

HARIS CONSTANTINOU

Senior Legal & Compliance Officer

CONTACT

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ABOUT ME

Self-made, proactive, and ambitious with exposure to a varied legal practice and a keen interest in financial investments regulatory compliance and cross-border disputes and transactions.

EDUCATION

- CYPRUS BAR ASSOCIATION EXAMS 2015 - 2016
Awarded: Legal Practice License
- DE MONTFORT UNIVERSITY OF LEICESTER 2011 - 2014
Awarded: LLB Law Degree (2:1)
- LANITIO LYCEUM B' 2008 - 2011
Awarded: Apolytirion (17 6/12)

QUALIFICATIONS & LICENSES

- CYSEC AML (valid for 2025)
- CYSEC ADVANCED CERTIFICATION (Renewed 2025)
- MEDIATOR (Ministry of Justice)
- CYPRUS BAR ASSOCIATION (Renewed 2024)

SKILLS

- Proficient in Microsoft Office Suite, Google suite, and JIRA
- Adept negotiator
- Strong legal drafting skills and managerial competencies
- Persuasive and influential speaker
- Fluent in written and spoken English, Greek, and Italian

SEMINARS

- AML Exam Preparation Course
- Mastering Compliance with CIF operational requirements
- Internal Capital Adequacy Risk Assessment Process - ICARA
- Markets in Crypto Assets - MiCA
- Corporate Governance IFR/IFD
- New Civil Procedure Rules
- The Law of Trusts in Cyprus
- Online Submission of HE32 Forms
- Judicial Training School in Cyprus
- (40 hours) Mediation Course
- (30 hours) CySEC's Advanced Examination Preparation Course
- Corporate Funding
- Basic Principles of the Law of the Sea
- AML & CTF
- GDPR
- Suspicious Transactions & Financial Fraud
- TRACHILD – Representing Minors in Court Proceedings
- Civil Partnership – Legal Implications
- Fatal Accidents

WORK EXPERIENCE

CIF – Senior Compliance Officer & DPO – 2024 – To date

- Acting as the DPO, training staff members, handling DSARs, DPIAs, and clients' requests.
- Handling complaints. Drafting, amending, and reviewing policy, procedures, T&Cs, and the IOM.
- Reviewing Backoffice requests for EDD.
- Implementing Compliance monitoring program. Monitoring communications.
- Reviewing the Company's website. Reports submissions and CySEC's Portal updates.
- Conducting onboarding of service providers.
- Drafting responses to the Regulator.
- HIGHLIGHTS: Bringing the Company up-to-date and submitting all deliverables for the Internal Audit of 2024.

CONSTANTINOU LEGAL (Boutique Law Firm) – Founder – 2016 – To date

- Offering corporate and IP portfolio management.
- Clients' representation throughout the entire process of commercial and residential conveyancing; including, sales, land division and distribution, and purchase of properties off plan.
- Handling of road traffic accidents, insurance claims, civil, criminal, rent control, family, asylum and administrative court proceedings and appeals.
- Permanent residence and citizenship applications.
- Reviewing and drafting merger, subscription and shares acquisition agreements, convertible notes, SAFEs, debentures, and private loan agreements.
- HIGHLIGHTS: Managing a corporate portfolio of +50 companies. Drafted documentation for and provided legal guidance to a Russian based corporation specializing in seed funding and angel investments. Advised High-Net-Worth individuals on the incorporation of a VCIC and the different types of AIFs and UCIs.

BDSWISS HOLDING LIMITED – Senior Legal & Compliance Officer & DPO – 2021 – 2023

- Managing the international and domestic legal operations of the Group.
- Acting as the DPO for the Group, training all staff members, handling DPIAs and communications with the regulatory authority.
- Handling and negotiating complaints and representing the Group in ADR and other proceedings.
- Liaison with regulators, external associates, reports submission, and CySEC portal updating.
- Incorporation, deregistration and liquidation of companies across several jurisdictions, in line with the business objectives of the Group.
- Handling of employment disputes. Interpreting and advising on national and international laws focusing on Employment/AML (UN, EU, FATF) Compliance regulatory aspects.
- Devising and implementing compliance monitoring strategies and policies to ensure risk exposure mitigation and pre-emptive action.
- Conducting internal investigations. Handling of reputational matters and damage control.
- Advising on the IP portfolio and corporate governance of the Group.
- Reporting to the C-suite, BoD, and Shareholders.
- HIGHLIGHTS: Negotiated and successfully settled claims exceeding 1.25 million of aggregate value with a median success rate of +75%. Actively promoted policy and procedure implementation, adequate record keeping and cultivated a compliance culture within the Group.

M. CHRISTOFI & CO LLC – Head of Litigation Department & DPO – 2017 – 2020

- Handling civil, family, criminal, industrial, judicial review, and rent control court cases at first and second instance, conducting hearings and liaising with counterparties and clients.
- Drafting and reviewing pre-claim letters, pleadings, applications, affidavits, and oppositions.
- Negotiating out-of-court settlements with various entities.
- Drafting, amending, and reviewing AoAs, PoAs, commercial agreements, SPAs, loan agreements.
- Incorporating, reinstating, and striking off companies and ancillary tasks.
- Handling of immigration and conveyance cases.
- Advising high-net-worth individuals on complex investment projects.
- HIGHLIGHTS: Successfully handled interim applications in high-profile cases without legal precedents involving crypto currencies and investments. Successfully represented foreign investors against developers for bad craftsmanship and breach of construction agreements.

ANIMACCORD LTD – In-house Lawyer – 2016 – 2017

- Drafting and reviewing PoAs, corporate documents, master franchise, license and know-how, TV broadcasting agreements, cease and desist letters, assignment of rights agreements, SPAs, and NDAs. Provision of legal opinions on intellectual property, commercial and corporate matters.
- Trademark searches and registrations (Registrar of Companies, WIPO, and OHIM).
- Liaison with internal and external contacts of the company.
- HIGHLIGHTS: Represented the Company in court proceedings for the destruction of counterfeit products and maintained detailed records of all counterparties.

DHI GLOBAL LTD – In-house Lawyer - 2015 – 2016

- Drafting, and reviewing PoAs, corporate documents, master franchise, license and know-how agreements, cease and desist letters, SPAs, and NDAs.
- Provision of legal opinions on intellectual property, commercial and corporate matters.
- Liaison with internal and external contacts of the company.

A. ARGYROU & ASSOCIATES LLC – Junior Lawyer – 2014 – 2015

- Drafting and reviewing commercial agreements, corporate and court documents.
- Providing legal opinions.
- Incorporating companies and ancillary tasks.
- Handling road traffic accidents, immigration, conveyance, and criminal cases.
- Active involvement in preparing and presenting cases before district courts, including pre-hearing appearances.