

**BORENIUS**

## Jani Syrjänen

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Jani advises international and domestic clients in all employment law and pension & benefits related questions including also occupational safety, discrimination and immigration matters. Jani has extensive experience in litigating employment law matters; negotiating and drafting top management agreements, company policies and procedures; as well as advising employers confronting a wide range of employment law issues including, inter alia, outsourcing, reorganizations and redundancies.

He is also an accredited mediator of the Finnish Bar Association and a frequent speaker about employment law issues at domestic and foreign seminars.

Jani heads the firm's **Employment** (<http://www.borenius.com/services/employment/>) team.

## Rankings

### Chambers Europe

- Employment

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### **Chambers Europe | 2022**

*“Deep factual knowledge with excellent business acumen.”*

*“Extremely professional with good communication skills.”*

### **Chambers Europe | 2021**

*“He is always very pragmatic and straight to the point in his spot-on advice.”*

*“He is very good in difficult situations and a true mediator.”*

### **Chambers Europe | 2020**

*“Always very responsive and accessible and offers high-quality advice.”*

### **Chambers Europe | 2019**

*“Very easy to approach and manages to explain legal terms in business language.”*

### **Chambers Europe | 2018**

*“He has a very good, customer-oriented attitude” and describes him as “always available.”*

## **The Legal 500**

- Employment

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### **The Legal 500 | 2022**

*“Jani Syrjänen has given valuable, co-operative, skilled, professional advice. Responses are always finished with high quality and good communication.”*

### **The Legal 500 | 2021**

*“Communicated with us clearly through out the process we were not familiar with.”*

## **Who's Who Legal**

- Corporate Immigration
- Labour & Employment

## Best Lawyers

- Employment

## Selected References

- Advised Ahlstrom Corporation in outsourcing its global IT functions across 15 jurisdictions.
- Advised a US listed company in one of Finland's largest reorganizations and redundancies in 2014, involving over 600 employees.
- Advised Kesko Corporation in numerous litigations concerning unfair dismissal, discrimination, and working hour issues, as well as misconduct and disciplinary issues.
- Advised the top management of a Finnish listed company against criminal charges, relating to a claimed breach of cooperation consultation obligation.

## Career

- Partner, Borenus, 2014–
- Specialist Partner, Borenus, 2011–2014
- Senior Associate, Borenus, 2007–2011
- Senior Associate, Krogerus, 2006–2007
- Trainee District Judge, District Court of Kemijärvi, 2002–2003
- Associate, Brander & Manner Attorneys, 2000–2006

## Education

- Bar Admission, 2005, Helsinki, Finland
- Trained on the bench, 2003, District court of Kemijärvi, Finland
- Master of Laws, 2001, University of Turku, Finland

## Languages

- Finnish, English, Swedish