

Firm Profile



WILLSDOM ATTORNEYS

2026

About Our Company

Established in 2026, WILLSDOM ATTORNEYS was founded by **Wilbard John Massawe**. The firm has grown from a general practice to a specialized law firm with interdisciplinary expertise, allowing it to efficiently resolve clients' issues. WILLSDOM ATTORNEYS is dedicated to creating value for clients by leveraging extensive resources, industry knowledge, and business understanding to build trust and protect interests.

The firm's experienced team is accessible and attentive, providing tailor-made, strategic, and long-term solutions. WILLSDOM ATTORNEYS represents various businesses, including small and medium-sized companies, financial firms, investors, and high-net-worth individuals. Their services cover a wide range of transactions such as private investigation, consultancy, strategic litigation, corporate management, restructuring, land acquisitions, investment, taxation, employment, and financing.

The firm engages in comprehensive business transactional planning, offering advice from initial entity structure to succession planning. WILLSDOM ATTORNEYS combines sophisticated planning with practical approaches, ensuring aggressive yet cost-effective strategies tailored to each client's unique goals and resources.

AREAS OF EXPERTISE



01 Corporate Governance and Commercial Drafting

We provide comprehensive corporate law services in Tanzania, including incorporation, compliance, restructuring, and dissolution of entities. We also handle trademark, patent, and service mark registrations.

Our corporate secretarial services ensure compliance with legal requirements and good corporate governance. We assist new clients in regularizing their companies to align with legal standards. Our commercial contracts cover a wide range of agreements designed to protect clients' interests and minimize disputes.

02 Land Law, Real Estate, and Conveyancing

Our services encompass all aspects of real estate and conveyancing, from acquisition to disposition, including development, permitting, construction, financing, leasing, and management.

We assist clients in preparing planning schemes and provide business plans for land development to maximize returns. Our Property Data Profile (PDP) system captures landed property information electronically, streamlining due diligence and market evaluations.

03 Labour, Employment, and Immigration Law

We advise on all aspects of employment relationships, providing innovative audit and policy review programs to enhance communication, efficiency, and litigation risk management.

Our services include policy development, executive compensation, non-competition agreements, and severance agreements. We offer training for HR departments and assist with expatriate engagements, including work and residence permits, visas, and compliance.

04 Dispute Resolution

We engage in sophisticated litigation and Alternative Dispute Resolution (ADR), emphasizing cost-effective and responsive representation.

Our litigation expertise covers a broad range of commercial and regulatory matters, with a focus on practical business challenges. We manage complex cases involving multiple claims and parties in courts, tribunals, or arbitration, preventing lawsuits through judicious negotiation and ADR.

05 Investments

We have extensive experience in the Tanzanian investment climate, advising on local and international business transactions.

Our services include drafting investment agreements, tax planning, and compliance. We have successfully registered strategic investors and provide comprehensive services for project implementation, including contracts, agreements, and applications for investment incentives and tax exemptions.

06 Trusts, Wealth Management, and Insurance

We pioneer in trust services, offering formation, asset protection, corporate trustee services, wealth management, and estate planning.

We assist in setting up trustees, executors, and guardians, and advise on insurance to protect assets. Our goal is to help clients grow and protect their wealth for future generations.

07 Mining, Energy, and Utility

Our team specializes in mining, energy, and utility law, providing legal advice on investment structure, regulatory compliance, and financing.

We have in-depth knowledge of mining legislation and experience in defending petroleum and energy companies. Our services include tax and labor dispute resolution, real estate matters, and acquisition of petrol stations.

08 Agriculture Law and Compliance

We advise on agricultural matters, from establishing farming estates to exporting products and ensuring compliance with agricultural laws.

Our services include guiding clients on legal adherence to quality standards, taxes, and trade restrictions. We align our services with clients' business segments to effectively address industry challenges and opportunities.

09 Banking and Finance

Our department represents banks, financial institutions, and borrowers in complex financing transactions. We provide services from setting up financial institutions to security perfection, loan recovery, and security audits.

Our expertise includes drafting and perfecting security documentation, legal recoveries, insolvency, and private investigation services.

