauréat (Literature)

1991: Presidential Prize, First prize nationwide

PROFESSIONAL EXPERIENCE

2006- 2024

Senior Legal Counsel - Cisco (Dubai, United Arab Emirates)

- Leader : Global Legal Learning & Development Team
- Member of the Legal Global Strategy Team
- Legal Lead for the Africa, Gulf and Middle-East region, with a special focus on local law matters, and complex Technology business models, including: Build-Operate-Transfer, Build-Integrate-Transfer, Transfer ownership- Build-Operate-Transfer, Public Private Partnerships, Pay-as-you-Grow, Revenue/Profit Sharing

2004 - 2006

Associate, International Arbitration Department White & Case LLP (Paris, France)

Leading international, New York based law firm with expertise in international arbitration, litigation, international trade law...

2001 - 2004

Associate, International Arbitration Department Coudert Brothers (Paris, France)

Coudert was a New York based law firm with offices around the globe, and was regularly ranked amongst the “highest grossing firms” ... until 2005

Experience in International Arbitration

- Represented major international companies in oil & gas as well as in construction disputes, for instance:
 - Japanese company in negotiations with Yemeni public entities: attempts to settle a construction dispute amicably; negotiated and drafted a settlement agreement under Yemeni law
 - Two major petroleum arbitrations in Russia, involving obstruction of an acquisition through the use of pre-emption rights under Russian law (value ~US\$ 600 million)
- Regularly advised major multinational oil & gas companies operating in Africa, and more particularly in the North African region (research, exploration, exploitation contracts)
- Worked on a big number of arbitrations (institutional (mainly ICC) and ad-hoc)
- Represented governments and multi-national companies in a number of arbitrations; for instance:
 - Worked on a construction arbitration related to a major project in Algeria (involving the liability of sub-contractors under Algerian law)
 - Represented a South-African company in a construction dispute in Libya (value ~US\$ 1 billion)
 - Main associate lawyer representing an Asian government on a major arbitration related to suspected payment of commissions in two Asian countries and in Europe. Arbitration involved court proceedings in France and the Switzerland (value ~US\$ 600 million)
- Assisted clients in proceedings before local courts (in connection with ongoing arbitrations):
 - litigation before the Algerian courts involving the freezing of a foreign operator's assets in Algeria. US\$ 1 million were at risk
 - a litigation before the Lebanese courts (civil and administrative courts)
 - supervised criminal and/or civil proceedings which took place in France, the United States, Switzerland and Luxembourg

PRESENTATIONS, PUBIC SPEAKING PARTICIPATIONS

- ✓ *Speaker, panelist, at conferences and summits on International Arbitration. Member of the organizing committee for events highlighted in blue :*
 - “ICC Arbitration and ADR Commission Report on Leveraging Technology for Fair, Effective and Efficient International Arbitration Proceedings”, was a speaker at the webinar organized by the ICC on February 18, 2022 and a have been a member of the ICC Working Group on the Report: *The Report is available here: <https://iccwbo.org/media-wall/news-speeches/icc-launches-new-report-reflecting-how-tech-is-changing-the-face-of-arbitration>

