

Senior Managing Associates



Gunay Duagi

Gunay Duagi has over 11 years of experience in Financial Services. Over the last two years, Gunay has successfully assisted innovative foreign Fintech companies providing online lending platforms in complex authorisation projects to become licensed as non-banking financial institutions. Previously, Gunay coordinated the listing of STX Group with the Singapore Stock Exchange (SGX) for which TMO won an award for the “Best Law Firm” in the Capital Markets category. Gunay also specializes in the shipping, metallurgical and telecommunications industries. Gunay is an associate professor at the Bucharest Academy of Economic Studies where he teaches Business Law. He has published many legal articles and is regularly engaged as speaker and trainer on legal issues. Gunay’s practice focuses on: M&A, setting-up, authorisations and licensing, consumer protection and regulatory issues for credit institutions and non-banking financial institutions as well as listing of issuers on Romanian and international capital markets.



Daniela Grindeanu

Daniela is the lead of data protection and TMT practices in our law firm.

She is highly specialized in data protection and ICT fields, having in her portfolio hundreds of innovative projects involving compliance with data protection legal framework in different jurisdictions, privacy and security assessment, data privacy audits, marketing and profiling challenges, regulatory aspects, transfer of telecom infrastructure, cross-border transfers, participation in shared service centers, hosting personal (traffic) data on a 3rd party’s server, lawful interception etc. She has also conducted numerous GDPR implementation programs and has developed Code of Conducts for handling personal data and digital ethics for important clients in various industries: telecommunication, banking, oil & gas, agriculture, retailers, software providers, media agencies etc.

Over the years, Daniela has been actively involved in advocating for improvements to the data protection and ICT legislation, in particular participating in legislative void, acting on behalf of electronic communications providers and on behalf of Association of Mobile Operators in Romania (AOMR) or AmCham Romania. She was a member or the lead in various projects involving advocacy on national and EU legislation in data protection field, E-privacy, cyber security law, telecommunication infrastructure law, Big Brother law etc



Alexandru Moise

Alexandru has more than 10 years of experience advising on numerous projects involving authorization of banks, payment institutions, insurers and other financial institutions. He was part of the team entrusted with the special administration of a leading Romanian insurance company in a pioneering financial redress procedure. Alexandru also advises listed companies on securities matters and coordinated projects involving due diligence on credit institutions and set-up of share award plans for multinational listed companies. Alexandru is also specialized in data protection and is involved in the implementation of GDPR in a number of financial institutions. He is a regular speaker and trainer on financial services and data protection legal matters.



Cristina Rosu

Cristina Rosu has practiced law for over 12 years. She has extensive experience and in-depth expertise in banking and finance law. She has advised local and international banks, non-banking financial institutions, investment funds and insurers as well as financial industry associations.

In recent years Cristina has been involved in NPL projects with an aggregated value of over EUR 1 Bil, in which she has advised on structuring and negotiation of the transactions, banking regulation, and consumer protection law. Cristina is also involved in significant Real Estate transactions, in both sell side and buy side mandates, being involved from the early phases of the analysis (including Due diligence investigations) until the successful closing.

Cristina has worked on highly complex and prominent transactions in the financial services market, including the Blue Lake project, where she assisted the buyer of a large NPL portfolio. For this project, TMO received an award by the leading financial newspaper Ziarul Financiar, for the "Most Important Transaction in the Financial Services Sector" for 2017.



Alexandru Stanoiu

Alexandru has extensive experience in providing assistance both to foreign and domestic entities on litigation, regulatory and compliance, mergers and acquisitions, restructuring and competition issues. His practice includes commercial, tax and administrative litigation, debt recovery, enforcement proceedings and restructuring projects. He has also been involved in major M&A projects in Romania, drafting and negotiating on behalf of the clients transaction documentation. Alexandru is a definitive barrister from 2002 and has successfully represented major companies (Romanian and multinational) in front of all courts, including High Court of Justice and Cassation.

