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# DR. MANOJ VARMA

Engineer | Lawyer | Published Author | Contracts / Commercial / Risk Management Professional

## 1 ABOUT

Contracts/ Claims/ Commercial/ Dispute and Risk Management Professional (EPCC) with 22+ years Multidisciplinary Experience in Infrastructure Projects (14 Years in UAE)

Currently leading the Contracts and Commercial Department (including Legal) for a Group of Companies under Aurora Prime Investment

## 2 CAREER SUMMARY

### 2.1 #CONSTRUCTION/ INFRASTRUCTURE/ ROADS – TUNNEL/LANDSCAPING & UTILITIES:

- 2.1.1 AURORA PRIME INVESTMENT, UAE AS CONTRACTS AND COMMERCIAL MANAGER + LEGAL COUNSEL FOR GROUP OF COMPANIES INCLUDING AMWAJ DEVELOPMENT LLC, A&B UNICORN REAL ESTATE LLC, GREEN GARDENIA LANDSCAPING LLC, ACCUREX PLUS FOR PROJECT MANAGEMENT LLC (AUGUST 2025 – PRESENT)
- 2.1.2 RMB CONTRACTING LLC, UAE AS CONTRACTS MANAGER (DECEMBER 2024 – JULY 2025 – SINGLE PROJECT COMPANY)
- 2.1.3 BASATIN LANDSCAPING LLC (ALDAR ESTATES - ALDAR GROUP), UAE AS HEAD OF CONTRACTS AND LEGAL (CONTRACTS MANAGER) (MARCH 2022 – NOVEMBER 2024)
- 2.1.4 CITISCAPE LLC, UAE AS CONTRACTS MANAGER (AUGUST 2013 – FEBRUARY 2022)
- 2.1.5 STRABAG AG AUSTRIA – AFCONS JV AS CONTRACT MANAGER (APRIL 2011 – JULY 2013)

### 2.2 # POLYMERS/ OIL AND GAS/ MANUFACTURING/ WATER TREATMENT

- 2.2.1 JINDAL POLY FILMS LTD – INDIA AS ASST. MANAGER - PROJECTS (2007 – 2011)
- 2.2.2 MILTON ROY INDIA (PUMPS DIVISION) PVT. LTD.- INDIA AS PROJECT ENGINEER (2004 – 2006)

## 3 KEY RESULT AREAS

Contract Drafting and Negotiation, Contract Risk Analysis and Mitigation, Claim and Change Management, Pre-sales Tender risk analysis, Post Order Contract Risk Management, Preparation of Detailed Particulars for Variation Orders Claim, FIDIC, Replying to all Contract Related Queries, Authoring Notices of Entitlement and Monitoring Events triggering Claims, Preparing Detailed Claims

Negotiation with the Clients and the Sub-contractors for Contractual and Commercial Terms and playing a key role in Contractual Compliance

Management of Tender Bonds, Advance Payment Guarantees and Performance Bonds from extracting details from the Contract documents and advising Finance, to submittal and retrieval from the Clients.

Management of all type of Insurances including the Contractor's All Risk Policies, Workmen Compensation Policies, Professional Indemnity Insurances as well as Medical Insurance for the Employees. Responsible for the liaising with the Insurance companies for the Project Claims

All legal correspondence related to the Projects with the Clients and the Sub-contractors. Preparation of legal statement of Claim. Advise other departments on legal compliance.

## 4 PROFESSIONAL EDUCATION

### 4.1 PH.D., CONTRACTS & RISK MANAGEMENT (2024)

International University, Noida, India

### 4.2 BACHELOR OF LAW (LLB.), CONTRACTS, ARBITRATION, COMMON LAW, IP (2009 – 2012)

CCS University, Meerut, India

### 4.3 MASTER OF BUSINESS ADMINISTRATION (MBA), FINANCE (2005 – 2008)

IGNOU, New Delhi, India

### 4.4 BACHELOR OF TECHNOLOGY (B.TECH.), CHEMICAL ENGINEERING (1999 – 2003)

National Institute of Technology, Kashmir – India

## 5 CERTIFICATE COURSES

MRICS CPD for MRICS Application, AIMS – Dubai	2023
FIDIC 2017 from FIDIC Certified Trainer, Andy Hewitt, Claims Class - Dubai	2022
Recent Trends in Chemical Engineering & Process Technology, NIT Srinagar- India	2020

