

MAJA AND ASSOCIATES

Maja and Associates is a vibrant Zimbabwean commercial law firm. We execute with speed, give clients timeous feedback and produce results. Speed | Feedback | Results

VISION

To become an ethical, profitable and premiere commercial law firm in Zimbabwe

MISSION

To provide excellent, practical and cutting edge legal services
To build lasting business relationships

PRACTICE VALUES

Excellence, Integrity and Relationships

EXECUTION VALUES

Speed, Feedback and Results

OUR TEAM



INNOCENT MAJA – LLBS Hons (University of Zimbabwe); LLM Human Rights and Democratisation in Africa (University of Pretoria); LLD (Cand)s

He is the senior partner and custodian of the Law firm's vision. He is a seasoned, intellectually mature Legal Practitioner who has over time

developed expertise in the law of contract, commercial law, corporate law, conveyancing, intellectual property, international human rights law, labour law, litigation and alternative dispute resolution.

Innocent also offers consultancy services in entrepreneurship, systems of business, strategic planning and management, motivation, goal setting and speaking.

Innocent sits on various boards including Centre for Minority Rights and Development, Innov8, International Bridges to Justice, Balperazim, Anti-Piracy Organisation of Zimbabwe, Life Ministries, Centre for Human Rights and Development Swaziland, Domboshawa Theological College Trust, Glory Givers International, Elshaddai Ministries, The Mozambiquan Community in Zimbabwe Trust and Shiloah Zimbabwe Trust.

He holds a Bachelor of Laws Honors Degree from the University of Zimbabwe and a Master of Laws in Human Rights and Democratisation in Africa from the University of Pretoria and is currently finalising an LL.D.

He lectures the Law of Contract and Commercial Law at the University of Zimbabwe. He is the chairperson of the Private Law Department. Innocent has also authored and published.



THERESA MUCHINGURI – LLBS Hons (Zim)

Theresa Muchinguri holds a Bachelor of Laws Honours Degree (LLBS) from the University of Zimbabwe and Certificates in Leadership and Counselling.

She is a vibrant and witty Lawyer whose passion is advocating for human rights awareness and education of youths and their responsibilities towards society. She has intellectual maturity, with a profound knowledge of Human Rights law, family law, labour law, dispute resolution, commercial and corporate law, among others. She currently consults for and supports CATCH Trust, an organisation that works with young offenders, as a Legal Counsellor. She has worked for various organisations including the Reserve Bank of Zimbabwe, where she worked as a Legal Analyst responsible for drafting legal documents and overseeing compliance issues for the National Payment Systems Division.



JOHN TAWANDA BUROMBO – Bluris, LLB. (University of Fort Hare, RSA)

John is a holder of a Bachelor of Law (Bluris) degree and a Bachelor of Laws (LLB.) degree from the University of Fort Hare in South Africa. He is also a holder of various certificates in legal drafting, intellectual property law, media law and competition law. He is a fellow for International Bridges to Justice in Zimbabwe. He is an experienced lawyer with a wide competence in, and understanding of, varying fields of local and international law, coupled with an apt and mature intellect. He commands an in-depth knowledge of corporate, commercial, labour, intellectual property, media, competition and human rights law. He has extensive experience in litigation, legal drafting and the provision of sound and pragmatic legal advice accrued during his service with various organisations.



FLORENCE CHATIRA – Bsc. in Management and Entrepreneurial Development Studies

Florence is our practice manager. She is responsible for managing our practice, branding of the firm and maintaining a healthy relationship with our clients.

She holds a Bsc. Honours in Management and Entrepreneurial Development Studies and a Diploma in Business and Industrial Administration. She is innovative, versatile and excellent team leader.



ALBERT DAMIONI – LLB (Hons) (Cand)

Albert heads our debt collection department. He is a result oriented and aggressive member of the team. He has acquired much experience in the field of debt collection as he collected debts for various corporate organizations



NOMALLY CHIKASHA- Bsc Sociology; Certificate in Business Administration and Business Practice

Normally is a young and vibrant Administrator of the firm. She is an indelible team player and a goal driven individual who specializes in financial records, smooth running of the law firm. She holds

a Certificate in Business Administration Business Practice



PAUL CHIBETE is a conveyancing and administrative clerk at Maja and Associates. He enjoys a healthy relationship with the Deeds Office, City of Harare, the Intellectual Property Office and ZIMRA. He is a self starter, self-motivated and a brilliant team player.



