



JONATHAN BRUCK

PARTNER

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Jonathan Bruck is a partner and head of the firm's employment and immigration practice area in the U.K.

Jonathan has over two decades of experience advising national corporate clients, larger SMEs (small and medium-sized enterprises) and charities on all aspects of contentious and non-contentious employment matters. He also advises individuals at the senior executive and board levels.

Jonathan's experience includes drafting employment contracts and staff handbooks, providing corporate and Transfer of Undertakings (Protection of Employment) Regulations (TUPE) advice on transactions, and advising on dismissals and other day-to-day human resources issues. Jonathan is also experienced at handling employment disputes. This includes acting in Employment Tribunal proceedings, including multi-day discrimination claims. He has also acted for clients at the Employment Appeal Tribunal and Court of Appeal, as well as in injunction actions at the High Court.

BACKGROUND

Jonathan was partner and head of the Employment team at Kerman & Co. in London, from April 2016 until the firm combined with Armstrong Teasdale in early 2021. Before that, he was senior solicitor at a commercial law firm in London. He qualified as a solicitor in 2003, having trained at a global law firm.

EDUCATION

- University of Leeds (B.A., *Hons*, 1998)
 - International Law and Politics
- College of Law (CPE, 2001)
- College of Law (LPC, 2000)

PROFESSIONAL ACTIVITIES

- Employment Lawyers Association (ELA)

CHARITABLE AND CIVIC INVOLVEMENT

- Moss Hall Junior School, Parent Governor (2019)

SERVICES AND INDUSTRIES

Employment and Labor

Alternative Dispute Resolution

Litigation

Agribusiness and Food

Consumer Products and Services

Health Care and Life Sciences

Technology

ADMISSIONS

England and Wales

ACCOLADES

- Chambers & Partners U.K., Employment ('Associate to Watch': 2013, 2104; 'Star Associate': 2015;)
- The Legal 500, Recommended Lawyer, U.K. Employment ('2015)

EXPERIENCE

Advised a National Corporate in Bringing High Court Injunction Proceedings

Advised a national corporate in bringing High Court injunction proceedings to prevent an employee from commencing work for a competitor, in breach of restrictive covenants contained in their employment contract. The High Court issued an interim injunction and costs order in our client's favour, preventing the employee from working for a competitor and recovering a sum towards legal costs. After the interim injunction order, we successfully negotiated a favourable settlement for our client.

Advised Leading U.K. Food Manufacturer in Relation to Chief Executive's Exit

Advised a leading U.K. food manufacturer/supplier in relation to the exit of the company's Chief Executive Officer. This was a particularly complicated, high-risk and high-value termination, given the seniority of the employee involved.

Advised a Recruitment Business on TUPE Transfer Process

Advised a recruitment business on the TUPE transfer process, where over 30 staff were transferred into its business. As a result of careful planning and working closely with the client, the process ran smoothly with successful integration of the staff into the client's business.

Advised a Leading International IT Services Provider in Defending Employment Tribunal Claims

Advised a leading IT services provider in defending an Employment Tribunal claims brought by ex-employees for unfair dismissal (by reason of whistleblowing), as well as for race discrimination.

Advised a Well-Known National Retailer on a Restructuring Project

Advised a well-known national retailer on a redundancy and restructuring project at their head office and multiple retail outlets, involving collective and individual consultation processes.

Advised U.K. Food Service Company on Sale

Advised U.K. food service company on the sale of its business and assets to a subsidiary of an NYSE-listed corporation.

£21 Million acquisition for International Service Station Operator

Advised international service station operator in connection with £21 million acquisition of seven sites and related businesses.