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James is a partner in the employment team.

He is an adviser, negotiator and – when required – a determined litigator.

Dual qualified in New York and England & Wales, James advises senior executives, partners, founders and employers on all aspects of employment and partnership law. He is often instructed by clients with complex cross-border issues, which he handles with an adept understanding of the international issues that often arise.

James assists clients at all stages of the employment / partnership relationship, whether it be advising on documentation at the start, addressing issues that arise throughout, or planning exit strategies and negotiating severance packages when they come to an end.

He often leads multi-disciplinary teams (including employment, corporate, reputation management, regulatory, tax and immigration) and is at his best when he is helping his clients out of a hole, whether that be difficult employment terminations, resignations/removals from partnership or supporting clients through disciplinary investigations.

James has experience of litigating in the Employment Tribunal, High Court, County Court and Court of Appeal, as well as regularly resolving client disputes via alternative means such as mediation.

Clients comment that he is 'an exceptional operator' who is 'enormously knowledgeable', 'exceptionally good on technical details' and 'fantastic at dealing with cross-border matters'.

Track record

Employment advice

Providing employment advice to *Renault Group* on the acquisition of Lotus F1 and its €1.5 billion investment in motorsport and technology.

Multi-million pound High Court claim

Successfully representing *OMV Petrom S.A.* against Glencore International A.G. in a multi-million pound High Court claim regarding the sale of crude oil in Romania in the mid 1990s and subsequently successfully defending an appeal by Glencore against the c.\$40million damages awarded to OMV Petrom in 2015.

Contractual documents for Italian companies

Drafting contractual documents for Italian companies engaging senior executives in the UK and USA.

CEO's exit package

Assisting the CEO of a global investment company with the negotiation of the financial and non-financial elements of his exit package.

Formula 1 Team employment law advice

Providing strategic and reactive employment law advice to the Renault Sport Formula 1 Team.

Part 8 claim

Working with [Claire Christy](#), on a client's successful Part 8 claim to rectify a UK company's register of members.

Admissions

State of New York, 2014

England and Wales, 2015

Education

King's College London, LLB (Hons)

University College London, LLM

Languages

English

Memberships

New York State Bar Association

Employment Lawyers Association

American Bar Association

International Forum of Senior Executive Advisers

Key dates

Year joined: 2013

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