Intellectual Property Law & Policy, University of Pennsylvania Law School	2016
Contracts, Harvard University, USA	2015
International Law, Université catholique de Louvain, Belgium	2015
Operations Management, Indian Institute of Management, Bangalore	2015
Project Management Training, KW Academy, Noida, India (Authorized by PMI - USA)	2014
<b>SOLAR ENERGY, Delft University of Technology, Netherlands</b>	<b>2014</b>
Supply Chain and Logistics, The Massachusetts Institute of Technology, USA	2014
<b>Next Generation Infrastructures – Smart, Secure and Sustainable, Delft University of Technology, Netherlands</b>	<b>2014</b>
A Global History of Architecture, The Massachusetts Institute of Technology, USA	2014
<b>Future Cities, Eidgenössische Technische Hochschule Zürich (ETH, Zurich)</b>	<b>2014</b>
<b>Energy Subsidy Reform, International Monetary Fund</b>	<b>2014</b>
<b>Energy - The Technology in the 21st Century, National Chiao Tung University, Taiwan</b>	<b>2014</b>
Justice, Harvard University, USA	2013
Human Health and Global Environmental Change, Harvard University, USA	2013

## 6 MAJOR CONFERENCES/SEMINAR/WEBINAR

Procurement and Supply Chain Seminar by Blue Ocean Academy, Dubai, UAE	2023
Fastforum - Construction Update: KSA by Informa Connect, Dubai, UAE	2022
Fastforum - Construction Update: Egypt by Informa Connect, Dubai, UAE	2022
Fastforum - Construction megatrends: Shaping the future by Informa Connect, Dubai	2022
Overcoming Financial Disputes Effectively with Commercial Contracts Awareness by Blue Ocean Academy, Dubai, UAE	2022
AQMEN365 - Blockchain Applicability and Capability for Project Management By Informa Connect, Dubai, UAE	2022
Environmental Sustainability Through Green Technologies: Present & Future By Department of Physics, Jhargram Raj College, India	2020
Transforming The World: Sustainable Development Goals 2030 by ICFAI Law School, The ICFAI University, Dehradun, India	2020

## 7 AWARDS/ APPRECIATIONS

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Finalist for Arabian Radio Network (ARN News) Awards for Sustainability and Environment	2023
Honorary representative in Dubai for Alumni/Faculty Exchange for Noida International University, Noida, India	2023
Cool Abu Dhabi Challenge - Certificate of Appreciation by Department of Municipalities and Transport, Abu Dhabi, UAE	2020
Student Ambassador for online programs of Adelaide University, Australia	2015
Award for academic excellence at NIT Srinagar, Kashmir	2003

## 8 PROFESSIONAL MEMBERSHIP

Review Board Member at Engineering Journal titled, Medicon Engineering Themes (ISSN: 2834-7218) <https://themedicon.com/engineeringthemes-reviewer-board> (2023 – Present)

MRICS under process; RICS Candidate number 6577674 – Case Study submitted to RICS

## 9 DETAILED EXPERTISE PROFILE

### 9.1 WORK PROFILE

#### 9.1.1 PRE-AWARD CONTRACT MANAGEMENT (DURING TENDERING PHASE)

Conducting comprehensive contractual and commercial risk analysis of Tender terms and conditions including COC documents, identifying financial, legal, and commercial risks before bid submission.

Preparing and presenting Tender Risk Review Assessment Reports to senior management, outlining critical risk areas and mitigation strategies including advising on necessary amendments, clarifications, and risk allocation strategies.

Negotiating contractual terms with clients to secure favorable risk allocation before contract finalization.

