

Michael J. Koeiman

Lot 6 Thickets St Philip

T: 253-1118 E: michael.j.koeiman@gmail.com

Nationality

Barbadian

Skills

Expressing complex legal concepts as straight-forward, assimilable guidelines for use by individuals not legally trained. Coordinating and performing a range of responsibilities at the same time. Providing accurate, reliable legal advice based on thorough, scholarly research. Working efficiently without supervision. Self-motivation. Working well in a high-pressure environment. Adapting to and working with a range of personalities and business styles.

Experience

**Partner, Litigation and Dispute Resolution;
Regional Head of Labour and Employment,
Dentons Delany**

August 2021 – Present

Advised international clients and foreign-based counsel on matters impacted by Commonwealth Caribbean law including admiralty disputes, corporate personality and control, enforcement of judgments, defamation, and shareholder rights and remedies. Represented local companies before the Employment Rights Tribunal, the Magistrate's Court, the High Court and before the Court of Appeal. Advised local and regional companies involved in manufacturing, retail, hospitality, information technology development, mining and banking on employment law (including restrictive covenants, changes of policy to address Covid-19 contingencies, unfair and wrongful dismissal claims, preparation of employment contracts, and redundancy); directors' duties; occupier's liability; distribution agreements; mining disputes; and debt collection.

Litigation Associate, Clarke Giffens Farmer September 2013 – August 2021

Drafted complex and simple contracts. Engaged in contract negotiation on behalf of major Barbadian corporations. Assisted clients in the preparation and registration of pension plans. Enforced major securities and unsecured debts on behalf of major commercial banks. Rendered advice to Barbados' leading commercial banks on banking law and securities. Concluded settlements of contractual disputes involving local and overseas companies. Advised corporate clients on contracts (both initial negotiation and dispute resolution), employment law, insurance law and banking law. Independently conducted major and minor civil litigation including debt collection, property disputes, contract disputes and employment law. Instructed senior counsel in major civil litigation including tax appeals and wrongful dismissal.

In-House Counsel, J&T Bank and Trust Inc.

July 2012 – August 2013

Advised the bank on standard form and specialised contracts. Engaged in contract negotiation on behalf of the bank. Revised internal loan

precedents for the bank. Prepared tailored loan contracts to accommodate special client requests. Advised the Board of Directors in terms of various aspects of law including employment law, international financial services law, landlord and tenant law. Instructed external counsel in litigation on behalf of the bank. Performed corporate secretarial duties. Liaised with regulators on behalf of the bank in order to reach consensus on the interpretation and application of guidelines and ensure compliance

Attorney-at-Law in Private Practice, Pilgrim & Associates April 2010 – July 2012

Independently conducted criminal and civil litigation from Magistrate's Court through the Court of Appeal. Instructed senior counsel in criminal litigation. Incorporated local companies. Registered Trademarks. Conveyancing.

Litigation Associate, Clarke Giffens Farmer July 2008 – April 2010

Drafted complex and simple contracts. Engaged in contract negotiation on behalf of major Barbadian corporations. Enforced major securities and unsecured debts on behalf of condominium proprietors' unit plans, major commercial banks and overseas creditors. Rendered advice to Barbados' leading commercial banks on banking law and securities. Concluded settlements of contractual disputes between local companies. Rendered advice on prospects of litigation to corporate and private clients involving VAT, insolvency, condominium law, employment law and corporate responsibility. Independently conducted minor civil litigation including debt collection. Instructed senior counsel in major civil litigation including tax appeals and wrongful dismissal

Education	Harrison College	1996-2003
	University of the West Indies	2003-2006
	The Hugh Wooding Law School	2006-2008
	University of the West Indies	2021-2022
Qualifications	Bachelor of Laws with Upper Second Class Honours (2006)	
	Legal Education Certificate (2008)	
Bar Membership	Master of Laws – Corporate and Commercial Law (2022)	
	Barbados	
	St Kitts and Nevis	
	St Vincent and the Grenadines	
	Antigua and Barbuda	
	Trinidad and Tobago	
Additional Certification	Finance For Non-Finance Managers – Cave Hill School of Business and Management	2012
Publication	Enforcement of Judgments and Arbitral Awards, A Global Guide from Practical Law , Thompson Reuters (Professional) UK Ltd, 2017 (Co-authorship of Barbados Chapter)	2017
Awards Received	Barbados Government Exhibition (2003)	

Olton Springer Memorial Scholarship (2005)

Languages

Spanish (excellent proficiency in writing; reasonable proficiency in speaking)

References

Mr Satcha S-C. S. Kissoon

Attorney-at-Law
Managing Partner - Barbados and the Eastern Caribbean
Regional Head of Litigation and Dispute Resolution
Dentons Delany
"Burnham Court"
Bishop's Court Hill
Collymore Rock
St Michael
satcha.kissoon@dentons.com
246 228 2260

Mr Andrew O. G. Pilgrim KC

Attorney-at-Law
"Parkville"
Whitepark Road
St Michael
BARBADOS
andrewpilgrimlaw@gmail.com
246 429 2961

Ms Shena-Ann Y. Ince

Attorney-at-Law
96 Gibbons Terrace
Stage 2
Christ Church
BARBADOS
Shena-Ann.Ince@cibcfib.com
246 234 5688