

Employment Associate

Employment, London

About Winston Taylor

Shoulder to shoulder in your breakthrough moments.

Winston Taylor is a transatlantic law firm built for the businesses, people, and markets driving capital and innovation.

Whether you're leading the way, disrupting an industry, entering a new phase of growth, or launching a defining product—we're in the room with you. In the action. Sleeves rolled up.

Embedded in your business and sharing your ambition, we take the work personally. Shaping what we do and how we do it around your goals and needs, always one step ahead of the moment.

With a rich history spanning both sides of the Atlantic, we are present in the major commercial centers that matter to our clients: the U.S., the U.K., Europe, Latin America, and the Middle East. Combining scale with the speed clients demand, our defining capabilities include Major Litigation, Critical Transactions, Strategic IP, and Private Wealth.

Our team of over 1,400 lawyers works hand-in-hand across markets, sectors, practice areas, and client teams. All-in problem solvers, we bring the creativity to think differently, and the pragmatism to get things done when it counts the most.

We're fluent in your world, with deep legal experience, rich sector knowledge, and active networks. Because in your business's most critical moments, you don't just need legal know-how. You need people who are deeply part of your world and ahead of where it's going.

The opportunity for you

Position summary

Join a team that steps into the most challenging people issues facing businesses today and drives solutions that protect commercial objectives. At Winston Taylor, Employment Associates work directly with clients on high-stakes litigation, sensitive workplace investigations, complex restructurings, executive departures, and the employment aspects of major corporate transactions.

This is a hands-on role in a fast-moving, international practice. You will work alongside clients as they respond to urgent workforce challenges, defend Employment Tribunal claims, navigate business change, and manage risk across multiple jurisdictions. From negotiating senior executive exits to helping employers deliver large-scale organisational change, you will be trusted to take ownership, solve problems, and deliver clear, commercial advice when it matters most.

Working across a genuinely transatlantic platform, you will collaborate with colleagues and clients around the world, tackling cross-border employment issues and supporting global businesses through critical moments of change. The team is known for combining technical excellence with a practical, results-focused approach, helping clients move forward with confidence in high-pressure situations.

Job title

Associate

Recruiting manager

Paul Callaghan

Department

Employment

Working hours

Monday to Friday
(9:30 am–5:30 pm)

Working at least three days a week from our offices.

Location

London

Perm/FTC

Permanent

Salary

Competitive

Working pattern

We are committed to finding the right person for this role and are open to discussing flexible working patterns.

The opportunity for you

Position responsibilities

■ Key responsibilities

- The successful candidate will be responsible for a variety of matters, which will include:
- Full range of tribunal litigation covering all aspects of employment law and, as appropriate according to candidate, opportunity for advocacy at preliminary hearings.
- Advising Human Resource Managers, In-house Counsel, Managing Directors and other senior personnel on a variety of employee relations issues.
- Drafting, reviewing and advising on HR policies, employment contracts and directors' service agreements.
- Acting for high net worth individuals to negotiate service agreements, team moves or termination arrangements.
- Advising internationally based clients on employment law in the UK and co-ordination of the international projects and advice.
- High Court proceedings relating to business protection for employer or employees.
- Corporate support – often acting as sole employment specialist (excluding pensions) in corporate transactions.

The opportunity for you

Experience, skills, and qualifications

Essential

- Candidates must have 2 – 4 PQE years of experience and have experience in the appropriate area.
- Bright with strong technical ability.
- Good commercial acumen and potential/proven business development skills and an entrepreneurial attitude
- Good listening and written communication skills.
- Performing a lead role in negotiations and transaction management.
- A high level of client contact and previous responsibility for client files.

Recruitment journey

Stage 1

Interview



Rob Fowler
Head of Talent
Acquisition & Strategy

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Hannah Jackson
Senior Recruitment
Manager

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Daniel Cheasley
Senior Recruitment
Advisor

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Stage 3

Meet and greet
with some of
the team



Kendell Woods
Senior Recruitment
Advisor

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Meg Vaughan-Irving
Recruitment Senior
Coordinator

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Lottie Williams
Onboarding Senior
Adviser

■ Liverpool
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■ Lottie.Williams@winstontaylor.com

Stage 4

Induction

Stage 5

Ongoing
development

We are committed to making all stages of our recruitment process accessible to candidates with disabilities or long-term health conditions.

If you consider yourself to have a disability or long-term health condition, please feel free to be open about this at any point during the recruitment process. This will be dealt with in a confidential manner. If you are not sure what adjustments you require, we will work with you to establish the most suitable adjustments at each stage of the recruitment process.

Attorney advertising. The information contained herein is for educational and informational purposes only and is not intended to be and should not be construed as legal advice. Winston Taylor N.V. and WS SELAS are part of the Winston Taylor network as separate legal entities operating from its offices in the Netherlands and Belgium and France, respectively. Further information on Winston Taylor can be found on our regulatory page at: www.winstontaylor.com. Winston Taylor LLP Headquarters: 300 N. LaSalle Drive Chicago, IL 60654-3406. Phone: +1 (312) 558-5600.