He has delivered multiple trainings and presentations regarding tax and competition matters, but also insolvency and commercial law. Between April and July 2016 he was part of the team providing an extensive training on the New Tax Procedure Code to ANAF inspection staff.

Managing Associates



Anda Tufan

Anda has over 8 year of experience in the Corporate M&A field and has worked extensively with international clients. She specialises in business acquisitions and divestures in Romania, as well as in national and cross-border mergers. She is regularly involved in group restructurings and regulatory advisory across various industries including FMCG, aviation and agriculture. Anda's international education brings in-depth insight to clients' business requirements.



Gabriela Aniculoesei

Gabriela has extensive experience in advising and representing taxpayers before courts of competent jurisdiction, such as assistance rendered to taxpayers in actions lodged in court against decisions issued by tax inspectors; preparation of complaints filed against tax assessments and also, against unjustified refusal by tax authorities to issue a response within the statutory term. In addition to this, she has relevant experience in drafting of various applications, petitions, claims addressed to the tax authorities (refund claims, petitions for rectification of clerical errors, regularization of taxpayers' payments)



Bogdan Arsene

Bogdan Arsene is a specialized Data Protection Lawyer with more than 10 years of experience in the legal field, out of which 5 years exclusively in the data protection specific legislation.

In the recent past, Bogdan held the position of Associate in a leading law firm in Central, Eastern and South-Eastern Europe (CEE/SEE). Also, Bogdan held the position of Data Protection Expert for one of the biggest telecom groups in Romania, where he conducted data breach investigations, risk assessment procedures and implemented specific data protection requirements in order to make compliant Operator business activities with data protection legislation.

Bogdan's has considerable expertise in implementing GDPR requirements within the Client organization while also taking an active role in drafting, proposing and imposing uniform standards as requested by specific legislation and General Data Protection Regulation (GDPR) in the field of personal data processing and traffic data. Able to solve complex personal data processing issues while also responding to all specific legislation requirements, Bogdan is invaluable aid at all stages: be it during a Data Protection risk assessments, planning and assisting in the performance of Privacy Audits and Privacy Investigations or by providing assistance in investigations initiated by National Data Privacy Authority.



Elena Bobu



Florentin Giurgea

With over eleven years of experience, Florentin has a specific focus on the financial practice area, dealing mainly with insurance, private pensions, banking and also with corporate matters. He worked both in Romania and abroad and has gained extensive experience advising on complex regulatory and transaction aspects. Florentin offers clients in-depth industry know-how. He is a Romanian qualified lawyer with solid academic background, being educated in the US, Portugal, Hungary and Romania.



Mihail Petcu

Mihail has over 6 years of experience in providing assistance and representation to foreign and domestic clients in connection with tax, commercial, administrative, insolvency and civil law issues, as a litigation lawyer. His experience also covers oil & gas regulatory assistance, due-diligence projects in the financial sector, debt recovery, enforcement proceedings and corporate/commercial projects.

Mihail has been involved in complex litigation cases including: representation of clients from various industries in tax and customs litigation cases, representation of the largest Romanian insurer in a complex portfolio of over 300 litigation insurance related files; representation of one of the top 5 banks in Romania in insolvency and enforcement cases. As a public procurement expert, Mihail assisted important public and private entities in public procurement and concessions projects in the infrastructure, oil & gas, waste management, transportation and telecommunications industries, as well as handling regulatory issues related to European funds.



Irina Stanica

Irina Stanica coordinates the Employment practice, her experience of more than 15 years covering the entire range of legal issues related to labour law. She has advised local and international clients and managed complex legal projects in her area of expertise, such as advisory on employees' rights, obligations and benefits, dismissal and redundancy procedures, collective agreements, lease of personnel, secondments and stock option plans. Irina and has been involved in numerous HR due diligence processes on buyer and seller side and is a regular speaker and trainer on Employment matters.