If required by Estimation, drafting and reviewing contractual documents for tender submission, including Letters of Intent (LOIs), Memorandums of Understanding (MOUs), compliance statements, risk assessments, and clarifications.

Especially for Long Term Rate Agreements (LTRAs), thorough review of the same for Operation and Maintenance agreements in line with the existing and new vendors for viability of long term sustainability

Conducting procurement risk analysis along with contractual & commercial risk review during tender stage.

Advising on procurement strategy and material sourcing feasibility during bid preparation.

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#### 9.1.2 POST-AWARD CONTRACT MANAGEMENT (EXECUTION & COMPLIANCE)

Ensuring full compliance with contract terms, and project-specific requirements.

Monitoring incoming correspondence from Clients, Consultants, and Project Management Consultants (PMCs) and composing contractual responses in line with contractual obligations.

Preparing and submitting Notices of Entitlement for events impacting project costs, timelines, or execution, while issuing and tracking Notices of Dispute to ensure proper escalation and resolution.

Leading the preparation and submission of Extension of Time (EOT) claims, ensuring alignment with COC and contractual entitlements.

Issuing contractual notices related to delays, scope changes, liquidated damages, and time extensions.

Collaborating with Quantity Surveyors (QS) and Technical Teams to prepare Contractual part of Variation Orders, Additional Work Claims, and Damage Claims.

Attending contractual meetings with Clients, Engineers, and Consultants, negotiating claim settlements and dispute resolutions.

Developing defense strategies against Employer's claims, ensuring protection of company entitlements.

Monitoring contractual performance, ensuring adherence to project deliverables, timelines, and budget constraints.

Coordinating with finance teams to manage performance guarantees, tender bonds, advance payment guarantees, and insurance requirements.

Assisting the Project Manager in final account negotiations, ensuring proper project close-out and financial settlements.

Especially for Long Term Rate Agreements (LTRAs), Operation and Maintenance agreements are managed by regularly updating any force majeure or other events triggering price escalation. Notifying the Client as per Contract requirements and ensure project viability.

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#### 9.1.3 DEALING WITH CLIENTS (EMPLOYER)

Acting as the primary liaison for all contractual discussions, claims, and disputes with clients.

Responding to all contractual letters and notices from the Employer.

Negotiating final contract terms, dispute settlements, and claim approvals with the Employer.

Handling amicable settlements, and arbitration cases where necessary.

Ensuring that all contract modifications, amendments, and addendums are properly documented and agreed upon.

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#### 9.1.4 DEALING WITH PROJECT CONSULTANTS (ENGINEER)

Act as a single source of contractual matters discussion and resolution of all project matters

Negotiating and authoring contracts agreements, consultancy fees for Engineering consultancy services

Dealing with major Consultants in UAE including Parsons, Otak, Al Suwaidi, Ace, DEC etc.

Address any contract modifications, amendments, or disputes in a timely and effective manner

Ensuring consultants adhere to project schedules, design approvals, and compliance with authority requirements.

Implement risk mitigation strategies to minimize the impact of any contractual disputes or delays.

Foster strong working relationships with project consultants based on open and transparent communication.

Collaborate with cross-functional teams, including engineering, procurement, legal, and finance, to ensure seamless project execution.

Prepare documentation required for audits or legal purposes

Regularly assess the effectiveness of contract management processes and identify areas for improvement.

Implement best practices and industry standards to enhance the efficiency of consultant engagement and project outcomes.

Stay updated on changes in regulations, legal requirements, and industry trends related to consultant contracts.

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#### 9.1.5 DEALING WITH SUB-CONTRACTORS & SUPPLIERS

Drafting, negotiating, and executing sub-contract agreements for all specialist trades, suppliers, and service providers.

Ensuring sub-contractors' compliance with contractual terms, performance guarantees, and insurance requirements.

Issuing notices of default, notices to correct, and termination notices for non-performing subcontractors.

Managing subcontract claims, back charges, and financial settlements.

Overseeing payment terms, retention releases, and performance evaluations for subcontractors.

Coordinating procurement strategies with suppliers to ensure timely material deliveries and contract adherence.

