



Kristian Fredheim

Senior Lawyer

Kristian Fredheim has special expertise in public law disciplines as well as general judicial and extrajudicial dispute resolution with a background as a municipal lawyer and deputy judge. As a municipal lawyer, Kristian has provided legal advice and litigated cases within most subject areas in the municipal sector, including cases concerning general and special administrative law, labour law, public procurement, and planning and building law.

Kristian is part of the firm's Employment law group.

He is a member of the Norwegian Bar Association's Human Rights Committee and is also a member of the Disciplinary Committee for Northern Norway. In addition, he is an examiner in a wide range of subject areas at the University of Tromsø.

✉ kfr@sands.no

☎ +47 77 61 78 18

📱 +47 41 52 42 51

Expertise areas

Employment law

Dispute resolution and litigation

Work experience

- 2023–
● **SANDS Advokatfirma DA**
Senior Lawyer
- 2020–2023
● **Municipal Lawyer, Harstad Municipality**
Municipal Lawyer/Unit Manager
- 2018–2020
● **Municipal Lawyer, Narvik Municipality**
Lawyer
- 2017–2018
● **Advokatfirmaet Haavind AS**
Lawyer
- 2014–2017
● **Trondenes District Court**
Deputy Judge/Acting Circuit Judge
- 2014
● **Advokatfirmaet Hjort DA**
Associate

Education

- 2014

- **University of Tromsø**
Master of Laws
- 2013
- **University of Copenhagen**
Course student

Memberships / Posts

- 2022–2023
- **Disciplinary Committee for Northern Norway**
Member
- 2020–2023
- **Norwegian National Human Rights Institution**
Member
- 2019–2023
- **Human Rights Committee of the Norwegian Bar Association**
Member
- 2019
- **Norway's delegation to the UN General Assembly in New York**
Member
- 2015–
- **University of Tromsø**
External Examiner