

James Jarvis - employment & pensions

Education

Norwich School (77-86)
Leicester University (87-90)
York College of Law (90-91)

Professional qualifications

Solicitor (93)
Barrister (16)

Professional memberships

Law Society (90-)
Employment Lawyers Association (99-07)
Institute of Leadership & Management (12-13)
Honourable Society of the Middle Temple (15-)

Career highlights - 1991-2018

Berryman (later Shakespeares)

Employment and pensions

Employment tribunals

- 95% success rate

Pensions ombudsman/High Court

- 100% success rate

Employment and company law

- Restructuring the UK board of a national, household name business on behalf of its overseas parent company.
- Restructuring of 30 offices of a national brand insurance brokerage.
- Restructuring and rationalizing of LLP member body.

Employment law unit

- Created a full employment law precedent bank.
- Developed and introduced an insurance-backed employment law product.
- Created a strategic HR advisory service.
- Grew the team from nil to £500,000 p.a. turnover, employing six people.
- Employment tribunals country wide.

Merger and acquisition

- Led a partners' advisory committee recommending expansion by merger in different business centres.
 - Negotiated and implemented takeover.
 - Negotiated and implemented merger and controlled subsequent handover.
 - Managed TUPE consultation with 150 employees.
 - Re-structured teams and cut out £600,000 p.a. of overheads from a £6,500,000 p.a. turnover firm.
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Human resources

- Interim HR director.
- Devised and implemented senior staff retention strategy through personal development and training planning.
- Introduction of new starter and induction process management.

The Trustees of Uppingham School Retirement Benefit Scheme for Non-teaching Staff v Shillcock [2002] EWHC 641 (Ch)
