

BORENIUS

Jani Syrjänen

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Jani Syrjänen is renowned for his expertise in employment law. Jani provides strategic counsel to both international and domestic clients on a comprehensive array of employment law matters, including pensions and benefits, occupational safety, discrimination, and business immigration issues. His deep understanding of employment law and unwavering commitment to client success make him an indispensable asset to any organisation.

Jani excels in negotiating and drafting top management agreements, and developing local agreements, company policies and procedures. He offers guidance to employers facing critical employment law challenges, such as outsourcing, reorganisations, and redundancies. With extensive experience in litigating complex employment law cases, Jani has successfully represented clients in high-profile landmark cases across various courts, including the European Court of Justice and the Finnish Supreme Court.

Jani heads the firm's **Employment** (<http://www.borenius.com/services/employment/>) team, driving excellence and innovation in all aspects of employment law.

Rankings

Chambers Europe

- Employment
-

Chambers Europe

“Deep factual knowledge with excellent business acumen.”

“Extremely professional with good communication skills.”

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

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

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

The Legal 500

- Employment

The Legal 500

“Jani Syrjänen has been an outstanding companion through our rough dealings and I want to commend him on the special way he handles himself and us in his care.”

“Jani Syrjänen has given valuable, co-operative, skilled, professional advice.

Responses are always finished with high quality and good communication.”

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

Lexology Index

- Corporate Immigration
- Labour & Employment
- Pensions & Benefits

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, Borenius, 2014–
- Specialist Partner, Borenius, 2011–2014
- Senior Associate, Borenius, 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