



# Thomas Sando

## Managing Partner

Thomas Sando is SANDS' Managing Partner. He is also the Head of the firm's group for EU, EEA and competition law.

Thomas has worked with competition law since 2005, and he assists large and medium-sized Norwegian and foreign companies in different industries, within all fields of competition law.

Thomas also focuses on public procurement law, and he regularly advises clients in negotiations concerning different types of commercial agreements.

He is rated in several international publications, e.g. in Legal 500 and Chambers Europe, where our clients describe him as a lawyer who is

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### Expertise areas

EU-, EWR- und  
Wettbewerbsrecht  
Vergaberecht

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*“Thomas is extremely service-minded, and he always responds at short notice. Probably because of his deep knowledge of competition law and his calmness and professionalism, we always feel that we have an advantage in discussions with counterparts – and that we have chosen the best lawyer”*

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- Client, Legal 500, 2024

In 2022 Thomas is rated as a 'Leading individual' in EU and Competition in Legal 500.

### Work experience

- 2022–  
● SANDS Advokatfirma DA  
Managing Partner
- 2010–2022  
● SANDS Advokatfirma DA

Partner | Senior Lawyer | Senior Associate

2005–2010

- **Advokatfirmaet Thommessen AS**  
Senior Associate | Associate

2004–2005

- **Konkurransetilsynet**  
Executive | Adviser

2003–2004

- **Statens landbruksforvaltning avd. Handel og Industri**  
Executive

## Education

2005

- **King's College London, University of London, UK**  
Postgraduate College Diploma in EC Competition Law with Merit,

2004

- **University of Durham, UK**  
Master of Laws in International and European Legal Studies with Distinction

2003

- **University of Oslo**  
Cand. jur.

## Awards

2024

- **Legal 500**  
EU and competition - Leading individuals

2022

- **Legal 500**  
'Leading individual' in EU and Competition

2021

- **Legal 500**  
'Leading individual' in EU and Competition

2020

- **Chambers Europe**  
"He is able to formulate and communicate his observations and recommendations in a way that is understandable and gives the basis for implementing clear actions and necessary measures."

2020

- **Legal 500**  
"I have worked with Thomas Sando and he has a great way of being. He is a guy that you always can count on and has been of great help to get things done."

2019

**Chambers Europe**

"Thomas Sando provides non-contentious competition support, including merger clearance advice and compliance assistance. Clients describe him as "extremely service-oriented" and highlight his "broad technical knowledge."