



HERBERT
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FREEHILLS




TIM LEAVER

PARTNER

[London](#)

Tim is an employment and partnership lawyer in the London Employment team.

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BACKGROUND

Tim has an degree in law (first class honours) from Oxford University (MA Oxon).

KEY SERVICES

[Employment](#)
[Partnerships and LLPs](#)

KEY SECTORS

[Banks and other Financial Institutions](#)
[Asset and Wealth Management](#)

EXPERIENCE

Tim helps clients with their most challenging employment and partnership matters across the full range of sectors. He works alongside clients both domestically and on cross-border issues to deliver pragmatic and commercial solutions, often in time-critical, high-risk and strategically important situations.

Tim helps businesses to resolve both their employment/partnership-related contentious matters (to both execute and avoid litigation), and in other matters affecting their workforces such as strategic advisory matters, M&A, restructuring and protecting business interests.

With 16 years' specialist experience Tim has helped clients on all aspects of their employment and partnership-related challenges, from setting up new businesses, to executing complex and multi-faceted internal investigations and implementing team moves.

Tim has guided clients through some of the largest domestic and cross-border M&A and takeover matters in recent years, dealing with employee-related issues throughout the world.

Tim has been singled out by clients and the legal directories for his client-focused, pragmatic and commercial advice. *Chambers and Partners* has commented on his ability to bring "an extremely commercial view to the issues" and that he is "highly innovative in solving management problems", while *Legal 500* notes him as a "Tough negotiator...always one step ahead of the other side".

Tim is a proponent of the firm's diversity and inclusivity initiatives and is one of the firm's dedicated Mental Health Mentors.

Some of Tim's recent experience includes advising:

- a leading financial institution and a global hedge fund on multi-million pound High Court bonus disputes and wrongful termination allegations
- a number of global financial services institutions on the implementation of the new UK Senior Managers and Certification Regime and Europem Regulations on deferred remuneration
- various professional services firms and financial institutions on the defence and implementation of team moves and associated injunctions and undertakings
- a major UK insurer on it handling and resolution of various whistleblowing complaints by three senior members of staff
- the administrators of Nortel Networks on the employment issues arising from the administration of 30 subsidiaries in EMEA, including insolvency/restructuring issues and a series of substantial cross-border M&A transactions