

## Junior Employment Lawyer

### Department purpose

Our employment practice handles both contentious and non-contentious labour law matters for employers, mainly in the banking/financial services, insurance, ICT, industrial and retail sectors, advising clients across the full range of Luxembourg employment issues.

Our team assists clients on all aspects of individual employment law issues, including, contract design (including multi-employer relationships); flexible working time arrangements; remuneration policies, retention and bonus agreements; immigration; retirement pension supplements and early retirement; individual dismissals (incl. settlement agreements and litigation).

We also provide strategic advice for collective employment issues, including, collective dismissals, social plans, company agreements and mitigation plans (plan de maintien dans l'emploi), negotiating collective bargaining agreements; employee transfers (M&A deals, outsourcing), staff representation, including social elections, health and security in the workplace and due diligence on labour law issues.

Over the past years, we have advised on Luxembourg's largest social plans and employee transfers (including Brexit matters) which reflect our innovative and pragmatic approach to sensitive issues. With our strong background in contentious labour law matters, we can support our clients in employment-related litigation before all Luxembourg courts.

### Role purpose

We are currently looking for a Junior Lawyer in our Litigation - Employment department.

### Role and responsibilities

- You will work in a truly diverse environment and on both local and cross-border projects.
- You will benefit from first-class legal and soft skills training that will greatly contribute to your career and personal development.
- You will work in a highly collaborative and intellectually stimulating environment, and you will be part of a team that helps you learn and succeed.

### Key requirements

- You have at least one year relevant experience within a law firm, ideally based in Luxembourg
- You have attended or are eligible to attend the CCDL or the equivalent in another EU jurisdiction
- You are fluent in both written and spoken English and French (German would be an asset)
- You have a practical and solution-orientated approach to work
- You are a team player, proactive and have excellent communication skills

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### What we offer

You will work in a dynamic and challenging environment with an international dimension. We greatly value our unique culture, which combines high-quality client service with a real focus on people and teamwork. In our firm, positive attitude matters. We believe it defines the way in which we work, both with clients and with colleagues.

We offer a competitive remuneration package, a flexible work environment (60/40), a wide range of training opportunities for continuous development, a restaurant with subsidized meals, a fitness room with a wide range of group classes, a concierge service and a health insurance.

A&O Shearman is a new global industry-leading law firm, with nearly 50 offices in 29 countries worldwide. Our fluency in English law, US law, and the laws of the world's most dynamic markets, enables us to provide unmatched insight and seamless delivery to clients. We work on challenging and important deals and disputes that have the potential to shape the future.

We offer exceptional opportunities for our people; opportunities to work for the world's leading businesses; to transform the status quo, and to deliver your best work, helping you and your career to thrive, while delivering unparalleled outcomes for our clients.

# A&O SHEARMAN

Whether you're helping clients solve complex challenges, transforming the ways we manage our business, or ensuring the smooth-running of our operations, this is an environment where you can belong and excel. We provide first-rate training and development, we are committed to diversity, equity and inclusion and we provide support and ways of working that help you optimise your wellbeing.

What truly defines a career with us? We recruit the best and ask for the best of you. And together, we will redefine success.

*Belong. Excel.*