



# MASTER HAIFA DEBBICHE

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## PROFESSIONAL EXPERIENCES

- **2020 -2021**  
**Ferchiou & Associates Law Firm**  
Trainee Lawyer
- **2016-2019**  
**Ferchiou & Associates Law Firm**  
Legal Monitor / Contract Drafting / Tender Preparation  
Legal monitoring, Drafting contracts, Preparation of tender submission files, Legal assistance in matters of competition and pricing
- **2015-2016**  
**NDI (National Democratic Institute)**  
Parliamentary Assistant at the Assembly of People's Representatives (11 months)
- **2014-2015**  
**Independent Higher Authority for Elections (ISIE)**  
Advisor
- **2013-2014**  
**SES Events**  
Coordinator

## EDUCATION

- **2019-2020:** Certificate of Aptitude for the Profession of Lawyer. Higher Institute of the Legal Profession
- **2014-2015 :** Master 2 in International Law and Europe Maghreb Relations Faculty of Legal, Political and Social Sciences of Tunis
  - **Thesis:** Protection of the Legitimate Expectations of the Foreign Investor (with honors)
- **2013-2014:** Master 1 in International Law and Europe Maghreb Relations Faculty of Legal, Political and Social Sciences of Tunis
- **2011-2012:** Bachelor Degree in Private Law Faculty of Legal, Political and Social Sciences of Tunis
- **2007:** Baccalaureate in Literature (with honors)

## LANGUAGES

Arabic, French and English

## COMPUTER SKILLS

Word, Excel and PowerPoint

## RESEARCH ACTIVITIES

Recognition of the Protection of the Legitimate Expectations of the Foreign Investor ( Published in Legal Information, March 2022)

## ASSIGNMENTS

### Legal Assistance and Monitoring

- Legal assistance and monitoring of files related to the establishment and creation of companies.
- Monitoring civil and commercial litigation both nationally and internationally.

### Labor Relations

- Intervene in matters of collective and individual labor relations.
- Manage relations with staff representative institutions.
- Handle employment contracts, disciplinary procedures, and termination of employment contracts.

### Contract Drafting

- Drafting contracts in real estate and commercial matters.

## EXAMPLES OF CASES HANDLED

- **German Organization for International Cooperation (GIZ)**

Defense of interests before Tunisian courts in industrial and civil matters.

- **Africa Steel Company**

Defense of interests before Tunisian courts in industrial and civil matters.

- **Tunisian Union of Industry, Commerce and Crafts (UTICA)**

Defense of interests before Tunisian courts in industrial and civil matters.

- **Foreign Companies Assistance**

Assistance to foreign companies, including Murzuq Oil Services Limited and OMAT, in their establishment in Tunisia.

- **National Agricultural Bank**

Monitoring of contentious files.

## ASSOCIATIONS

**2014–2015:** Master Peace Tunisia Club: Talents Mobiliser (Founder)

**2014–2015:** Tunisian Organization of Debates (TOD) Active Member

**2014–2015:** Munadhra – Active Member

**2012–2013:** Model European Union “Tunisia” (MEUT): Member

## AREAS OF EXPERTISE

### **Business Law Litigation**

- Collective proceedings
- Audit and legal advice
- Labor law
- Fiscal law
- Real estate law

### **Description:**

Haifa Debbiche boasts a diverse skill set encompassing litigation and legal support. Her ability to navigate insolvency proceedings, conduct thorough audits, and provide pertinent legal counsel is particularly noteworthy. She is proficient in managing disputes in labor and tax law realms and adeptly handles select real estate matters.

Haifa is committed to meticulously overseeing both domestic and international civil and commercial disputes. Her expertise includes managing labor relations, whether collaborating with staff representative bodies, creating employment agreements, or overseeing disciplinary actions and contract terminations.

Furthermore, her skills extend to drafting real estate and commercial contracts, underscoring her versatility and unwavering commitment to furnishing holistic and efficacious legal resolutions for her clientele.