

NASIR KHAN MBE FCIArb

Independent Mediator

Commercial | Corporate | Construction | Property | Infrastructure | Governance



Successful mediation is not about winning an argument. It is about applying sound judgement, commercial understanding and common sense to help parties find a solution they can both live with.

Overview

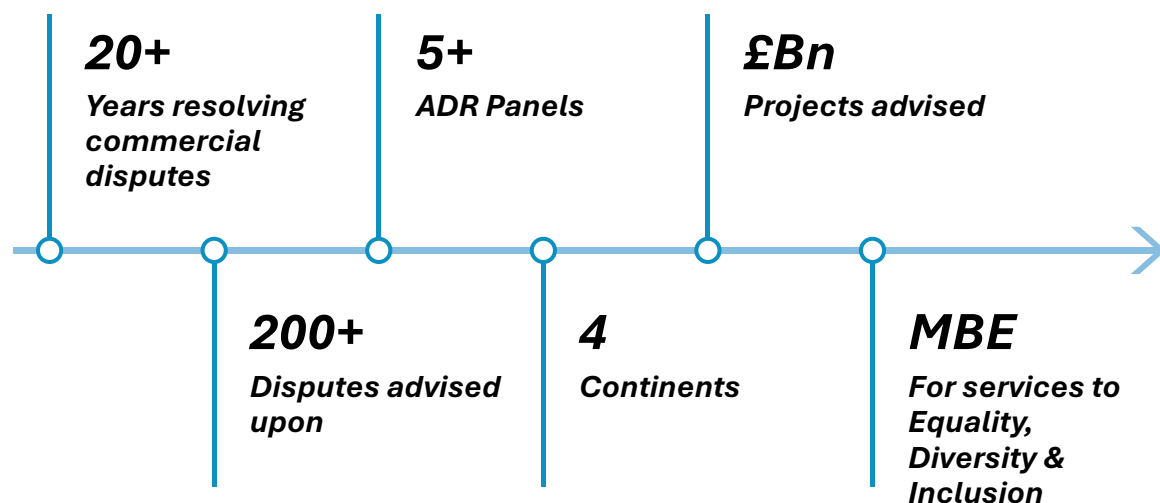
Nasir Khan MBE is an accredited Civil and Commercial Mediator, Fellow of the Chartered Institute of Arbitrators and internationally recognised dispute resolution practitioner.

With more than twenty years' experience advising businesses, public bodies, contractors, consultants and boards, he has helped organisations resolve complex commercial disputes across the UK, Europe, the Middle East, Africa and South Asia.

Drawing on experience as a mediator, arbitrator, expert witness, commercial executive and board adviser, Nasir understands disputes from every perspective. He combines commercial judgement with practical problem-solving to help parties move beyond entrenched positions and reach commercially sensible, durable outcomes.

His practice focuses on commercial, corporate, construction, infrastructure, property and governance disputes. He established KHAN ADRS to provide independent dispute resolution services founded on a simple principle: Common Sense, Trusted Neutrality, Practical Solutions.

Why Parties Appoint Nasir



- Executive-level commercial judgement developed over two decades advising organisations on complex disputes and strategic decisions.
- Trusted by clients, contractors, consultants, boards and public bodies to facilitate difficult conversations and achieve practical outcomes.
- Able to understand commercial, legal and technical issues without losing sight of the human dynamics that drive conflict.
- Experienced in preserving business relationships whilst helping parties evaluate litigation risk and commercial opportunity.
- Independent, impartial and commercially pragmatic.
- International experience across Europe, the Middle East, Africa and South Asia.

Mediation Style and Approach

Every dispute is ultimately about people. Whilst contracts and legal rights provide the framework, successful mediation depends upon trust, communication and a realistic understanding of commercial risk.

Nasir adopts a pragmatic, commercially focused approach that enables parties to make informed decisions about their future. Drawing on experience as a mediator, arbitrator, expert witness and commercial executive, he is comfortable managing complex legal, technical and financial issues whilst remaining focused on the interests that underpin the dispute.

His role is to facilitate constructive dialogue, challenge assumptions where appropriate, reality-test positions and help parties explore practical options for settlement. Whether dealing with a multi-million-pound commercial dispute or a sensitive governance issue, Nasir remains independent, impartial and focused on achieving durable outcomes.

Successful mediation is not about persuading one party that the other is right. It is about helping both parties make better decisions.

