

KHORZAN IRANI

Advocate – Corporate & Commercial Law

Pune | Mumbai | Maharashtra Advisory

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Executive Profile

Qualified advocate with over 7 (seven) years of experience, post-qualification with over 11 (eleven) years of total experience, advising corporations, multinational entities, and promoters on commercial contracting, regulatory compliance, workplace governance, and real estate transactions across Maharashtra. Proven ability to support business expansion initiatives by structuring and negotiating complex office leasing arrangements, implementing employment and POSH compliance frameworks, managing vendor and service contracts, and mitigating operational legal risks. Experienced in working closely with leadership teams, cross-functional stakeholders and external counsel to enable legally sound and commercially practical decision-making. Combines strong legal research pedigree, including prior clerkship at the Supreme Court of India, with hands-on corporate advisory exposure in fast-paced business environments. Adept at acting as a trusted India legal partner for multinational organisations establishing or scaling local operations.

Core Expertise

- **Commercial Contracting & Strategic Negotiation**

Drafting, structuring and negotiating complex commercial agreements including vendor, service, licensing, infrastructure and operational contracts with focus on risk allocation and business continuity.

- **Office Leasing & Real Estate Transactions**

Advising on site selection legal diligence, lease structuring, leave & licence negotiations, fit-out arrangements and landlord engagement for corporate office and operational facilities.

- **Employment Law & Workplace Governance**

Implementing statutory employment compliance frameworks, advising on HR policies, workforce structuring and designing Internal Committee mechanisms in alignment with POSH legislation and global workplace standards.

- **Corporate Compliance & Regulatory Advisory**

Guiding management teams on Companies Act, local municipal, commercial and sector-specific regulatory requirements to enable compliant and efficient business expansion.

- **Vendor Ecosystem & Operational Risk Management**

Supporting procurement and business teams through contract lifecycle advisory, dispute prevention strategies and legal risk mitigation across day-to-day operations.

- **Litigation Strategy & External Counsel Management**

Coordinating with law firms, reviewing pleadings, shaping litigation strategy and ensuring alignment between legal positioning and organisational objectives.

- **Stakeholder Engagement & Cross-Functional Advisory**

Partnering with leadership, finance, HR, projects and operations teams to translate legal requirements into practical and commercially viable solutions.

- **Legal Research, Policy Interpretation & Decision Support**

Providing structured legal opinions and analytical guidance on evolving statutory frameworks impacting corporate operations and growth initiatives.



Professional Experience

Legal Advisor to the Managing Director

City Corporation Limited / City Realty & Development Pvt. Ltd., Pune

April 2021 – Present

- Lead legal structuring and negotiation of commercial leasing, licensing and vendor arrangements for large-format retail and mixed-use developments, ensuring operational continuity and effective risk allocation.
- Act as a strategic legal partner to leadership and cross-functional teams including leasing, projects, finance and marketing, enabling legally compliant and commercially viable decision-making.
- Design and implement workplace governance mechanisms, including constitution and operationalisation of the Internal Complaints Committee in accordance with POSH legislation and evolving employment law requirements.
- Oversee end-to-end contract lifecycle management, including drafting, vetting and standardisation of operational agreements, indemnity frameworks and dispute prevention strategies.
- Advise management on regulatory compliance across municipal, commercial and sector-specific legal frameworks impacting large real estate assets and business operations.
- Support high-value stakeholder negotiations and represent organisational legal interests in discussions with landlords, contractors, vendors and strategic partners.
- Coordinate litigation strategy by briefing and managing external counsel, reviewing pleadings and ensuring alignment between legal positioning and broader business objectives.
- Conduct structured legal risk assessments and provide timely advisory to mitigate exposure arising from commercial transactions and day-to-day operational activities.