Especially for Long Term Rate Agreements (LTRAs), for Operations and Maintenance agreements with the OEMs and other vendors, keeping back-to-back terms and drafting agreements and managing such that the Company rights are not affected.

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#### 9.1.6 DEALING WITH PROJECT CLOSING & FINAL ACCOUNT SETTLEMENT

Leading the contract close-out process, ensuring all contractual obligations are met before project handover.

Coordinating with clients, engineers, and consultants for Taking Over Certificates (TOC) and final account approvals.

Ensuring retrieval of bank guarantees, performance bonds, and retention money.

Negotiating final payments, dispute settlements, and liability releases.

Preparing post-project contractual analysis for lessons learned and future risk mitigation strategies.

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#### 9.1.7 DEALING WITH INSURANCES AND BANK GUARANTEES

Negotiate terms of the Bank Guarantees with Clients and Sub-contractors (if required)

Prepare request to finance for Advance Payment Guarantee and Performance Bonds

Management of Tender Bonds, Advance Payment Guarantees and Performance Bonds from extracting details from the Contract documents and advising Finance, to submittal and retrieval from the Clients

Follow up with clients for Retrieval of Bank Guarantees

Management of all type of Insurances including the Contractor's All Risk Policies, Workmen Compensation Policies, Professional Indemnity Insurances as well as Medical Insurance for the Employees.

Responsible for preparation of Statement of Claims and liaising with the Insurance companies for the Project Claims

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#### 9.1.8 GENERAL RESPONSIBILITIES

Authoring, drafting, reviewing, due diligence contracts with views of contractual, commercial and legal risks including complex contracts, LOI's Frame agreements, GCC, SCC, NDA's including composition of various Joint Ventures, Secrecy / Confidential documents.

Respond to complex inquiry regarding contract obligation and revisions, identifying and managing contractual risk and issues, suggest alternatives that leads to best solution

Preparing the Project Risk Reports

Finalizing the Project Dashboard for monthly review of the Management

Training business teams and stake holders on contract and compliance, if required

Proficient with use of all type of Conditions of Contract including FIDIC 1999 RED Book, Standard Terms and Conditions of most of the Government and Private Sector Clients and the Main Contractors.

## 10 PROJECTS UNDERTAKEN

Company	Project Name	Location	Scope of Work
10.1 AURORA PRIME INVESTMENT (AUG 2025 – PRESENT)	10.1.1 STARLIGHT	Across UAE	Contracts and Commercial Management +Legal Counsel for Aurora Group companies mainly: <ul style="list-style-type: none"> <li>- Amwaj Development</li> <li>- Accurex Projects</li> <li>- Green Gardenia Landscaping</li> <li>- Other small entities</li> </ul>
	10.1.2 CUBE		
	10.1.3 GATE 11		
	10.1.4 KAIA		

Company	Project Name	Location	Scope of Work
10.2 RMB CONTRACTING LLC (DEC 2024 – JULY 2025)	10.2.1 SOUTH BAY INFRASTRUCTURE & LANDSCAPING (PHASE 1)	Dubai South	Infrastructure, Landscape & Lagoon Works
	10.2.2 SOUTH BAY INFRASTRUCTURE & LANDSCAPING (PHASE 2)	Dubai South	Infrastructure, Landscape & Lagoon Works
10.3 BASATIN LANDSCAPING LLC (ALDAR GROUP) (MAR 2022 – NOV 2024)	10.3.1 KHALIFA CITY PARKS DEVELOPMENT (DMT)	Abu Dhabi	Infrastructure and Landscaping including MEP, Electrical
	10.3.2 204 VILLAS DEVELOPMENT (MUSANADA)	Al Ain	Landscaping Works
	10.3.3 CELEBRATION PLAZA PARKS	Abu Dhabi	Landscaping & Public Spaces
	10.3.4 YAS NORTH EMIRATI VILLAS	Abu Dhabi	Landscaping & Infrastructure
	10.3.5 IRRIGATION NETWORK WORKS (ADDC)	Abu Dhabi	Irrigation & Utility Networks

