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# OUR PURPOSE

When my clients share with me what they appreciate most about Zenas , they always say it's the people.

Whether it's great technical advice, the timely delivery of an important project or simply the assurance that comes from a trusted advisor relationship, in the end it's our people who make the difference.

In this profile, we present an overview of the services we provide our clients and a sense of the expertise that you can call on at Zenas .

Our vision is to be the preferred legal and tax firm in Zimbabwe providing customised and focused solutions to meet the needs of our clients.

We aim to become the clear choice by:

- focusing on quality and excellent service
- taking a long-term, sustainable view
- being a multi-disciplinary firm
- being passionate about our clients and our work
- deploying globally experienced, highly talented people
- bringing insights and innovative ideas.

I am delighted to present you with this overview along with the key contacts for each of our services.

As the senior partner at Zenas , I take great pride in the professional services we provide our clients and the quality of our people.



Fungai Chimwamurombe  
Senior Partner

# OUR FIRM AT A GLANCE

ChimwaMurombe Legal Practice (*Zenas*) was established in January 2015. It's name is inspired by Titus 3:13, Zenas being the only 'attorney at law' in the Bible. Thus, our desire is to use our Christian values and beliefs to serve our clients to the best of our ability.



## VISION

To be the preferred law firm in Zimbabwe providing customised and focused legal solutions to meet the needs of our clients.



## MISSION

Building Zimbabwe's most trusted legal & tax firm, endorsed by our clients, staff, communities and regulators.



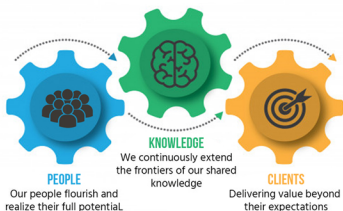


# VALUE PROPOSITION

Zenas' objective is to be the best in everything we do, turning our experience and industry knowledge into value for clients.

We provide Legal Service & Tax Advisory, delivering a globally consistent set of multidisciplinary legal, financial and accounting capabilities based on deep industry knowledge. Zenas works with a wide range of clients, from global organisation to entrepreneurial start-ups. Our focus on Global Industries helps us to develop a rich understanding of your business or clients' businesses.

Together with the insight, skills, and resources required to address industry-specific issues and opportunities. Our role is to challenge clients to look at themselves and their markets in new ways.



# INDUSTRY FOCUS

Our industry-focused networks provide an informed perspective on the latest trends and issues affecting clients' businesses. We combine global insight with local knowledge to ensure that clients receive tailored, fit-for-purpose services that are designed to deliver real value.

Our industry groups include:



**FINANCIAL SERVICES**



**GOVERNMENT**



**PRIVATE CORPORATES  
& SMEs**



**ENERGY & NATURAL  
RESOURCES**



**BUILDING, CONSTRUCTION,  
INFRASTRUCTURE  
& REAL ESTATE**



**TELECOMMUNICATION,  
MEDIA & TECHNOLOGY**

## COMMERCIAL ADVISORY

Our lawyers advise on a wide range of commercial arrangements required by businesses in their day to day operations, taking into account the nature of the business, the commercial and legal risks. Our services range from reviewing standard form agreements to drafting and assisting with the negotiation of complex commercial arrangements.

### ADVISORY

#### Deal Advisory

##### Merger & Acquisition

Buy-Side Corporate

Buy-Side Private Equity

PSG Buy-Side

PSG Sell-Side

Sell-Side Corporate

Sell-Side Private Equity

Fund

Equity Capital Markets

Valuations

Buy-Side Corporate

Buy-Side Private Equity

Sell-Side Corporate

Sell-Side Private Equity

Partner - Create and Setup

Portfolio Management

#### Infrastructure Projects/PPP

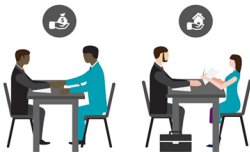
##### Restructuring

Turnaround

Financial Restructuring

Insolvency

Partner - Turnaround: maintain, improve or exit



BUYING A BUSINESS

SELLING A BUSINESS



FUNDING A BUSINESS

PARTNERING



FIXING A BUSINESS

#### PRACTICE AREAS

# TAX & MANAGEMENT CONSULTANCY SERVICES

## **TAX**

Corporate Tax  
Corporate and Business Tax Compliance  
Domestic Corporate Tax Advisory  
International Tax Advisory (Corporate Taxes)  
Deal Advisory, Merger and Acquisition Tax  
Transfer Pricing  
Research and Development  
Valuations  
Statutory Audit  
Indirect Tax - Advisory  
Indirect Tax - Compliance  
Value Added Tax (VAT)  
Individual & Employment Tax  
Global Mobility Services - Advisory  
Global Mobility Services - Compliance  
Employment Tax Advisory  
Tax Services to Individuals  
Pensions and Retirement Funds

