

Sophie Tkemaladze

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Executive Summary

Sophie Tkemaladze is an independent mediator, arbitrator and a lead expert on dispute resolution system and policy in Georgia and internationally. Sophie's work in the field of ADR dates back to 2006, when she first coached and took a team from Georgia to the Willem C. Vis International Commercial Arbitration Competition in Vienna. Since then Sophie has coached generations of students, many of whom today are lead practitioners and champions of the field, both in Georgia and abroad. Sophie was the initiator of critical changes to the Law on Arbitration in 2015 and for the last 4 years has been leading the development of policy and practice of arbitration as a chair of the Georgian Association of Arbitrators.

Sophie was at the footsteps of development of mediation in Georgia: while at USAID-JILEP, Sophie designed the first court-annexed pilot, drafted first legislative provisions allowing referral of cases to mediation by judges, later in 2018-2019 was lead expert on drafting the Law on Mediation and was part of Government of Georgia delegation to the Singapore Mediation Convention Signing Ceremony in 2019. Since 2019 Sophie is member of the Governing Board of Mediators' Association of Georgia.

Professional Experience

07.2017-
07.2021

Georgian Association of Arbitrators (GAA) www.gaa.ge - Chair of the Governing Board

- Developing policy and leading implementation of strategic activities of the GAA;
- Developed arbitrators' accreditation system and curriculum/modules for accreditation;
- Lead drafting of the second round of amendments to the Law on Arbitration (based on comparative review of leading European arbitration jurisdictions and the EU regulations, particularly related to the EU consumer protection standards and consumer ADR);
- Lead the development of first ever Georgian Ad Hoc arbitration Rules;
- Coordinating with main stakeholders: MoJ, HCOJ, GBA, professional associations & donors;
- Planning and organizing outreach and awareness raising activities (workshops, roundtables, webinars);
- Supervising and managing organizational, program and financial aspects of GAA's activities.

Since
03.2020

Founder of RESOLVE

- Providing dispute resolution, dispute management consultancy and training services;
- Initiated & managed "[Early response to potential commercial disputes triggered by COVID19](#)" project.
- Planned and participated in awareness raising campaign on the COVID-19 support project.

08.2016-
present

EU/UNDP "Enhancing Access to Justice" project & "Improving Arbitration and Mediation Project" Consultant/Expert on ADR (Arbitration and Mediation)

Mediation

- Developed Mediation Program for High Council of Justice of Georgia;
- Developed the first training module for court-accredited mediators in Georgia; trained up to 100 mediators;
- Trained judges on mediation-related issues (how to screen suitable cases, how to refer the parties, etc.)
- Trained Members of the Legal Committee of the Parliament of Georgia in the basics of mediation;
- Trained Legal Aid lawyers on how to advise and represent clients in Mediation;
- Served as an expert on drafting the Law on Mediation;
- Advised on communication plan and outreach activities related to mediation.

Arbitration

- Chief editor of the first Georgian language Textbook on Commercial Arbitration;
- Training judges on arbitration-related issues (as an expert trainer at High School of Justice);
- Trained lawyers (bar members) on arbitration and representing clients in arbitration
- Conducted an [Inter-disciplinary assessment of the Arbitration law and practice in Georgia](#)
- Developed a Guide on Arbitration for judges;
- Advised on outreach activities related to arbitration, including information sessions for in-house counsel, webinars for specific business sectors, [videos](#), conferences, etc.

04.2021 –
09.2021

UNDP Ukraine – Expert/Trainer of Trainers in Mediation

- Preparation of ToT materials: Concept, Facilitation Manuals, Agenda, handouts (in Russian language)
- Delivery of two 4-day ToT training to Ukrainian judges (in Russian language)
- Development of remote/online mediation training materials (in Russian language)