Company	Project Name	Location	Scope of Work
	10.3.6 MIDFIELD TERMINAL – ABU DHABI AIRPORT	Abu Dhabi	Landscaping & Infrastructure
	10.3.7 BEAUTIFICATION OF ABU DHABI AIRPORT (ADAC)	Abu Dhabi	Landscaping & Aesthetic Enhancements
	10.3.8 MASDAR CITY	Abu Dhabi	Sustainable Development
	10.3.9 EXPO CITY (DEWA)	Dubai	Infrastructure & Utilities
	10.3.10 DUBAI MUNICIPALITY PROJECTS	Dubai	Landscaping & Infrastructure
10.4 CITISCAPE LLC (DAS HOLDING GROUP) (AUG 2013 – FEB 2022)	10.4.1 MASDAR CITY	Abu Dhabi	Solar & Infrastructure Works
	10.4.2 GHADAN 21 PROJECT (DEPARTMENT OF CULTURE & TOURISM)	Abu Dhabi	Infrastructure Development
	10.4.3 WEST YAS DEVELOPMENT (ALDAR)	Abu Dhabi	Infrastructure & Landscaping
	10.4.4 MIDFIELD AIRPORT TERMINAL	Abu Dhabi	Landscaping & Infrastructure
	10.4.5 FAIRMONT HOTEL & APARTMENTS	Abu Dhabi	Civil & Infrastructure
	10.4.6 AL FORSAN HOTEL & APARTMENTS	Abu Dhabi	Hospitality & Infrastructure
	10.4.7 PRESIDENTIAL PALACE	Abu Dhabi	High-End Landscaping
	10.4.8 SHEIKH ZAYED GRAND MOSQUE (PHASE 2 & 3)	Abu Dhabi	Landscaping & Infrastructure

Company	Project Name	Location	Scope of Work
	10.4.9 CORNICHE ROADS MAINTENANCE	Abu Dhabi	Infrastructure & Roads
	10.4.10 CAPITAL PLAZA	Abu Dhabi	Landscaping & Public Spaces
	10.4.11 NEW AL AIN HOSPITAL	Al Ain	Civil & Landscaping Works
	10.4.12 MEZYAD DESERT PARK	Al Ain	Cultural & Recreational Development
	10.4.13 AL HILLI PARK	Al Ain	Public Park Development
	10.4.14 ATLANTIS THE PALM	Dubai	High-End Landscaping
	10.4.15 DUBAI SOUTH MALL	Dubai	Infrastructure & Landscaping
	10.4.16 C-38 EXPO 2020 (BELGIUM PAVILION)	Dubai	Pavilion & Infrastructure
	10.4.17 DEIRA WATERFRONT PROJECT	Dubai	Infrastructure & Landscaping
	10.4.18 TECOM INVESTMENTS	Dubai	Infrastructure & Landscaping
	10.4.19 OPERA HOUSE	Dubai	Landscaping & Public Spaces
	10.4.20 PALAZZO VERSACE HOTEL	Dubai	High-End Landscaping
	10.4.21 DUBAI MUNICIPALITY PROJECTS	Dubai	Infrastructure & Landscaping
	10.4.22 DEWA PROJECTS	Dubai	Utilities & Infrastructure
<b>10.5 STRABAG AG AUSTRIA – AFCONS JV (APR 2011 – JUL 2013)</b>	10.5.1 ROHTANG TUNNEL PROJECT ( <a href="https://en.wikipedia.org/wiki/Atal_Tunnel">HTTPS://EN.WIKIPEDIA.ORG/ WIKI/ATAL_TUNNEL</a> )	India	Road Tunnel at 10,171 ft Altitude

Company	Project Name	Location	Scope of Work
<b>10.6 JINDAL POLY FILMS LTD (2007 – 2011)</b>	10.6.1 MANUFACTURING & INFRASTRUCTURE PROJECTS	India	Industrial Construction & Project Management
<b>10.7 MILTON ROY INDIA (PUMPS DIVISION) PVT. LTD. (2004 – 2006)</b>	10.7.1 PUMP MANUFACTURING & PROCESS PLANT DEVELOPMENT	India	Water Treatment

