

Marta Extremera Millán

Associate

Madrid

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Languages spoken

Spanish | English



About Marta

Marta Extremera is an associate in the Labour & Employment Practice in the Madrid office. Throughout her career, she has provided comprehensive advice to companies in all areas of employment law, covering issues such as employment, social security, and occupational health and safety, as well as immigration and foreign-nationals' matters.

Marta has extensive experience in labour due diligence procedures, which has enabled her to familiarise herself with both national and international transactions, and has a great command of the handling and review of documents of this nature. She also offers specialised advice on collective bargaining agreements, working hours, remuneration, unpaid leave, terminations, leaves of absence and mandatory policies (equality plans, antiharassment protocols, etc.).

In terms of drafting documents, Marta is responsible for drafting employment contracts, including those for senior management, and for drafting specific and complex clauses such as confidentiality, noncompetition and nonsolicitation clauses. In addition, her expertise extends to drafting termination letters, both disciplinary and objective, and she has successfully advised multinational companies on collective redundancy procedures, always ensuring an orderly and legally compliant process.

Her professional background also includes attending oral conciliation hearings, where she has effectively represented her clients. Marta offers comprehensive support in the preparation of labour trials, including communication with the opposing party, preparation of evidence, and drafting of claims and appeals, among other aspects.

Finally, Marta provides advice on immigration matters to both companies and individuals. Her services include the management of golden visas, nomadic visas and intra-company transfers, as well as processes for obtaining nationality and residency. Her comprehensive approach and specialised knowledge ensure high quality advice on these matters, facilitating the procedures and ensuring compliance with all applicable regulations.

Experience

- Advising clients on transfers of undertakings, redundancies and collective dismissals.
- Calculating severance payments and drafting termination documents such as letters of dismissal and compromise agreements.

- Preparing documents required for trials and conciliation proceedings
- Advising international clients on the termination of several senior managers and directors, as well as post-contractual covenants.
- Advising clients on possible irregularities in recruitment.
- Providing information on the regulation of work permits in Spain.
- Determining the collective bargaining agreements applicable to each client's sector to set up the employment contract.
- Advising on foreign consultations, nationality and residence procedures, and authorisations for investors, entrepreneurs, highly qualified professionals and workers making intra-corporate movements.
- Advising on and preparing documents and documentation for collective dismissal in an international airline company.
- Advising on and preparing equality plans and whistleblowing policies.

Credentials

Education

- Instituto de Empresa, B.A., Access to Legal Practice, 2022
- Instituto de Empresa, M.A., Legal Advice for Companies, 2022
- Pontifical University of Comillas (ICADE), Law Degree, 2021

Admissions

- Madrid, 2022

Memberships & Affiliations

- Admitted to the Madrid Bar Association

Expertise

Services

- Labor & Employment

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