



BEN HARRIS
SENIOR ASSOCIATE

[Sydney](#)
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Ben specialises in employment litigation, workforce restructuring, and multi-jurisdictional employment advice.

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BACKGROUND

Ben is admitted to practice in New South Wales (2010), Hong Kong (2016), and England & Wales (2018). He holds a Bachelor of Laws (Hons) and Bachelor of Commerce.

KEY SECTORS

[Banks and other Financial Institutions](#)
[Leisure and Sport](#)

EXPERIENCE

Ben is a highly experienced employment lawyer who has worked in leading employment practices in Sydney, Hong Kong and London. This international experience positions Ben well to advise multi-national corporations on issues relating to their global workforce, such as reductions in force, post-acquisition integration, and compliance and policy reviews.

Ben also has significant experience in employment litigation, particularly in the areas of post-termination restraints and employee competition issues, but also discrimination, harassment, general protections and unfair dismissal.

Outside of these areas, Ben is a trusted adviser to clients throughout the employment

lifecycle, from hiring to performance management and termination of employment, as well as the impact that data privacy laws have on employers.

Ben was recognised as a "Next Generation Lawyer" in the 2017 Legal 500 Hong Kong Employment rankings. He has also undertaken client secondments at Facebook (UK, 2020) and JP Morgan (Hong Kong, 2015).

Ben's experience includes:

- leading the employment workstream on a client's US\$10b acquisition of the enterprise business of a cybersecurity company across 20 jurisdictions, including complex employee consultation and post-acquisition integration issues
- coordinating a global reduction in force program across 40 jurisdictions for a financial services company, and advising a bank on the closure of its retail business in the Asia-Pacific region
- obtaining a springboard injunction for a financial services business in respect of its former CEO, who had set up a competing business whilst on garden leave
- acting for an investment bank in relation to a high value maternity, sex and disability discrimination claim; and in another case involving sexual orientation and disability discrimination claims
- providing day to day employment law advice to multinational companies under global and regional retainer arrangements