



## Landry Ninziza

Senior Associate, Rubeya & Co-Advocates

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Landry Ninziza is an Advocate before the High Court of Bujumbura, with over seven years of experience in legal practice. He has expertise in both advisory and litigation matters, with a focus on land, employment, corporate, and commercial law.

In his capacity as legal counsel, Landry has advised clients across a broad spectrum of sectors, including technology, privacy and data protection, international investment, intellectual property, and energy regulation. His multidisciplinary approach enables him to provide strategic, business-oriented legal solutions.

With a strong emphasis on transactional practice, he assists clients in anticipating, structuring, and resolving complex business challenges. He is actively engaged in corporate matters, including company formation, mergers and acquisitions, and regulatory compliance.

Landry's professional interests span corporate law, employment law, IT law, privacy and data protection, international investment, intellectual property, energy law, and arbitration, reflecting his commitment to delivering comprehensive and forward-thinking legal services.

### Related services

[Intellectual Property and Technology](#)

[Corporate](#)

### Related sectors

[Technology](#)

### Languages spoken

English, French, Kirundi, Kiswahili

## Experience

- Successfully assisted various local and international investors in Company registrations and structuring
- Drafted/reviewed and negotiated many corporates document such as:
  - Shareholder agreements
  - Commercial contracts
- Advised various clients on, on all legal aspects of their day-to-day operations including
  - Corporate governance, regulatory compliance, Business risks, Hiring structures, and Termination risks
  - Labour and employment matters such as dismissals, compensations, handling workplace disputes, litigations procedures, negotiations and settlement of social disputes.
  - Social security and employee benefits scheme.
  - Labour-related issues arising from the closure of the business activities in Burundi.
- Drafting/Reviewing the company Human Resource Manuals to align them with current employment laws and practice;
- Represented clients in hearing on labour, land, corporates and commercial disputes.
- Conducted in-depth due diligence on land law in Burundi and provide legal advices on real estate law related matters.
- Provide legal advice to a mining company to verify the status of mining rights and determine the conditions for the reassignment of a mining license after cancellation or revocation of the first license.
- Legal assistance to a client with legal services relating to:
  - Legal advice on mining licensing requirements
  - a review of existing mining contracts and ancillary agreements

- Legal advice on specific tax issues
- Contribute as a member of a commission in charge of advising an international financial institution after analyzing the financing facilities for energy projects in Burundi. Personally, I conducted a due diligence, advised on requisite corporate and regulatory authorisations, reviewed the financial documents and provided advice on the Return on Investment.
- Advised on facilities loans and represented various local financial institutions in court on matter related to debt collection.

## Credentials

### Professional Qualifications

- Advocate admitted with the Court of Appeal of Bujumbura (2022)

### Education

- University of Dar es Salaam, LL.M (2020)
- Université Lumière de Bujumbura, LL.B. (2015)

### Memberships

- Burundi Bar Association
- East African Law Society