

KOUOTOU NGAPOUT Soulemane

Male | 28th March 1978 | Married

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<http://bit.ly/2GWSQHC>

LEGAL COUNSEL

Summary: I am a highly accomplished Legal Counsel with over 17 years' experience in Private Organization, Public Organization and Rural Development Organization. I am Perfectly bilingual (French and English) and result oriented. I am ready to join any challenging Legal Counsel Position.

Work history:

- Legal Director/General Counsel at MCA-Niger, Niamey-Niger since February 2019 (www.mcaniger.ne); MCA-Niger is a Development Organization created to implement the Compact agreement, concluded between the United State of America and Government of Niger. The Compact is a grant of \$437 million, addressing two major's projects: Climate-Resilient Communities (Agriculture and livestock); Irrigation and Market Access (Rehabilitation of Irrigation's infrastructures, Roads, technical support to farmers and strategic' s sectorial reform).
- Human Resources Director at Credit Foncier du Cameroun, Yaoundé – Cameroon December 2018 – February 2019 (www.creditfoncier.cm); Real Estate Bank, with more than 400 employees.
- Group Legal and Human Resources Director at Transimex Group, Douala-Cameroon March 2003 – November 2018 (www.transimex.cm.com); Logistic's and Transport Group, with representation in Central Africa Countries (Cameroon, Chad, Congo, Central Africa Republic), France and China.
- Lawyer Collaborator at Barrister TAFFOU NJIEMOUN Law firm, Douala – Cameroon January 2001 – January 2003.

Key Results:

MCA-Niger

- Ensures the interim of the CEO of MCA-Niger during his absences (professional, holidays)
- *Communication with my Counterparts at the HQ in Washington:* I set up permanent communication with my counterparts through weekly updates on the legal difficulties of implementing the Compact and the solutions I was able to provide;
- *Corporate Secretary:* I was able during particulars conditions in the word (COVID-19) and specifically in Niger (Elections), to keep the members of the board of directors, mainly composed of ministers and members of civil society) involved in the objectives of the Compact; I am permanently ensuring the compliance of the operating rules of the Board of Directors with the requirements of the Internal Regulations of MCA-Niger;
- *Procurement operations:* I significantly reduced contractual disputes through legal reviews of procurement documents, my intervention in negotiations, drafting of contracts and support for contract managers; my opinions on potential conflicts of interest allows the organization to be in compliance with the requirements of the Program; my position as secretary of the bid challenge system of MCA-Niger makes it possible to control the flow of disputes and keep the procurement process credible; My legal supervision of Contract managers in their relationship with co-contracting parties avoids litigation and facilitates the progress of projects; Legal supervision of three majors Contracts, road works (two contracts around 52 billion FCFA), Irrigated Perimeter Rehabilitation on FIDIC ,Red Book (one Contracts, around 17 billions FCFA);
- *Human Resources:* I reviewed the Human Resources Manual to made it be in compliance with the requirement of the Program and with the local labour law; I am acting as a mediator in conflict management, thus limiting staff complaints;
- *Implementation Entity Agreement:* I have set up a system of reviews of entity agreements signed with government entities in order to reassure myself that the requirements of the program are taken into account;
- *Litigations:* I set up a set of legal dashboard allowing to mesh and be up to date with all the legal issues of the Program;
- *Governance and Compliance:* I succeeded in aligning all the strategic decisions of the organization with the standards of governance and good practices demanded by the program;
- *Legal team management:* I set up performance tools in order to manage the performances of MCA-Niger Legal team (Internal and external teams).