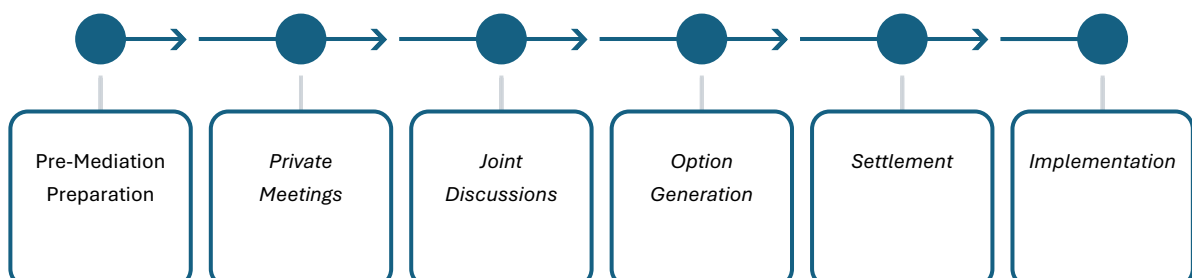
Sectors

Nasir has advised and mediated disputes across a wide range of sectors in the private, public and not-for-profit environments.

- Infrastructure
- Rail & Transport
- Energy & Utilities
- Commercial Property
- Manufacturing & Industry
- Healthcare
- Government & Public Sector
- Financial Services
- Insurance
- Charities & Not-for-Profit
- Engineering
- International Projects

Mediation Process

Over the years, Nasir has developed a clear and structured mediation process designed to help parties reach practical, durable and commercially sensible outcomes.



Areas of Practice

Commercial	Corporate & Governance	Construction & Infrastructure	Property & Real Estate	Organisations & Communities
Commercial contracts	Shareholder disputes	Final accounts	Commercial landlord & tenant	Governance and constitutional disputes
Payment and debt recovery	Partnership disputes	Payment disputes	Rent reviews	Membership disputes
Supply chain disputes	Director disputes	Delay and disruption	Lease renewals and lease interpretation	Charity and not-for-profit organisations
Sale of goods and services	Joint venture disputes	Defects and quality issues	Dilapidations	Community stakeholder disputes
Business-to-business disputes	Business ownership and exit	Professional appointments	Property management disputes	Board and trustee disputes
Procurement and framework agreements	Board and governance issues	Contract administration (NEC, JCT & FIDIC)	Development and construction property disputes	Strategic and organisational disputes

Selected Mediation Appointments

The following examples are representative of Nasir's selected mediation work. Details have been anonymised to preserve confidentiality.

Commercial Landlord and Tenant Dispute

Mediated a dispute between a commercial landlord and tenant following successive rent increases which had become unsustainable due to changing market conditions. Using BATNA and WATNA analysis, both parties were encouraged to evaluate the commercial consequences of failing to reach agreement. The landlord recognised that retaining an established tenant was preferable to a vacant unit in a challenging market, whilst the tenant accepted the importance of meeting a revised payment plan.

Outcome: Settlement was achieved during a half-day mediation, preserving the tenancy and avoiding litigation.

Shareholder and Business Operations Dispute (£1.2 million)

Mediated a dispute between business owners concerning governance, financial obligations and the future operation of the company. The mediation helped the parties to move beyond entrenched positions and focus on the commercial future of the business.

Outcome: A comprehensive settlement was reached during a one-day mediation.

Construction Contract and Supply Chain Dispute (£750,000)

Mediated a dispute arising from payment, contractual performance and ongoing trading arrangements between a contractor and supplier.

Outcome: Through structured commercial discussions and reality testing, the parties reached a negotiated settlement whilst preserving their business relationship.

Organisational Governance Dispute

Mediated a dispute involving directors and stakeholders concerning governance, decision-making authority and future organisational arrangements.

Outcome: The mediation addressed both the practical and relationship issues, resulting in an agreed governance framework and renewed stakeholder commitment.

Professional Recognition

In addition to his mediation practice, Nasir plays an active role in advancing dispute resolution, professional standards and industry best practice both within the United Kingdom and internationally.

ADR Appointments

Chartered Institute of Arbitrators (CI Arb) – Business Arbitration Scheme (DAS) Panel

London Chamber of Arbitration and Mediation (LCAM) – Panel Mediator

International Centre for Appropriate Dispute Resolution (ICADR) – Panel Mediator

TCC ADR Centre – Panel Mediator

International Mediation Institute Pakistan (IMI Pakistan) – Accredited Mediator

Professional Leadership

Chair, Construction Industry Council (CIC) Liability Panel - Leading the UK's oldest multi-disciplinary panel on professional liability, risk management and dispute avoidance.

Founder and Former Vice Chair, CI Arb Pakistan Branch - Led the establishment of the Chartered Institute of Arbitrators' Pakistan Branch, helping to strengthen the profile of arbitration and mediation and supporting the development of ADR.