BRUCE MUKWAURI

Bruce is a vibrant office assistant at Maja and Associates. He is a self starter, self motivated and a great team player.

PRACTICE AREAS

CONTRACT, COMMERCIAL AND CORPORATE SERVICES CONSULTANCY

We negotiate, draft, interpret, proffer advice, help settle disputes and litigate on a myriad of business contracts. . .

We also offer a myriad of corporate and commercial services to our clients including but not limited to the following areas:

- Company formations, returns and restructuring
- Acquisitions/ mergers and take-overs
- Joint ventures
- Vetting and drafting Shareholders' Agreements, contracts and commercial agreements
- Liquidations/winding up
- Back up tax law
- Insurance law
- Related opinion work
- Corporate governance

BANKING AND COMMERCIAL SERVICES

We offer to the financial sector a wide range of services including:

- Drafting financial facility agreements
- Drafting security forms and documentation
- Vetting of international financial agreements
- Rendering opinions in international financial agreements
- Registration of security documents
- Debt recoveries and foreclosures
- Compliance

LABOUR

We offer a wide range of services within the employment field including but not limited to:

- General labour consultancy services
- Drafting employment contracts
- Drafting and registering codes of conduct
- Drafting constitutions
- Representation at all levels of hearings
- Advice on retrenchments
- Wage/Trade union negotiations
- Counseling clients on fair labour standards, occupational safety and environmental issues, age, discrimination, mine safety, health regulations, employee retirement policies, employee rights and related issues

CONVEYANCING AND REAL ESTATE

- The firm attends to all types of conveyancing work on behalf of its corporate clients, lenders, landlords, tenants, developers, government agents, civic organisations, pension funds, trusts, investors, sellers, purchasers and real estate agents.
- The CONVEYANCING work includes registration of title deeds, mortgage

bonds, trust deeds, notarial bonds of change of name, miscellaneous agreements etc

- The departments also assists in drafting agreements of sale, leases, property development agreements, evicting errant tenants, etc

INTELLECTUAL PROPERTY

We offer the following intellectual property services to its corporate and individual clients:

- Registration of trade marks, patents and industrial designs
- Giving advice and litigating on copyrights, trade marks, patents and industrial designs
- Related opinion work

FAMILY AND ESTATE PLANNING

The firm handles matrimonial matters including formation of marriages, rights of parties in a marriage, dissolution of marriage, property rights, custody, guardianship, access and maintenance

We also offer expert advice on testate and intestate succession (deceased estate), drafting of family trust, drafting of wills, estate planning.

LITIGATION

This department is a back up and integral part of all our services.

Our strategy is to try and amicably resolve matters out of court to avoid high costs of litigation. However, should out of court settlements fail to materialize, our litigation team has expertise to aptly represent its clients.

In all matters before litigation is undertaken, pre-trial consultations are held to discuss strategy, costs and the way forward.

DEBT COLLECTION

This department collects debts on behalf of our individual and corporate clients. We have embraced professionalism, diligence, excellence, honesty, determination, flexibility and versatility in the implementation of collection procedures. We treasure time and communication, clients do get constant communication and outstanding debts are timeously collected. The department work hand in glove with the litigation department to litigate errant debtors.

HUMAN RIGHTS CONSULTANCY

We do consultancy work for Non-Governmental organizations like International Bridges to Justice and Centre for Minority Rights and Development. We devote our energies in rights awareness, publications, action research, policy advocacy, standard setting litigation, training and networking at the local to international level to ensure that competences are created, appropriate information disseminated and robust engagement engendered at all these levels. Our thematic focus is human rights generally. We specifically deal with rights of accused persons, minority and indigenous rights, ethnic diversity issues, HIV and AIDS, the rights of refugees and Migrant workers, pacific resolution of conflicts, pastoralists' development, Intellectual property and indigenous knowledge, and international trade.



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LEGAL PRACTITIONERS
NOTARIES
INTELLECTUAL PROPERTY ATTORNEYS
CONVEYANCERS
HUMAN RIGHTS ADVOCATES
CORPORATE ADVISORS
LABOUR CONSULTANTS

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