SQUIRE PATTON BOGGS

Anna-Maria Hesse



Director

Berlin
T +49 30 72616 8116

anna-maria.hesse@squirepb.com

Languages spoken
German | English

About Anna-Maria

Anna-Maria Hesse provides strategic and legal advice to national and international clients on all aspects of individual and collective employment law at the interface between German employment law and global HR and corporate strategies – from designing modern remuneration systems and conducting internal investigations to planning, supporting and negotiating complex restructuring processes and employment disputes.

Anna-Maria has particular experience in developing legally compliant and pragmatic solutions for internationally active companies to complex and challenging legal questions including acquisitions, mergers, restructuring processes, TUPE issues and mass dismissals etc., always with an eye on the respective corporate culture, business needs and the dynamic changes in the world of work. Furthermore, she supports negotiations with works council and represents the clients within communications and proceedings with authorities and courts.

Anna-Maria also provides advise and support for internal investigations, grievance and termination procedures, as well as employee benefits and pensions, employee leasing, flexible work models and working time.

Experience

- Representation of national and international companies, as well as public and ecclesiastical employers in and out of court in all areas of employment law.
- Comprehensive advice and support in complex and cross-border restructuring, including partial and complete closures with staff reductions, including negotiations on reconciliation of interests and social plans with works councils, as well as representation before courts and authorities.
- Strategic and legal advice and development of solutions for national and international companies in the context of takeovers, transformations, transfers of operations and staff reductions, including representation and litigation.
- Comprehensive advice and support in the planning and implementation of internal investigations, compliance projects and disciplinary measures.
- Drafting of employment contracts, settlement and termination agreements, tripartite agreements, bonus programmes, works agreements, reconciliation of interests, social plans, guidelines and policies, as well as manuals, etc.
- Advise and support in the introduction of international bonus programmes, variable remuneration systems and policies and guidelines.
- Legal and strategic advice on establishing and implementing performance management and further measures, as well as personnel matters.
- Advice on preparing and implementing workplace integration management and dealing with cases of illness.
- Review and advice on the use of external personnel, including temporary workers, secondments and freelancers.
- Advice on issues relating to the introduction, continuation and termination of company pensions and occupational pension schemes.
- Support with due diligence procedures, including subsequent integration and contract drafting.
- Advice on foreign assignments for employees.
- Advice and support on all aspects of company organisation, co-determination at company and group level, and representation in court and out-of-court negotiations with works councils.
- Conducting in-house seminars and training courses on a wide range of topics relating to individual and collective labour law.

Credentials

Education

- Higher Court of Potsdam, Second State Examination, 2014
- Universität Passau, First State Examination, 2011

Admissions

- Germany, 2014

Expertise

Services

- Labor & Employment

About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.