## **Tax Technology**

## **Tax Management Consulting**

## **ADVISORY**

### **Legal Services**

Corporate Services  
Corporate Structure Advisory  
Sponsorship Services  
Corporate Licensing  
Corporate Agreements  
Dissolution, Liquidation and Deregistration  
Corporate Legal Consultancy  
Legal Due Diligence  
National and Cross-border Mergers

## **PRACTICE AREAS**

# Tax Services

Customs, Trade  
& Excise Duties

Corporate &  
Business Tax

Global Compliance  
Management  
Services

International  
Corporate Tax

Indirect  
Tax  
Services  
(VAT)



Mergers &  
Acquisitions Tax

Individual Tax/  
Global Mobility  
Services

Tax Controversy/  
Investigation/

Transfer Pricing

**PRACTICE AREAS**

## DEBT RECOVERY

We have a viable debt recovery system which is fast and reliable. In cases where litigation ensues, our legal practitioners are well trained to quickly issue and serve court processes which will result in the fast recovery of the debt. We are also in partnership with reputable tracers who can help in locating hibernating debtors.

## PROPERTY LAW

We deal with a wide range of issues pertaining to real estate and property law such as buying and selling of residential or commercial property as well as leases. We have a dedicated conveyancing department that delivers exceptionally on client expectations.

## LABOUR LAW

We assist individuals and organizations with labour law matters. We intervene at any stage of the employment relationship. Matters we regularly deal with include:

Wrongful dismissal  
Constructive dismissal and layoff  
Employment Contracts  
Harassment and workplace violence

Pensions and benefits  
Occupational health and safety  
Insolvency and bankruptcy  
Representation before tribunals

### PRACTICE AREAS

## FAMILY LAW

Our team of family lawyers can give you comprehensive advice about your legal rights, entitlements and obligations as well as the different options available to settle any matters. In times of uncertainty, we offer advice and support.

## TECHNOLOGY, TELECOMMUNICATIONS, MEDIA & INTELLECTUAL PROPERTY LAW

The regulator, technical and commercial convergence in the telecoms, media and technology (TMT) sectors demands the experience of lawyers who understand the unique legal and business challenges of those sectors. Whether the subject area is distinctly regulatory, litigations, intellectual property or transaction, or, increasingly, an inter-disciplinary hybrid of several practice areas, our knowledge and experience in the TMT sector delivers strategic value and efficiencies to our clients.

## CRIMINAL LITIGATION

Regardless of the charge you are facing, you want an experienced criminal litigation attorney to represent you and protect your rights. Your freedom is in question. We are prepared to defend you against any criminal charge and do not take your freedom lightly.

### PRACTICE AREAS

# FUNGAI CHIMWAMUROMBE

SENIOR PARTNER | LLB (HONS) (ZIM), MBA (GERM)



Fungai is a registered Legal Practitioner, Notary Public and Conveyancer, having obtained his LLBS degree from the University of Zimbabwe.

He is a finalist of a Masters degree in Business Administration from Steinbeis University, Germany, has a Certificate in Business Management (University of Zimbabwe) and a Diploma in Microfinance. He sits on various boards, which include the Contact Centre Association of Zimbabwe, Zambuko . Fungai has worked as a legal advisor in various companies before practising in the Labour & Commercial Department of an established and leading law firm in Zimbabwe. He is well trained in complex deal structuring, commercial advisory, labour matters and mining law.

Having been well-travelled, Fungai also has business and professional experience in Germany, Israel, China, Zambia, South Africa and Namibia among others.

As an entrepreneur himself, Fungai is very passionate about legally advising business players. Fungai is also a registered Estate Administrator and a member of the Marketers Association of Zimbabwe. Fungai is a keen tennis player.

He has over 10 years experience in the legal field.

LEGAL DESK



## TAKUNDA MARK GOMBIRO

SENIOR ASSOCIATE PARTNER | LLB (HONS) (ZIM)



Having graduated from the University of Zimbabwe, Takunda is currently an associate partner of the firm who heads the finance and tax department. He is also a qualified Notary Public and Conveyancer.