- “Resilient, Flexible, Agile: Our 4.0 approach to Dispute Resolution”, 12th World Chambers Congress, Dubai, November 23, 2021
- “Confidentiality during arbitration”, a webinar organized by the WIPO, November 9th, 2021
- “Arbitration & trade secrets”, a webinar organized by the Silicon Valley Arbitration & Mediation Center (SVAMC) during the Paris Arbitration Week, September 23, 2021
- “Valedictory Session with Sami Houerbi”, interviewed Mr. Houerbi at the 9th ICC-MENA (Middle East & Africa), February 24, 2021, the video is available here:
<https://www.youtube.com/watch?v=kic6wjYbK4k&t=1313s>
- “International arbitration in a post-COVID world”, a webinar organized by Kings Chambers & Freshfields, June 18, 2020
- “La virtualisation accélérée de l’arbitrage internationale : une chance pour l’Afrique”, webinar organized by the ICC and Lexis Nexus, June 16, 2020
- “Avocats & juristes d’entreprise: principaux défis et quelques clés de réussite”, Sole speaker invited to a webinar organized by Legal Doctrine, May 31, 2020
- “Regards croisés sur la métier de Juriste d’entreprise”, Panel Moderator on a webinar organized by the Association of Corporate Counsel – Middle East Chapter, September 20, 2020
- Panel Moderator of a session on “Artificial intelligence in international arbitration”, 5th Annual GAR Live Abu Dhabi, Abu Dhabi, January 28, 2021
- “Emergency proceedings in international arbitration”, Dubai & MENA – 7th International Arbitration & Corporate Crime Summit, Dubai, January 22, 2020
- Participated to a training on “Drafting Enforceable Awards” with the ICC Advanced Training Institute, Abu Dhabi, October 24, 2019
- “The Arbitrator as a Facilitator?”, speaker and member of the Organizing Committee, the ICC Conference “Journée Maghrébine de l’Arbitrage”, Tunis, June 14, 2019
- “The future of alternative dispute resolution mechanisms”, 2nd International Litigation Legal Conference by The International Legal Council, Dubai, March 26, 2019
- Member of the Organizing Committee of the 7th ICC MENA Conference, Abu Dhabi, March 3-5, 2019
- “Arbitrators’ role as settlement facilitators”, ICC Institute of World Business Law, Abu Dhabi, March 3, 2019
- “Conflicts of interest and disclosures in international arbitration”, Global Arbitration Review (GAR) Live Conference, Abu Dhabi, February 5, 2019
- “Tips & Tricks on how to run an ICC arbitration”, ICC Conference, Amman, January 16, 2019
- “Challenges for Arab legal counsel in arbitration proceedings”, ICC Conference, Beirut, September 21, 2018
- “Bonds and guarantees”, Global Arbitration Review (GAR) Live Conference, Abu Dhabi, February 7, 2018
- “Corporate in-house ODR policies and practices”, ICC Conference on Online Dispute Resolution (ODR) Equal Access to Information and

- Justice Online Dispute Resolution, Paris, June 12-13, 2017
- “Practicing Contracts in the Gulf States”, training delivered with the ICC Institute (Training level 1 on International Contracts), June 2, 2016, Paris
- Speaker at the Conference for Saudi Lawyers organized by the Saudi Training Institute, and sponsored by, amongst others, the DIFC Courts and the ICC, Dubai, September 2014
- “Role of in-house counsel in international arbitration”, 4th ICC MENA Conference, Dubai, April 2014
- Organizer, Moderator and Panelist of several ICC Young Arbitrators’ Forum (YAF) seminars in Dubai (UAE): 2009; Beirut (Lebanon): 2009; Manama (Bahrain): 2010
- “The Relevance of international arbitration to in-house counsel”, Dubai Lawyers’ Conference, October 2009
- “Arbitration, a contract?”, ICC Conference, Tunis, May 2007

- ✓ Speaker at conferences on Compliance and Commercial Negotiation skills:
- “Expectations and demands from the stakeholders: Are you meeting your stakeholder’s expectations”, a panelist on the Asian Legal Business (ALB) In-House Legal Summit 2019, Dubai, October 22, 2019
- “Why is risk assessment getting so much attention?”, GOAL’s Global Legal ConfEx Dubai, October 2015
- “Privilege – Understanding your position in an International Business Environment”, Legal Week Forum, Dubai, May 2015
- “Anti-bribery Regulatory Developments” matters in the Middle East, organized by TRACE, Dubai, June 12, 2013
- The Dubai Summit on “Minimizing bribery risks in the Middle East and implementing an effective and risk-based global compliance program”, organized by the American Conference Institute, Dubai, February 2013
- The Dubai IBA Conference 2011 –invited by the Telecom Commission
- “Identifying who is a Government Official”, the Abu Dhabi Anti-Corruption Summit, organized by the American Conference Institute (“ACI”), Abu Dhabi, December 2010
- “Assessing the regulatory enforcement action towards bribery and corruption: Middle East perspective”, Dubai, November 2010
- “Building anti-bribery and ethics awareness: devising and implementing effective training programs”, The Dubai Summit on Anti-Corruption Enforcement and Compliance, organized by the American Conference Institute (ACI), Dubai, October 2009

LANGUAGES

- Arabic
- English
- French