Civil Mediation Council - Member of the Equality, Diversity and Inclusion Working Group, contributing to initiatives that improve access to mediation and support the development of the profession.

In recognition of Nasir's contribution to equality, diversity and inclusion, particularly within the transport and infrastructure sectors, Nasir was awarded the Member of the Order of the British Empire (MBE).

Teaching and Professional Development

Nasir regularly lectures and delivers professional training in arbitration, mediation, expert evidence and commercial dispute resolution. He is an Award Writing Tutor on the RICS Diploma in Arbitration and has delivered training and guest lectures for professional institutions, universities and industry bodies in the UK and internationally.

Publications and Speaking

A regular author and international speaker, Nasir's work has been published by organisations including Lexology, the Chartered Institute of Arbitrators, the Construction Industry Council, the Chartered Institution of Civil Engineering Surveyors and the International Bar Association.

He has spoken at international conferences and industry events across the United Kingdom, Europe, the Middle East and South Asia on topics including mediation, arbitration, expert evidence, construction law and commercial dispute resolution.

Professional Endorsements

"Nasir is an exceptional FIDIC expert, with in-depth technical and commercial knowledge. He was able to provide us invaluable assistance in managing Rail Baltica project disputes, one of the biggest railway projects in Europe."

Deputy Head of Legal

Rail Baltica

"Nasir supported our 250m port investment in Tilbury. I found Nasir to be extremely professional, supportive, and very experienced in dealing with large scale construction disputes. I greatly enjoyed working with Nasir and he is someone who would be a great asset to any organisation he works for."

Commercial Director

Port of Tilbury

"Nasir is flexible, personable, and knowledgeable. On our projects we valued his insight and counsel as we worked through challenging procurement issues."

Director of Commercial Development, NHS, London

"Nasir is a very knowledgeable and experienced NEC practitioner who delivers his support with clarity and certainty. He is an affable character, a team player who endeavoured to exceed our customer's delivery expectations. I always found Nasir very supportive and a pleasure to work with."

Project Director

UK Government Client

“Nasir is authentic and passionate about what he does; I have always found Nasir to be courteous, proactive, supportive and helpful, and am really hoping to have an opportunity to work with him again on a project in the near future.”

People Partner

Gleeds Corporate Services Ltd

Career Background

Nasir established KHAN ADRS in 2026 following more than two decades of executive leadership, commercial management and dispute resolution experience across the construction, infrastructure, transport, energy and utilities sectors.

Prior to establishing his independent practice, Nasir served as Managing Director – Advisory, Disputes & Quantum (EMEA) at Rimkus, where he led multidisciplinary teams across Europe, the Middle East and Africa, advising clients on complex commercial disputes, expert evidence, governance and strategic risk.

Previously, as Principal at HKA, Director and Head of Contract Solutions at Currie & Brown, and Head of Commercial at Network Rail, he advised public and private sector organisations on commercial strategy, procurement, dispute avoidance and major infrastructure programmes. Earlier roles with Laing O’Rourke, Nortel Networks and The Engineers & Constructors provided a strong foundation in engineering, commercial management and project delivery.

Having advised employers, contractors, consultants, suppliers, public authorities and boards, Nasir understands the commercial realities facing every party to a dispute. This breadth of experience enables him to establish credibility quickly and facilitate practical, commercially informed settlements.

Career History

2026 – Present	Founder & Principal, KHAN ADRS Ltd
2025 – Present	Director – Head of Online Dispute Resolution, Sulha Solutions Ltd
2024 – 2025	Managing Director – Advisory, Disputes & Quantum (EMEA), Rimkus
2022 – 2024	Principal, HKA Global Ltd
2019 – 2022	Director & Head of Contract Solutions, Currie & Brown
2012 – 2019	Head of Commercial, Network Rail
2007 – 2012	Procurement Manager, Laing O’Rourke
2004 – 2005	Regional Civil Engineer, Nortel Networks
2003 – 2004	Site Engineer, The Engineers & Constructors

Professional Qualifications & Memberships

Education

- LLB (Hons), University of Law
- MSc Construction Law & Arbitration, King's College London
- MSc Project Management, Queen Mary University of London
- BEng (Hons) Civil Engineering

ADR

- Accredited Civil & Commercial Mediator
- Fellow, Chartered Institute of Arbitrators
- Freeman, Worshipful Company of Arbitrators

Professional

- Fellow, Chartered Institution of Civil Engineering Surveyors
- Fellow, Chartered Institute of Purchasing and Supply
- Professional Engineer (PE)
- Member, International Bar Association – International Construction Projects Committee
- Member, Contracts & Dispute Resolution Panel, CICES
- Member, JCT Council

Contact

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