Commercial Drafting and Security Documentation

Security perfection ensures that proprietary security interests, such as mortgages or equitable charges, are effective against third parties and maintain effectiveness in the event of a default. This process involves collateral possession, statutory registration, and notifying the debtor or fund-holder. WILLSDOM ATTORNEYS ensures compliance with statutory requirements for achieving priority over the bankruptcy and securing performance obligations, particularly debt repayment.

The firm prepares and reviews security documentation, including letters of offer, mortgages, debentures, guarantees, lien letters, hypothecation letters, and security sharing agreements, to align with legislative requirements. Additionally, the firm oversees the registration of security documents at the Land Registry and Registrar of Companies and issues notices to debtors or fund-holders. WILLSDOM ATTORNEYS is recognized as a leading firm in handling the drafting and perfection of security documentation for commercial banks, with a track record of prompt completion.

Legal Recoveries and Insolvency

WILLSDOM ATTORNEYS has a team experienced in recoveries and insolvency, devising tailored strategies for debt collection based on case circumstances. Their loan recovery services include:

1. Developing collection strategies for outstanding debts.
2. Drafting demand and legal notices to defaulters.
3. Collecting outstanding amounts on behalf of banks.
4. Acting as receivers and managers for properties necessary for recovery.
5. Instituting and prosecuting summary suits for debt recovery.
6. Facilitating negotiations between banks and defaulters.

The team is skilled in handling complex loan recoveries for commercial banks through demands, negotiations, property sales, litigations, and receiverships.

Security Audit and Private Investigation Services

WILLSDOM ATTORNEYS conducts security audits to assess how securities and collaterals comply with legal, commercial, and best practice requirements. These audits help lenders evaluate and improve risk management, control, and govern processes. The firm has audited top corporate customers of leading commercial banks, examining customer files, visiting registries, performing physical verifications of assets, and providing official search reports.

After the audit, the firm records the information and submits detailed reports outlining findings, implications, corrective measures, and recommendations.

Additionally, WILLSDOM ATTORNEYS offers investigative and private process services together vital information for legal cases. Recognized for their detailed and comprehensive services, they assist clients in making informed business decisions and avoiding risks. Services include locating witnesses, uncovering hidden assets, evaluating corporate entities and business partners, and providing litigation support to detect and prevent

fraudulent activities. The staff includes qualified experts and consultants supporting attorneys and corporate clients.

10 Telecommunication and Technology

We counsel technology-related businesses on regulatory compliance, intellectual property protection, and strategic agreements. Our services include trademark, copyright, and trade secret protection, as well as maximizing the value of technology assets.

11 Construction and Infrastructure Law

We specialize in construction and infrastructure law, advising on complex projects for arrange of clients, including developers, contractors, and consultants.

Our services cover project documentation, claims preparation, risk management, and strategic project planning.



12 Secretarial Regulatory Compliance

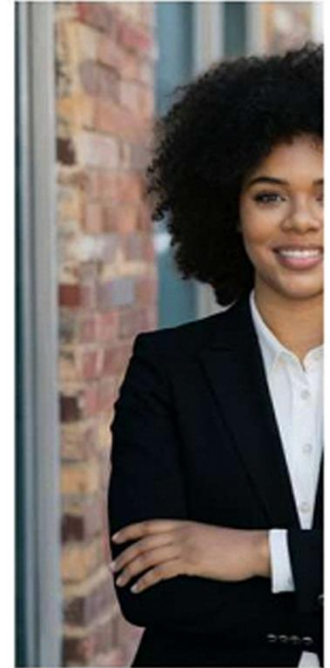
We help clients navigate regulatory and compliance issues across jurisdictions, providing sophisticated strategies to safeguard assets and reputations.

Our goal is to enable clients to focus on their business objectives with confidence.

13 Other Areas of Expertise

We also provide services in equity and capital markets, family law, probate and administration of estates, competition law, and consumer law. Our firm prides itself on excellent relationships with government bodies, ensuring smooth performance of our clients' work.