Senior Associates



Ivona Cristea

Ivona has extensive experience in providing legal advice and legal representation in front of the Romanian courts to foreign and national clients in connection with commercial, administrative, insolvency, insurance, tax and civil law matters. Also, she has relevant experience in debt recovery, enforcement proceedings and restructuring projects.



Raul Dimitriu

Raul is a capital markets and corporate governance lawyer who advises clients on matters including financing strategies, stock exchange listing readiness, corporate governance changes, fintech, and authorisation and reporting obligations of financial institutions. Raul holds a dual qualification as a Solicitor of England & Wales (2018) and an Attorney of South Africa (2014), which equips him to navigate the complex links between the common law and civil law systems. Apart from client work, he is a key contributor to capital markets awareness projects with stock exchanges and chambers of commerce.



Cosmin Grandori

Cosmin possesses great knowledge in civil law and has adequate knowledge of corporate and M&A services and transactions. He is dedicated in providing competitive quality legal services and is driven to get as close to perfection as possible.



Octavian Marian

Octavian is an experienced senior lawyer and is part of the dispute resolution team. Octavian's expertise includes assisting and representing of foreign and domestic clients in complex litigation proceedings arising out of tax and administrative matters, the performance or termination of various types of agreements, challenges against the decisions of public authorities and in complex claims or debt recovery and insolvency procedures. Octavian showed that he is a motivated and responsible lawyer, seeking for the same goals: meeting client expectation and continuous improvement.



Lavinia Cioc-Scarlat

Lavinia has wide experience in providing assistance in employment law, including but not limited to: drafting & reviewing employment contracts/addendums to individual employment contracts, collective bargaining agreements at company level, internal regulations of Romanian companies, providing assistance in case of termination of employment contracts, including complex dismissal procedures, providing labour law advice related to transfer of employees in case of implementation of various restructuring operations (such as: transfer of assets, transfer of business, merger, spin off), as well as in case of implementation of benefits schemes for management (such as stock option plans), drafting employment law implications in various buy side and seller side legal due diligence reports.

In addition to the above, Lavinia has also significant experience in providing assistance and representation in court to various national and multinational companies in labour litigation cases, but also files in front of the National Council for Discrimination.

Lavinia has been also a speaker on employment law related matters in various training courses provided to KPMG clients. She is also the author of several articles on employment law related aspects.



Izabela Tanase

Description: Izabela is a fully fledged lawyer having an expertise that focuses on employment related aspects including specific types of employment agreements, employer/employee rights, dismissal cases and individual and collective redundancy, collective agreements, discrimination claims, complex secondment, advice on working time rules, bonuses and benefits, and termination related aspects, as well as equity/share profit incentive programs. Moreover, Izabela has been involved in several GDPR regulatory and compliance projects and has gained a consistent knowledge in this area.



Andrei Tosa

Specializing in Corporate and Mergers & Acquisitions, Andrei assisted clients in numerous restructuring projects, buy and sell side due diligence investigations and general day-to-day advisory work related to a wide range of business matters. He is also actively involved in multi-disciplinary teams in drafting transaction related documentation, including contract drafting and negotiation rounds with Romanian and foreign-based companies. His background also includes experiences in other areas such as Real Estate and general regulatory matters.

Associates



Stefan Baciu

Stefan provides support for specific aspects regarding privacy and anti-money laundering legislation. Stefan strives to deliver high quality services that are clearly communication. In addition to this, Stefan possesses a good understanding of the challenges that a corporate entity may face, having been involved in due diligence exercises preceding M&A transactions. He is also interested in intellectual property and commercial law.



Victor Mihaila

With more than 3 years of experience at KPMG Legal, Victor is specialized in providing complex legal assistance related to innovation and legislative tracking tools. Victor implemented and manages our KPMG Legal legislative tracking tool having ensured the successful going live of a digitalized solution that ensures the possibility to replicate and streamline through the complex legal environment daily. Also, he has been part of numerous projects, including, due diligence investigations, authorizations procedures, complex restructuring of entities and stock option plans implementation.