ABNR
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Tifanny Natalia

Senior Associate

Background

Tifanny Natalia joined ABNR in 2011 and was promoted to senior associate in 2022. Her practice focuses on employment and immigration, general corporate, and mergers & acquisitions (M&A).

In **employment and immigration**, Tifanny has extensive experience advising clients across the full spectrum of Indonesian employment law and regulatory compliance. She regularly assists in drafting and reviewing employment contracts, employee handbooks, and supporting documentation tailored to client needs. She also helps clients register employment documentation with relevant authorities and provides comprehensive support for the hiring and permit processing of expatriates, ensuring compliance with local immigration regulations.

Tifanny frequently advises on employment termination procedures, including assisting employers in negotiating mutual termination agreements. She also provides strategic advice on employment-related issues arising in corporate transactions, such as employee transfers and compliance during mergers or acquisitions. She is a contributor to international legal publications, including Indonesian employment law guides published by **Chambers & Partners** and **The Legal 500**.

In her **general corporate** practice, Tifanny manages the day-to-day corporate affairs and compliance of a wide range of clients. Her recent work includes advising the Indonesian subsidiary of a UK-based global advertising company, and a binational government-funded foundation that supports educational scholarships. She has also assisted several international non-governmental organizations (INGOs) in establishing their presence in Indonesia, including one that works closely with the government on climate change and energy efficiency initiatives.

In **M&A**, Tifanny has participated in multiple legal due diligence projects and transactions. Her experience includes advising on the acquisition of a local securities company by a Korean firm, the acquisition of a food and beverage distributor by a Japanese investor, and the acquisition of one of Indonesia's largest internet companies by a Singapore-based media group.

Tifanny earned her law degree in business law from the Faculty of Law, University of Indonesia in 2011.

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