GARRIGUES



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Labor and Employment
Sports

Ricardo Grilo is a partner in the Employment practice team at Garrigues Portugal.

He has been developing his activity mainly within the areas of employment and employment litigation, restructuring and social security, remuneration and benefits plan, advising both national and international clients, on various sectors of activity, including but not limited to transports, industry, distribution and retail, turism, insurance, pharma, health, IT and telecomunications. He has significant experience in dealing with individual or collective restructuring and reorganization procedures, negotiations with employees' representative bodies, transfers of undertakings or going concerns, engagement of high ranked employees, management positions and/or directors. He studied Law at Universidade Lusíada de Lisboa and has a post graduate degree on Employment and Social Security Law by Faculdade de Direito da Universidade de Lisboa and a post graduate degree on Sports Law with Faculdade de Direito da Universidade Católica Portuguesa.

Experience

Ricardo Grilo is a partner in the Employment practice team at Garrigues Portugal. He joined Garrigues in 2017. Before joining Garrigues he practiced law with several other law firms and he is a member of the Bar since 2005.

During his carrer he has participated in several large and complex business reorganization processes, as well as in the litigation files related to such processes. He has extensive experience in negotiation with individuals and with employees' representative bodies. He has experience in litigation and in monitoring regular employment matters, including contractual advice and preparation and implementation of disciplinary procedures, preparation of internal policies and support of the internal management teams in matters connected with talent and people. He has experience in advising clients during inspection procedures by the labor authorities, both during the administrative and judicial stages. She usually participates in multidisciplinary teams supporting M&A projects.

Academic background

Ricardo Grilo studied Law at Universidade Lusíada de Lisboa and has a post graduate degree on Employment and Social Security Law from the Faculdade de Direito da Universidade de Lisboa and a post graduate degree on Sports Law with Faculdade de Direito da Universidade Católica Portuguesa.

Memberships

He is a member of the Portuguese Bar since 2005.

Publications

- Anti rival restrictive covenants and their consistency with portuguese employment law (in the context of Sports law) Revista de Direito do Desporto, n.º 1, AAFDL, 2019.
- "Getting the Deal Through – Labour & Employment 2016"
- "Getting the Deal Through – Labour & Employment 2015"
- "The irrelevance of the formal employer's statute in the context of group companies"*in* Anuário Redjur 2008.