

Associate Lawyer for our Employment Practice

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We are recruiting an Associate Lawyer to join our growing Employment, Pensions & Immigration practice.

Your mission

Assisting our clients in nearly all aspects of employment law and most notably:

- Individual employment relationships (assisting employers with employment contracts, internal rules and policies, HR compliance, social security, termination of employment, etc.);
- Collective employment law (amendment or drafting of collective bargaining agreements, relations with the staff representatives, relation with the ITM, collective dismissals and employment safeguard plans,);
- Labour litigation & dispute resolution (negotiation of out-of-court agreements, proceedings in front of the Labour Court and the Social Security Courts, etc.);
- International mobility of employees (secondment within a group, teleworking, including immigration and social security related issues, etc.).

You will also assist other department of the firm from time to time, including our M&A department regarding the employment law aspects of acquisitions (due diligences, SPA, transfer of undertaking, etc.)

You will primarily be advising our clients on the above matters, but also assisting them in front of the courts in judicial proceedings.

Your profile

- Member of the Luxembourg Bar;
- University degree in law completed by a post-graduate degree;
- Ideally 2 to 3 years' experience in a recognized law firm in Luxembourg and a solid background in Luxembourg labour law;
- Personal communications skills;
- Excellent written communication and drafting skills;
- Fluent (written and spoken) in both French and English. Proficiency in Luxembourgish and German would be highly appreciated;
- Team player and client oriented.

Our values:

We have a strong focus on how we recruit, train and reward our staff and always ensure that they are fully aligned with our work culture built around our four core values:

- Service Excellence - We seek to exceed our clients' expectations, through impeccable quality advice and deliverables.
- Integrity & Trust - We 'walk the talk' – Being widely trusted by all our counterparts is essential to us.
- Teamwork – We place team goals above individual goals
- Approachability – Building rapport with all our counterparts is a key priority for us.

Joining our Employment, Pensions & Immigration team means working alongside recognised practitioners on a broad range of employment law matters, with a high level of direct client exposure and responsibility. You will be directly involved in advising clients on individual and collective employment matters, restructurings and dismissals, employment litigation, international mobility and immigration, as well as pensions and social security matters.

Continuous training is a priority: we provide our associates with training by partners and counsels and legal resources to further develop and grow in their journey as lawyers.

By setting ambitious yet realistic goals, our firm offers an environment that allows our lawyers to build sustainable careers while delivering consistent excellence to our clients.

About the firm:

We are a top independent law firm based in Luxembourg with a wide international network. Local and international clients rely on us for our recognised expertise in legal matters and disputes involving Luxembourg law. We pride ourselves in being a multidisciplinary firm serving all major sectors of the economy.