

Justin Terry

Legal Director

I am a Legal Director in the Employment law team, providing commercially focused advice to employer clients on contentious and non-contentious issues, with a particular focus on the technology and publishing & digital media sectors.



Justin is a Legal Director in the Employment team at Fox Williams. He is a trusted advisor for business client on all elements of employment law and HR related matters as well as having expertise managing global employment law projects.

Justin's experience on the full employment "life cycle" includes providing advice on recruitment, disciplinary and grievance issues, employee transfers and transitions, redundancy exercises as well as conducting and managing sensitive investigations. He also works on matter involving whistleblowing, employee exits and associated negotiations, post termination restrictive covenants and employment related litigation.

Legal Expertise

- Workforce restructuring and reorganisation (including redundancies)
- Restrictive covenants – advice and enforcement
- Employment dispute matters including Tribunal claims and without prejudice negotiations
- Cross jurisdictional employment related projects and advice
- Disciplinary and grievance issues, including investigations
- Assistance with outsourcing, insourcing and business acquisitions
- Obligations in relation to protected characteristics and discrimination matters

Experience

- Defence of high profile and high value sex discrimination and sexual harassment claim
- Advising global software developer on complex contested TUPE transfer

- Assistance for web development company with exit deal for hostile co-founder
- Advice to high profile employer regarding employee accused of sexually assaulting co-worker
- Advising online bank seeking to exit founder
- Secondment to global IT services organisation

Memberships

- Employment Lawyers Association