Our Super Team



WILLSON EZEKIEL PARTNER

Willson is an Advocate of the High Court of Tanzania and Subordinate Courts. He specializes in Intellectual Property Law, Litigation, Real Estate and Conveyancing, Labour and Employment law, Corporate Law, Alternative Dispute Resolution skills, litigation at all levels, banking law, oil & gas, mining sector taxation, company law, corporate finance, and corporate taxation.

He brings to the team not only litigation skills but also negotiation and arbitration skills which he has acquired over time. As the head of the litigation team, Mr. Willson has led the team successfully in resolving and winning complicated cases.

WILBARD JOHN MASSAWE: Managing Partner

Wilbard is an Advocate of the High Court of Tanzania and Subordinate Courts. He specializes in Intellectual Property Law, Litigation, Real Estate and Conveyancing, Labour and Employment law, Corporate Law, Alternative Dispute Resolution skills, litigation at all levels, banking law, oil & gas, mining sector taxation, company law, corporate finance, and corporate taxation.

He brings to the team not only litigation skills but also negotiation and arbitration skills which he has acquired over time. As the head of the litigation team, Mr. Wilbard Massawe has led the team successfully in resolving and winning complicated cases.

MELECKZEDEK PAUL HEKIMA PARTNER

He is an Advocate of the High Court of Tanzania and Courts Subordinate thereto, Tax Consultant, He specializes in Taxation, Corporate Management and Restructuring, Investment and Tourism, Wildlife Law and Management, Real Estate and Conveyancing, Agricultural Law, and Capital Markets and Securities. His expertise in transactions and projects in areas of finance, investments, tax consulting, capital markets, real estate, trust law and is unrivalled.

He brings to the team special skills of tax consulting and transactions management, which are enviable.

ALLY MOHAMED KAGIRI Associate

He is Lawyer and experienced partner in research and documentation.

He specializes in Corporate Law, Labor and Employment law, Intellectual Property Law, Security Perfection, Real Estate and Conveyancing, Litigation as well as Probate and Administration of estate matters.

Management Policies



WILLSDOM ATTORNEYS implements internal management policies to monitor and guide individual conduct and performance.

These policies are part of each employee's employment agreement and include periodic service review meetings with clients to address the Firm's engagement, performance, and client relationships.



Employee Integrity

- **Employment Agreement:** Includes a non-disclosure and confidentiality clause to ensure employees maintain confidentiality of the Firm's and clients' information, with indemnification clauses in case of breaches.
- **Induction Manual:** Outlines core values and ethics such as integrity, confidentiality, and honesty, governing employee conduct within and outside the Firm. It also details the Firm's culture, leadership style, services, and training and mentoring processes.
- **Office Communication Policy:** Prohibits employees from communicating Firm and client matters with outsiders unless legally required or authorized by the Client and Partners. It also restricts the removal of client files from the office, except for court or external meetings, with files to be returned afterward.



Anti-Bribery and Anti-Corruption Policy

WILLSDOM ATTORNEYS has a strict Anti-Bribery and Anti-Corruption Policy, prohibiting the issuance or receipt of bribes or engaging in corrupt practices in all dealings.



Measurement of Service Level

Service levels are measured through Service Review Meetings, held as per the frequency agreed upon in the Service Level Agreement with each client, typically annually. These meetings allow the Firm and clients to review service provision and reception, setting new targets and goals as needed.

OUR FEES



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Our fees are dependent on the type of work, time, complexity of the matter and the number of personnel involved. Our retainer clients get preferential rates after we have analyzed the type of work that the Firm will be engaged on a daily, weekly and monthly basis.

The retainer clients are billed a monthly flat rate based on the average number of hours spent in undertaking their works. All our fees are VAT exclusive.

Our fees are based on the services offered which we have categorized into standard services, non-standard services, and management and trustee services.



Area of Coverage:



PETARD ATTORNEYS has its offices both in Arusha and Dar es Salaam. From these two strategically located offices, we have immediate and easy reach to our clients and the relevant government organs for the provision of our services. This will significantly ensure efficiency and reduce costs of doing your work.

ARUSHA

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Thank You