- 08.2016-present **Asian Development Bank, Office of the Special Project Facilitator (OSPF) Consultant - Co-Facilitator /Mediator/Trainer**
- Facilitating/mediating dispute resolution between the local communities affected as a result of the ADB-financed projects, on the one hand, and the implementing partners, on the other hand;
 - Developing Grievance Redress Mechanism & Procedure for/with the local stakeholders;
 - Capacity building of staff of implementing partners in effective communication (Armenia, Uzbekistan)
- 2013 - present **New Vision University**
- Assistant Professor: Teaching International Commercial Arbitration, Mediation and Sales Law
 - Coach of New Vision University teams for ICC International Mediation Competition and the IBA/VIAC International Consensual Dispute Resolution student competitions
 - In cooperation with Dr. Greg Bond (University of Wildau) delivered a training for executives “Workplace Communications – Getting it Right”
- 04.2019 - present **Georgian Bar Association - Trainer in Arbitration**
- 11.2019 – 02.2020 **USAID-funded Promoting Rule of Law in Georgia program (PROLoG) Expert/Trainer for Trainers in Mediation**
- Developed training module for judges on referral of cases to mediation
 - Delivering Train-the-Trainer course for judges (to-be trainer judges)
 - Supervised pilot training delivered by judge-trainers; provided feedback and assessment.
- 08-09.2019 04 – 11, 2020 **UNDP Ukraine – Expert/Trainer on Mediation**
- Developed and delivered 5-day in person mediation training to Ukrainian judges (in Russian language)
 - Delivered 4-day online mediation training to Ukrainian judges (in Russian language)
 - Provided assessment of participants and developed final report (in Russian language)
- 07 – 09, 2019 **Ministry of Justice of Georgia, Consultant**
- Advised the Government of Georgia on implementation of Singapore Mediation Convention and on promotion of Georgia as a seat for dispute resolution in the region.
- 12.2017 – 04.2019 **UNDP “Support to Public Administration Reform in Georgia” project**
- **Key Expert** [Assessment of labor dispute management/resolution practices in public agencies of Georgia](#)
 - Delivered ToT on Difficult Conversations to public servants.
- 02.2016 – 05.2017 **Deutsche Gesellschaft fuer Internationale Zusammenarbeit (GIZ)**
Trainer – basic and advanced mediation training for notaries
- 09.2011– 05.2015 **USAID-EWMI Judicial Independence and Legal Empowerment Project (JILEP) Alternative Dispute Resolution (ADR) Advisor**
- Contributed to assessment of ADR in Georgia which served as the basis for USAID programing;
 - Advised on major on amendments to the Arbitration Law which were passed in 2015;
 - Advised on drafting and adoption of the Code of Ethics for Arbitrators;
 - Designed, coordinated and monitored the first court-annexed mediation Pilot in the country;
 - Advised on legislative amendments with respect to court-annexed mediation (passed in 2012)
 - Developed awareness raising plan and outreach activities on ADR, including [mediation brochure](#), public information sessions,
 - Developed annual work plans & reports, managed & monitored programs, coordinated with stakeholders;
 - Organized study visits, international conferences, student competitions in cooperation with leading international institutions of the field (UNCITRAL, ICC, ICCA, etc.).
- 2006-2013 **Tbilisi State University**
Guest Lecturer, courses: International Sales Law and International Commercial Arbitration
Coach of the Tbilisi State University team for Willem C. Vis International Arbitration Moot

08. 2006 – **CBS Consulting International**
09. 2011 **Head of Legal and Administrative Department; Lawyer**
- Managed the department to provide optimal support to the company in terms of legal, human resources, IT, and administration needs (incl. Azerbaijan and Ukraine offices)
 - Drafted/revised/negotiated international sales, throughput, charter party contracts
 - Managed claims and disputes in cooperation with foreign lawyers.

08. 2003 – **JSC Exhibition Center “Expo Georgia”**
08. 2005 **Chief Lawyer, Lawyer**
- Drafted/revised various types of contracts (agency, construction, lease, etc.)
 - Managed shareholder meetings; ensured company’s compliance with regulations
 - Represented the Company at courts, negotiations and other state and/or private institutions.

Independent Practice

In addition to consultancy and trainings, Sophie takes independent appointments as a mediator, arbitrator and dispute board member stemming from various fields of commercial law: construction, sales, labor, etc. Examples of some of the engagements include:

- Chair of Arbitral Tribunal under GIAC Rules in a dispute related to an international sales contract – 2020.
- Sole Arbitrator under DRC Rules (on a dispute over a rehabilitation of an irrigation system works) – 2019;
- Chair of the Dispute Board under FIDIC Pink Book (on a dispute over a major Sewage System Construction project in Georgia) - 2017;
- Mediating commercial and labor disputes in the context of private, as well as court-annexed program.

Education

- 06.2015-05.2016 **HARVARD UNIVERSITY (MA, US), John F. Kennedy School of Government**
Master in Public Administration, 2016
Fellow, Edward S. Mason Program in Public Policy and Management
Mediated small claims disputes at Quincy and Chelsea Courts as part of the Harvard Mediation Program
- 08.2005-06.2006 **CENTRAL EUROPEAN UNIVERSITY (Budapest, Hungary)**
LL.M in International Business Law, June 2006
Open Society Institute Scholarship; Outstanding Academic Achievement Award
- 09.1998-06.2003 **TBILISI STATE UNIVERSITY**
Diploma in Law, June 2003
- 08.1999-06.2000 **SKAGIT VALLEY COLLEGE (WA, US)**
Fellow of Global Undergraduate Exchange Program of the US Department of State