Transimex Group

- *Group Expansion:* I managed all the legal aspects related to the creation of new subsidiaries;
- *Taking shares in other companies:* I managed with satisfaction taking shares of the Group in other companies;

- *Risk Management:* I had set up a table of risks related to the exercise of the Group's activities and designed with the insurers the appropriate insurance cover to cover these risks; *I had set up a centralized monitoring system for compensation related to insurance coverage which made it possible to recover large amounts for the benefit of the Group;*
- *Debt recovery:* I had succeeded in harmonizing the legal recovery methods across the group's companies with a permanent report from the internal and external legal teams, which made it possible to recover more than 70% of bad debts;
- *Procurement operations:* I significantly reduced contractual disputes through legal reviews of procurement documents, my intervention in negotiations, drafting of contracts and support for contract managers;
- *Legal strategy:* I made the Group adopt the practice of harmonizing legal strategies for the companies of the group and sharing them with internal and external teams;
- *Human Resources:* I reviewed and made adopt Human Resources process to be consistent with the requirement of the local labour law; I was acting as a mediator in conflict management, thus limiting staff complaints;
- *Representation:* I represented the Group as a director in certain Board of Directors where the Group had shares
- *Litigations:* I set up a set of legal dashboard allowing to mesh and be up to date with all the legal issues of the Group's companies
- *Legal team management:* I set up performance tools in order to manage the performances of MCA-Niger Legal team (Internal and external teams).

Skills and Competence

- *Labour Law:* Having perfect knowledge of labour laws and social procedure, in Central Africa Countries, France ;
- *Litigation:* Leading and supervising the defence team in case of litigations from third parties; Collaborating with management and lawyers in devising efficient defence strategies;
- *Legal Counselling:* Providing accurate and timely counsel to executives in a variety of legal topics (labour law, partnerships, international ventures, corporate finance etc.);
- *Legal Environment:* Having perfect knowledge of the laws and legal procedures;
- *Governance and Compliance:* Specifying internal governance policies; Monitoring compliance to internal policies, industry standards, national and international laws; Communicating and negotiating with external parties (regulators, external counsel, public authority etc.), creating relations of trust;
- *Risk Analysis and Management:* Analysing operational risk for legal guarantees to be taken; Managing all activities related to risk by setting suitable and comfortable insurances policies and following up on compensations files;
- *Contracts:* Drafting and solidifying agreements, contracts and other legal documents in compliance to the laws and policies enforced as well as maintaining the full advantage of the firm;
- *Budgeting:* Coordinating the budget development process; Monitoring and controlling budgets; Budget analysis and appraisal;
- *Leadership:* Leading and managing a team towards the achievement of business goals.

Formal Education:

- 2022 – **DUT in International Construction Contracts**, University Paris II, PANTHEON-ASSAS (ongoing)
- 2001 – **Masters in Commercial Law**, University of Douala, Douala – Cameroon
- 2000 – **Bachelor's Degree in Law**, University of Douala, Douala – Cameroon
- 2011 – **MBA in Human Resources Management**, ESSEC Business School, University of Douala, Douala – Cameroon

Training and Certification:

- International arbitration and guaranties in Commercials Contracts by COVED- Tunis April 2021
- General Counsels Conference Washington DC By Millennium Challenge Corporation in Washington - October 2019;
- Complaint management and dispute resolution In FIDIC Contracts By FIDIC - International Federation of Consulting Engineers – September 2019;
- FIDIC: Introduction to FIDIC Contracts, Red and Yellow Book By International Federation of Consulting Engineers - April 2019;
- Prince 2 Foundation Projets Management By AXELOS Global Best Practice - Mars 2019;
- SAP Business One Human Resources Module By Prologiq Cameroon - May 2013
- Arbitration By Arbitration Center GICAM - November 2006
- Acte Uniforme OHADA , contrats de Transport des Marchandises par Route By CRAF August -2005

Languages:

- French – excellent
- English – professional Proficiency

Using computers

- Advanced user of MS Office Suite – Word, Excel, PowerPoint and Publishers
- Competent in using the internet, web and mobile applications for business purposes

References:

- Daouda Yabré – Programme Management Office (PMO) – Advisor AFR, UNOPS, Niger | Tel Burkina : (+226) 71 37 47 24 / 74 45 35 37 , Tel Niger (+227) 80 06 77 36 , 90 34 36 16 | E-mail: daoudayabre@gmail.com, www.unops.org daouday@unops.org
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