**Introduction**

iGlobal Law is the international arm of Wedlake Bell's employment team.  It has a separate brand and a different client base – see [www.igloballaw.com](http://www.igloballaw.com).  It's core team work mainly for global clients.

Although the candidate will be employed by Wedlake Bell,  this role is to join the iGlobal Team.

**Job Title:** iGlobal Lawyer  – circa 6 + PQE

**Status:** Full time, permanent

**Main responsibility**: To advise and manage the advice for global businesses in all their countries of operation. The work can be cross border projects or single country advice (see examples below). The work will also involve an amount of UK based legal advice.

**iGlobal business model**: iG is a law firm that specialises in International employment law. It acts for global companies ranging in turnover from $100m to $17bn, headquartered in the US, EMEA and AsiaPac. iG provides a single contact point for worldwide labour law advice.  It works with leading lawyers and builds its own knowledge bank of global labour law enabling it to advise internationally on a range of labour law matters at a reduced cost to clients.

**Our reach**: iG carries labour law and HR compliance expertise in over 90 countries.

**The Team:** iG sits within the WB Employment group and has a dedicated team of 5 international labour lawyers and access to a further 9 WB employment lawyers as and when required. It brings in leading employment lawyers worldwide when needed.

**Candidate experience:**

* Strong UK labour law experience: advising corporate HR teams on all labour law issues is their core skill and expertise.
* Commercial approach: iG gives practical advice not detached legal analysis or points of academic interest. A problem solving, common sense approach to legal issues is essential.
* International: experience of advising corporates on labour law across borders and working with local lawyers, whether from the same firm or another, will be a big advantage.

**Candidate interests:**

* Demonstrably strong interest in international working: in any given month an iG lawyer might work in over 20 jurisdictions without ever leaving EC4.
* Strong interest in employment law: an interest in and a desire to understand the similarities, variations and comparisons of labour laws across many jurisdictions.
* Able to build strong committed relationships with HR teams and GCs of large companies.
* Able to build strong relationships with leading labour lawyers worldwide and manage them as an instructing client.
* Languages: almost all iG work is done in English but the ability to speak a foreign language will show an international outlook.

**Examples of recent work:**

Advising a Spanish client on the employment law aspects of an acquisition of a UK division of a leading British aerospace company;

Advising on the transfers of all employees and assets in 20 countries into new entities in anticipation of a disposal of the related business line;

Advising on numerous cross border post-acquisition employee integrations and restructurings.

Advising across 16 jurisdictions on the employee TUPE integration of two business divisions acquired from NASDAQ,  working alongside a top US law firm who were corporate lead.

Advising on the global sales commission plan of covering: Australia, China, Denmark, Finland, France, Germany, Hong Kong, India, Ireland, Israel, Italy, Japan, Korea, Malaysia, Netherlands, New Zealand, Singapore, Spain, Sweden, UK;

Advising on UK and European employment litigation;

Advising on numerous employment terminations worldwide;

Advice relating to the right to retain bonuses : Argentina, Australia, Brazil, China, Italy, Japan, Korea, Mexico, Netherlands, Singapore and UK;

Advising on employee consent to commission plan changes in Austria, Belgium, Denmark, Finland, Israel, Saudi Arabia, Russia, Slovakia, Slovenia,  Sweden, Switzerland and UAE;

Advising on a worldwide employment document harmonisation project involving 17 countries;

Advising on GDPR policy implementation across the EU.

Advising clients establishing employment operations in new countries including, recently Belgium, Spain, Israel, Democratic Republic of Congo and South Africa.

Advising on Covid (furlough schemes and lockdowns) and post-Covid (return to office and vaccinations) rules in over 30 jurisdictions.

Please contact Natalie King, Head of HR, at nking@wedlakebell.com with a cover letter and CV if you are interested in this opportunity.