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Married 4 children  
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**Legal Manager/Compliance  
Officer and a Trainer**

**More than 15 years of experience  
in the legal, HR and corporate  
management.**



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## TRAINING

Year 2012 - Master degree at the National School of Political Science in Algiers, option: Management of international conflicts.  
Year 2014:  
Year 2007- Professional Certificate in law practice, CAPA: Faculty of Law Sidi Belabes. Algeria  
Year 2008:  
Year 2002- BA in law: Faculty of Law Mostaganem. Algeria  
Year 2006:  
Year 2002: Baccalaureate: Literature and human sciences, Mostaganem. Algeria

## EXPERIENCES

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August 2022 to date Consulting partner at STARTER UNIT France: private training organization and first entrepreneurial university in France.

2018 to date Legal Director (attached to the general management) at TAYAL Textile: the Algerian textile industry (more than 3500 employees)  
As part of an Algerian-Turkish partnership (51/49) in the field of textiles, the Algerian textile industry is the largest industrial center in Africa for the manufacture and export of textile products (cotton yarn, fabric and clothing).

- Constant legal and contractual monitoring
- Development of specifications, launch and follow-up of calls for tenders and consultations.
- Pilot of the "Organization and contracts" process and development of internal procedures (contract management, donation management, sales management, debt collection management, litigation management, management of disciplinary cases, regulatory and contractual monitoring).
- Review and validation of various commercial purchase contracts (local and international purchases).
- Management of the company's litigation cases in collaboration with the company's consulting firms.

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- Registration and protection of the TAYAL brand at national and international level.
  - Coordinator of the work of the management bodies of the company and monitoring of the execution of resolutions.
  - Development of the company's internal regulations and management of the necessary administrative formalities (labor inspection, court). Elaboration of the collective agreement of the company and having taken part in the collective negotiations.
  - Drafting of employment contracts (in Arabic, English and French)
  - Elaboration of an outline of contracts and “standard” forms for the HR department.
  - Development of HR procedures (recruitment procedure, disciplinary procedures, management of disciplinary cases and management of litigation). Work in collaboration with the company's lawyers for the management of social litigation (preparation of files, representation before the various judicial and administrative bodies).
  - Development of TAYAL's general conditions of sale
  - Development of a debt collection procedure Development of a contract management procedure

2015 To 2 0 1 8

**Legal contract at Groupe BIOPHARM SPA (more than 1300 employees)**

- Negotiation, development, management and follow-up of contracts for the BIOPHARM group (import, processing, distribution, manufacture and purchase of license, logistics, provision of services, consultancy).
  - Contract monitoring
  - Development of legal audits (risk mapping, corrective action)
  - Member of the certification, ethics and compliance committee - Debt collection
  - Ensure the legal compliance of employment contracts with Algerian laws.
  - Development of HR procedures
  - Represent the company before the various administrative and judicial authorities.
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2014 to date

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**Trainer-consultant at the national productivity institute INPED (Ministry of Industry)**

January 2014 to 2016

**DAG Deputy of SARL SOFICLEF and attached to the general management**

- Assistance and legal advice to the general management for the development projects of the company (legal monitoring) ;

- Drafting and negotiation of company contracts (contractual monitoring);
- Development of specifications and preparation of tenders; Ensure the legal monitoring and protection of the SOFICLEF brand. Development of a mapping of legal risks within the company
- Development of a guide relating to the labeling and guarantee of SOFICLEF products
- Development of a preliminary draft relating to the new registration system in Algeria NSIV 2015 (regulatory chapter).
- Member of the management team in charge of development projects (acquisition of industrial land, obtaining various permits and authorizations, ISO 9001 certification, spin-offs, etc.).
- Management of a team of junior lawyers (03).
- Management of litigation cases in collaboration with our lawyers;
- Drafting of new internal regulations for SARL SOFICLEF Drafting of a framework of "standard" contracts for the HR department Chairman of the disciplinary commission
- Development of a guide relating to the disciplinary procedure Acting
- Head of Personnel Management Department

October 2013 to November 2014

**Practical internship at the Ministry of Foreign Affairs: North America General Directorate, during the preparation of a master's dissertation.**

2008 to 2014

**Lawyer**

**Field of activity: Company Law, Real Estate Law and Social Law. Activities: Legal and judicial assistance, expertise in the field of real estate, assembly and follow-up of administrative files at the level of banks,**

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general cadastre service, land conservation, State domains, APC/APW, etc., pleadings and drafting of various contracts. Collection of debts from banks.

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2006-  
2008

**General Manager – “Phenicia” hotel establishment – Les Sabelettes  
Mostaganem**

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**SKILLS**

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**IT office**

Operating system, office tools (Word, Excel, PowerPoint, Access...). Software: Sage management, Sky Business Plan

**Managerial and legal**

- Team management, supervision of a team of lawyers within the TAYAL group.
- Team management, supervision of a sales team within the SPA Delfine, maritime fishing company. Port of Mostaganem.
- Management of a consulting firm (consultants and legal assistants).

**Certification ISO 9001 version 2015**

Training certificate relating to ISO 9001 2015 certification, obtained at the ESG management school (March 2016).

**LANGUAGES** In addition to Arabic:

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French: Very good level (read, written, spoken) English: Very good level (read, written and spoken) and Spanish.

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**VARIOUS**

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Interests: Contemporary literature, writing, Tennis

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**Production**

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\* Article published in DZEntreprise N°20/June 2014: Company mergers, a legal reading.

\* Article published in DZEntreprise N°20/October 2014: The socio-economic impact of the repeal of article 87 bis of the labor code.

\* Article published in DZEntreprise N°30/April 2015: Chuman capital and Algerian business: myth or reality?

Also published on the French TalentReveal website: <http://www.talentreveal.com/blog/human-capital-and->

**Algerian-companies-myth-or-reality**

\* Article published in the economic Algerian magazine “l’actualité” N°207/2020 January 2020: the new leadership

corporate lawyers in Algeria.

\* Article published in the electronic Algerian newspaper “24hdz” September 2021: compliance: an area

unknown in Algeria.

\* Article published in the Algerian newspaper EL MOUDJAHID May 2022: START-UP: establish a favorable legal framework.

\* Article published in the Algerian newspaper EL MOUDJAHID August 2022: Increase the attractiveness of the Algerian market.

\* Publishing of various articles on corporate management on the site: [sasapost.com](http://sasapost.com)