Selected Trainings

- CEDR Training for Training Assessors** 9-11 March 2021
CEDR ToT focused on coaching techniques 13-16 October 2020
CEDR ToT for Georgian Mediation Trainers 14-16 March 2018
Chartered Institute of Arbitrators (CI Arb) – Training for Trainers
(CI Arb Approved Faculty in Arbitration and Mediation since September, 2018)
CELA (Central European Leadership Academy) – Leadership academy, August 2018
Harvard Mediation Program (HMP) – Mediator Accreditation Course, February 2016
International Labor organization (ILO) - Labor Mediation Training, October, 2016
US Institute of Peace (USIP) – Mediating Violent Conflict, May 2016
CEDR Basic and Advanced Mediation Training (observer/donor) – June, September, 2012

**Other
Professional
Engagements
and
Affiliations**

- Member of the Board of the LEPL Mediators Association of Georgia
- Fellow of the Chartered Institute of Arbitrators (FCIArb)
- Member of the IBA Committee on Arbitration and Mediation
- Member of the GIAC Arbitration Council (2014 – 2020)
- Empaneled with Asian International Arbitration Center (former KLRCA) as an arbitrator and mediator
- Empaneled as an arbitrator with Chamber of Arbitrators at the Union of Lawyers (Belarus);
- Judge at ICC International Mediation Competition and CDRC International Student Competition;
- Regular contributor to the KluwerMediationBlog and KluwerArbitrationBlog.

Languages

Georgian – native, English – fluent, Russian – fluent.

Selected Publications

- Kluwer Mediation Blog:
 - <http://mediationblog.kluwerarbitration.com/2020/11/03/mediation-to-survive/>
 - <http://mediationblog.kluwerarbitration.com/2020/05/30/what-does-it-take-to-try-mediation/>
 - <http://mediationblog.kluwerarbitration.com/2019/09/30/we-have-the-law-we-signed-the-convention-whats-next/>
 - <http://mediationblog.kluwerarbitration.com/2019/05/12/courts-should-be-the-alternative-georgia-soon-to-adopt-the-law-on-mediation/>
 - <http://mediationblog.kluwerarbitration.com/2018/12/19/tbilisi-mediation-days-a-glance-into-the-history-the-present-the-future/>
- Kluwer Arbitration Blog: <http://arbitrationblog.kluwerarbitration.com/2019/02/18/may-means-shall-in-georgia-supreme-court-of-georgia-upholds-a-permissive-icc-arbitration-clause/>
- Georgian Arbitration Blog: 1
 - 10 Years of the Law of Georgia on Arbitration (Part 1, Part 2, Part 3) [არბიტრაჟის ბლოგი \(GEORGIANARBITRATIONBLOG.GE\)](http://georgianarbitrationblog.ge/)
 - In anticipation of Ad Hoc Arbitration [AD HOC არბიტრაჟის მოლოდინში – არბიტრაჟის ბლოგი \(GEORGIANARBITRATIONBLOG.GE\)](http://georgianarbitrationblog.ge/)
- Assessment of Legal and Practical Aspects of Arbitration in Georgia: http://www.ge.undp.org/content/georgia/en/home/library/democratic_governance/legal-and-practical-aspects-of-arbitration-in-georgia-2018.html
- Chief Editor: “Guide on Arbitration for Judges of the Courts of Appeals of Georgia”, October, 2018;
- Chief Editor: “Guide on Arbitration for Judges of Courts of First Instance of Georgia”, November, 2017; Available (in Georgian language only) at: <http://www.gaa.ge/upload/phpEygUab80e4b51cbcc953777c2b6b8df87d0bba.pdf>
- Author: “Mediation in Georgia: From Tradition to Modernity”, available (in both English and Georgian languages) at: [HTTP://WWW.GE.UNDP.ORG/CONTENT/GEORGIA/EN/HOME/LIBRARY/DEMOCRATIC_GOVNANC E/MEDIATION_IN_GEORGIA_2016.HTML](http://www.ge.undp.org/content/georgia/en/home/library/democratic_governance/mediation_in_georgia_2016.html)
- Co-author: “Arbitration Glossary”, available here: http://www.ge.undp.org/content/georgia/en/home/library/democratic_governance/arbitration-glossary--2016.html
- Author: “Public Policy as a bar for recognition and Enforcement of Arbitral Awards, overview of the Georgian practice”, December, 2013; available: http://www.ncl.ge/m/u/ck/files/Geo_Comm_Law_Review_2013.pdf
- Author: “A New Law: A New Chance for Arbitration in Georgia”, October, 2012; available (in English) at: http://www.lu.lv/fileadmin/user_upload/lu_portal/apgads/PDF/Book_LU-JF_konference-2012.pdf
- Editor of Georgian translation of *ICCA’s Guide to the Interpretation of the 1958 NY Convention*, available at: http://www.arbitration-icca.org/publications/NYC_Guide.html
- Co-author: Mediation Brochure: http://ewmi-prolog.org/images/files/2618Mediation_Brochure.pdf