Takunda is well trained in both civil and criminal litigation, and has significant experience with litigation and advocacy in the superior courts of Zimbabwe.

He is a Trustee of the Zimbabwe Anti Cyber Bullying Trust and the current board chairperson of the Dementia Association of Zimbabwe. With a penchant for the outdoors, Takunda also enjoys reading, particularly life manuals. He is currently studying a post graduate diploma in tax.

## RACHEL MARY SITHOLE

ASSOCIATE PARTNER | LLB (HONS) (SA)



Rachel is currently an Associate Partner and Head of the Family Law, Contracts and ICT Law Department. She graduated with a Bachelor of Laws (LLB) degree from the University of South Africa and holds a Creative Writing Diploma from the Writers Bureau in England.

Her expertise is in Family Law & Commercial Contracts, having drafted a number of local and international mining contracts for Lithium, Chrome and Manganese. She has further experience in civil and criminal litigation. She is a passionate advocate against Gender Based Violence and is an Admin for :

<https://www.facebook.com/StopGenderViolence>.

Currently, Rachel is studying for a Masters in Family Law with the University of South Africa.

LEGAL DESK

## CASPER MATEZA

ASSOCIATE PARTNER | LLB (HONS) (ZIM)



Casper is currently an Associate Partner at the firm. Having been admitted as a legal practitioner in 2016, he gained considerable experience in Labour Law whilst initially engaged at Friedrich Ebert Stiftung, which is an international organisation.

Since joining the firm in 2016, he has acquired extensive experience in Commercial and labour law litigation in both inferior and superior courts of Zimbabwe.

Casper is also a board member of One Alliance Asset Management (Pvt) Ltd and currently heads the Labour and Debt Recovery department of Zenas.

## TAFADZWA MUFUNDISI

ASSOCIATE | LLB (HONS) (ZIM)



Tafadzwa is a holder of a Bachelors of Laws Degree from the University of Zimbabwe. Before joining Zenas Legal Practice, Tafadzwa worked with various organizations dealing in Labour Law and from which she acquired vast experience. She is currently involved in litigation of criminal law and family law related matters.

Tafadzwa is a result oriented and driven individual who strives to meet her client's expectations.

LEGAL DESK

## ORIPAH SHARUKAYI

### CONVEYANCING



Oripah is a Conveyancing Secretary with vast experience in covering conveyancing work at various large firms. She has reliable experience in the formulation and production of conveyancing documents which include Certificates of Mortgage Bonds, Deeds of Transfer and Notarial Documents. With her vast experience, she can be trusted to meet client targets.

Oripah is also a Christian whose faith and beliefs drive her to pursue excellence in all that she does.

## LEGAL INTERNS

### 2019



From Left Top to Right : Getrude Matangazi; Plaxedes Tavorai; Panashe Gombiro and Nontokozo Kelly Moyo.

We offer a wide range of internship opportunities for students from local universities as well as those from abroad.

The recruitment period largely depends on the firm's needs , and on the availability of potential candidates.

LEGAL DESK

## PAMELA ANESU GONA

SENIOR TAX ASSOCIATE | BCOMPT (SA) CA (Z)



Pamela is a Qualified Chartered Accountant by profession and is a Registered Public Accountant (RPA). She has 10 years banking experience specialising in financial performance management and reporting, budgeting, taxation, project management, administration and business process re-engineering. Pamela holds a Bachelor of Accounting Science Degree (BCompt), Postgraduate Diploma in Applied Accounting and a Postgraduate Diploma in Advanced Accounting Science from the University of South Africa. She also holds a Diploma with the Institute of Bankers of Zimbabwe. Pamela has completed various leadership development programmes which include the Gordon Institute of Business Leadership development programme and John Maxwell Equip Leadership programme.

## REY DONGODA

TAX ASSOCIATE | BFIN (ZIM)



Rey holds an Honours Degree in Business Studies (Finance and Banking) from the University of Zimbabwe. He has 4 years financial experience gained from various organizations.

He has strong business acumen with great skills in strategic management, corporate finance, investment and portfolio management, to mention but a few. He is currently pursuing a CFA qualification.

TAX DESK

**THEMBANI VITO**

ADMINISTRATOR



**SHARNNA-LISA MOHAMMED**

OFFICE ASSISTANT & PA TO SENIOR PARTNER



**DESIRE MUTSEKA**

CLERK



**STANFORD CHIMWAMUROMBE**

CLERK



ADMINISTRATION



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