Independent Corporate Legal Advisor

Multiple Clients across Real Estate, Infrastructure, Hospitality & Services Sectors

March 2018 – Present

- Advise promoters and management teams on commercial contracting, property transactions, due diligence and regulatory compliance to facilitate business expansion and investment readiness.
- Structure and negotiate development agreements, joint venture arrangements, lease transactions and vendor contracts across diverse commercial projects.
- Provide legal opinions and transaction support to enable informed decision-making in complex commercial negotiations and dispute scenarios.
- Assist organisations in strengthening internal governance processes and documentation frameworks to minimise litigation exposure and operational risk.

Law Clerk-cum-Research Assistant to Hon'ble Justice Rohinton Fali Nariman

Supreme Court of India, New Delhi

June 2017 – March 2018

- Conducted in-depth constitutional and commercial law research and assisted in preparation of judicial briefs, case synopses and analytical notes for complex admission and final hearing matters.
- Supported judicial deliberation process by summarising arguments, identifying key legal issues and contributing to structured legal analysis in high-stakes litigation.
- Assisted in preparation of academic writings and speeches relating to contemporary legal and regulatory developments.



Legal Trainee / Paralegal

Vakils Associated, Secunderabad | Khambatta & Associates, Pune

February 2015 – June 2017

- Assisted senior advocates in drafting pleadings, legal correspondence, contracts and transactional documentation across civil, commercial and property law matters.
- Supported litigation preparation through legal research, case brief development and coordination with clients and court processes.
- Developed foundational exposure to courtroom procedures, documentation discipline and client advisory practices.

Achievements

- Led legal structuring and negotiation of commercial leasing transactions aggregating over 20,00,000 sq. ft. of retail / office space across multiple locations in Maharashtra, ensuring commercially favourable terms and long-term operational stability.
- Advised on landlord negotiations and documentation strategy for establishment / expansion of corporate and retail premises with aggregate rental commitments exceeding INR 20 Crore i.e. Rs. 200,000,000/- per month.
- Drafted, reviewed and standardised vendor and service agreements forming part of an operational contract portfolio valued at approximately INR 15 Crore i.e. Rs. 150,000,000/- annually.
- Structured and negotiated development agreements / joint venture arrangements for real estate projects with estimated project value of INR 450 Crore i.e. Rs. 4,500,000,000/-, supporting timely execution and regulatory compliance.
- Provided transaction support and legal due diligence for acquisition / leasing / commercial utilisation of immovable property assets aggregating approximately 1500 acres / 65,340,000 sq. ft.
- Designed and implemented workplace governance and POSH compliance framework covering workforce strength of approximately 1000+ employees and multiple operational departments.
- Coordinated litigation strategy and managed external counsel engagements across 10 (Ten) number of active commercial / property disputes, contributing to risk mitigation and cost-efficient resolution.
- Delivered structured legal advisory and negotiation support in high-value commercial discussions involving vendors, contractors and institutional stakeholders with exposure of approximately INR 150 crore i.e. Rs. 1,500,000,000/-.
- Established internal legal documentation and contract management protocols reducing potential dispute exposure and strengthening compliance across 5-10 business verticals.
- Supported promoters / management teams in transaction structuring and regulatory planning for business expansion initiatives across multiple cities within Maharashtra.
- Conducted legal risk reviews for ongoing operational projects with estimated capital deployment of INR 500 Crore i.e. Rs. 500,000,000/-, enabling informed strategic decision-making.
- Prepared and issued complex legal notices, responses and settlement documentation in matters involving commercial exposure of approximately INR 150 Crore i.e. Rs. 1,500,000,000/-.

Education

Bachelor of Laws (LL.B.)

Savitribai Phule Pune University, Pune

Graduated: 2017

Bachelor of Commerce (B.Com.)

Savitribai Phule Pune University, Pune

Graduated: 2014

Judicial Clerkship Experience

Law Clerk-cum-Research Asst. to Hon. J. Rohinton F. Nariman

Supreme Court of India, New Delhi

June 2017 – March 2018