## 11 PROFESSIONAL PUBLICATIONS

### 11.1 PROFESSIONAL BOOK PUBLICATION

#### 11.1.1 SUSTAINABILITY AND CONTRACTS MANAGEMENT

- 1) Megaprojects Construction Management in Volatile Markets: Project Viability and Financial **Sustainability** Risks  
ISBN: 979-8312272895  
<https://www.amazon.com/dp/B0DYNSGRNH>
- 2) Carbon Capture Through **Sustainable Landscaping**: Green Infrastructure for a Net-Zero Future  
ISBN: 979-8315005421  
<https://www.amazon.com/dp/B0F262MQCG>
- 3) Contracts Risk Management for Large **Landscaping** Contracts Involving Construction and Maintenance  
ISBN: 933-4219521  
<https://www.amazon.com/dp/9334219521>

#### 11.1.2 CONTRACTS AND PROJECT MANAGEMENT

- 4) Strategic Sub-contractor Management: For Capital-Intensive Infrastructure and Engineering Projects  
ISBN: 979-8313852652  
<https://www.amazon.com/dp/B0F1C1BQFM>

- 5) Construction Contracts Challenges in Warzones and Border Areas  
ISBN: 979-8317069810  
<https://www.amazon.com/dp/B0F44F2Z2M>

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11.1.3 SUSTAINABLE HUMAN TRAITS

- 6) EQ for Infrastructure Project Teams: A Guide to Engineers on Handling High-Pressure Environments, Tight Timelines, and Stricter Budgets: Mastering Emotional Intelligence for Effective Communication  
ISBN: 979-8316585601  
<https://www.amazon.com/dp/B0F3PKWCCY>

11.2 PUBLICATIONS (JOURNALS AND CONFERENCES)

- 7) Mitigation Measures Against the Financial Risks Resulting from The Global Inflation Affecting The Large Construction Contracts; International Conference, ICRIIT 2018, Dehradun (January 2018) ISSN 2277-2685
- 8) Contract Risks Identification and Mitigation in Solar Installation Projects Covering Prolonged Contract Duration; Journal of Contract and Claim Management, NICMAR, Pune (2019); ISBN No: 978-93-5391-092-1
- 9) Contracts Risk Management For Large Landscaping Contracts Involving Construction And Maintenance; International Conference of Contemporary Affairs in Architecture and Urbanism, Alanya HEP University, Alanya, Antalya, Turkey (April 2019) ISSN 978-605-68243-3-3  
[https://www.researchgate.net/publication/384673136\\_Contracts\\_Risk\\_Management\\_f\\_or\\_Large\\_Landscaping\\_Contracts\\_Involving\\_Construction\\_and\\_Maintenance](https://www.researchgate.net/publication/384673136_Contracts_Risk_Management_f_or_Large_Landscaping_Contracts_Involving_Construction_and_Maintenance)
- 10) Varma\*, M. K., & Shukla, Dr. A. (2020). Financial Risks Mitigation for Greenfield Infrastructure Contracts. In International Journal of Recent Technology and Engineering (IJRTE) (Vol. 8, Issue 5, pp. 3338–3342). Blue Eyes Intelligence Engineering and Sciences Engineering and Sciences Publication - BEIESP.  
<https://doi.org/10.35940/ijrte.d9254.018520>

## 12 SOCIAL PROFILE

Amazon Author: <https://www.amazon.com/author/manojvarma>

LinkedIn: <https://www.linkedin.com/in/thechocolatelawyer/>

## 13 OTHER DETAILS

Language(s): English (Professional/ Bilingual), Hindi (Native), French (Beginner)

Nationality: Indian

Date of Birth: 12<sup>th</sup> August 1980

Driving License: UAE

Present Location: Dubai South, United Arab Emirates  
Open for relocation

Date: Wednesday, April 1, 2026

**(DR. MANOJ VARMA)**