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Tom Melbye Eide



Tom Melbye Eide is an independent adviser on strategic and commercial legal matters and an international arbitrator/mediator/expert.

Since Tom left Shell Group in November 2021, he has been advising International Oil & Gas Companies and Host Governments/National Oil Companies, and has acted as Industry Expert, on Oil&Gas related matters.

Tom is a Fellow of CIARB London, has a Diploma from SCC Stockholm, is a member of LCIA London and supporting member of LMAA and listed with ICC Paris and SCC Stockholm. Tom is a CEDR certified International Mediator.

Tom has more than 20 years of executive experience and a strong legal background from the private and public sector, ranging from national and international institutions to companies and law firms. He has specialist competence in Board work and Corporate Governance, CSR & Compliance, IPOs & M&A, Government relations, Negotiations, Litigation/Arbitration and Investigations. He has deep knowledge of Oil & Gas commercial and legal issues, General industrial issues plus of European Capital and Financial markets and Insurance related matters. In addition to being a Legal and Trusted Adviser, he has also had roles taking responsibility for M&A, Risk Management, Pension and General Insurance issues and occasionally leading Non-core Businesses.

Throughout his Executive Career in Oil&Gas, he has been a Legal Decision Executive on all material strategic and legal matters pertaining to Oil & Gas Exploration and Production globally. This includes matters relating to Host Government, JV and Partners, Exploration, Development and Production, CAPAX Projects, Decommissioning and M&A. Tom has been involved in E&P issues relating to most major Oil & Gas Producing Countries on all Continents.

Tom has also in-depth experience with Litigation and Arbitration matters for the companies he has worked for. Tom has been involved in major Litigation and Arbitration cases globally incl. in cases relating to matters pertaining to the US, Brazil, Nigeria, Gabon, Algeria, Tunisia, Iraq, Kazakhstan, India, Philippines, Malaysia, Brunei, Australia, EU, UK, Norway. The disputes mentioned have involved state court, ad-hoc arbitration, mediation and most international arbitration institutions and have covered a wide range of issues such as Investor vs State, JV partner, Long Term Gas Price Reviews, LNG off-take, Construction, M&A, Regulatory Compliance, Product Liability incl. mass tort and insurance. With regard to Gas Agreements, Tom has been involved in a wide range of Legal and Commercial issues including Gas Price Review negotiations and disputes in Statoil, BG Group and Shell; most notably Price Reviews in relation to Norwegian Continental Shelf assets, Change of Control issues in relation to BG LNG contracts impacted by the Shell and BG combination and more recently various legal issues pertaining to gas agreements relating to Shell Global Upstream assets.

Tom left Shell Group in November 2021 where he had held the position as EVP & General Counsel for Shell Global Upstream (The Hague, NL/London) since 15th of February 2016. In this capacity he was a member of the Business Leadership team of Shell Global Upstream (Upstream Director Wael Sawan, previously Andy Brown) and the Shell Group Global Legal Leadership Team (Legal Director Donny Ching). Tom was also Chairman of the Board of Shell Norge AS.

Tom came from a position as EVP & Group General Counsel in BG Group (London) where he joined the Executive Committee of the then incoming CEO Helge Lund in 2015. In BG, Tom was advisor to the Board of Directors and member of the BG Steering Committee for the combination of Shell and BG responsible of legal matters.

Before BG, Tom worked for Sapa AS in Oslo, a world leader in aluminum solutions established by a combination of Norsk Hydro ASA and Orkla ASA' aluminum operations, where he held the position as EVP Group General Counsel and Head of M&A reporting to CEO Svein Tore Holsether. He was part of the first Executive Committee for the Sapa Group.

Prior to October 2013, Tom served close to 8 years in Statoil ASA (Equinor), first as Group General Counsel and advisor to the Corporate Executive Committee and the Board of directors in Oslo/Stavanger (CEO Helge Lund); thereafter as Head of Legal in the Business Area for Strategy and Business Development in London where he established a legal unit in Statoil's Global Strategy and Business Area (reporting to EVP John Knight) to focus on targeting key growth areas and developing Statoil's international future. In Statoil, Tom also lead the legal work stream on the merger between Statoil and Norsk Hydro and built up the Compliance Function following Statoil's Iran corruption scandal.

He has also held several executive positions in financial services prior to joining Statoil, including working for 8 years as EVP & Group General Counsel for the largest general insurance company in the Nordic region, If P&C Insurance Ltd in Stockholm, a company established as a combination of Storebrand, Skandia and Sampo's general insurance operations. Tom was a member of the initial (CEO Bo Ingemarsson) and the subsequent Executive Committee of If (CEO Torbjorn Magnusson). His main projects in If related to Corporate, M&A and Litigation matters.

Tom has also 3 years' experience as VP Senior Legal Counsel in Storebrand ASA in Oslo, reporting to General Counsel Hans Henrik Klouman, mainly dealing with Governance, Government Regulatory issues and new Business Development.

Prior to this, Tom held positions as legal advisor in the Norwegian Ministry of Finance and the Norwegian Ministry of Energy and Industry (Oslo) where his responsibilities included areas like the establishment of the Norwegian Sovereign Wealth Fund, the Norwegian Banking Crisis and the relationship to EU and other international organizations.

Tom has worked in private practice in the law firms Ro & Sommernes and Wikborg, Rein & Co in Oslo plus Herbert Smith in London. Tom has also been a trainee at the Legal Services of the European Commission in Brussels.

Tom has a Law degree from the University of Oslo with specialization on Anglo-American Contract Law, European Young Lawyers Scheme arranged and sponsored by the British Council in London, a Master's degree in International Business Law (LLM) from Kings College in London, and has completed executive courses at Harvard Business School.

Tom is a citizen of Norway and has a partner and four children.