

Virginia K Allen

Partner



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Overview

Virginia is an Employment partner and the Head of Dentons' People, Reward and Mobility practice in the UK and Middle East, which consists of more than 45 employment, pensions, employee benefits and immigration specialist lawyers.

Virginia's focus is on advising businesses in technology, media and telecoms, financial and professional services on contentious, non-contentious and transactional matters involving their workforce. Her clients range from multinational organizations with a workforce of hundreds of thousands to domestic UK businesses with a handful of employees. She works with directors, in-house counsel and HR practitioners.

She has particular expertise in:

- acting in disputes involving post-termination restrictions, including team moves, misuse of confidential information, and solicitation of clients;
- overseeing global projects where there is a need to obtain and co-ordinate advice across multiple jurisdictions. Frequently, this extends beyond just employment matters into associated tax, corporate law, regulatory, immigration, benefits and/or data privacy matters. Examples of this include workforce integration projects following an acquisition, where Virginia and her team act as a "one-stop shop", co-ordinating advice on employment contracts, employee transfers and consultation processes, benefit and payroll arrangements, related tax and immigration queries and even incorporation of local entities;
- guiding employers through sensitive disciplinary and grievance scenarios, often where sensitive reputational issues are at stake. In some cases, Virginia and her team will conduct an investigation on behalf of the client, particularly where the matter is complex, there is a need for independence, or the client lacks the bandwidth to investigate itself;
- supporting businesses through the employment aspects of corporate transactions, including due diligence, reviewing contractual documents, advising on employee information and consultation processes, and supporting through the post-deal integration process, including restructuring exercises. Frequently, these transactions involve multiple overseas jurisdictions;
- advising on outsourcing scenarios, including assessing the application of TUPE;

- defending complex and high-value employment tribunal litigation, including discrimination and whistleblowing claims; and
- advising on data privacy matters in an employment context, such as data subject access requests made by employees.

Virginia frequently speaks at seminars and events and is often asked to provide training for in-house lawyers, HR practitioners and line managers.

Recognition

- The Legal 500 notes that Virginia, "has a track record of work with clients in the technology, media and professional services sectors, with expertise in conducting investigations for clients. The London team benefits from the wider firm's huge global reach, handling cross-border matters for clients in conjunction with colleagues in offices as far afield as South Korea, the Philippines and Taiwan."
- Chambers and Partners describes Virginia's team as an "established practice that acts for financial institutions and multinational corporations on all employment-related matters. Demonstrable expertise in large cross-jurisdictional projects, complex TUPE matters and employment issues arising from corporate transactions. Benefits from an impressive network of international offices..." with one interviewee reporting, "I like their pragmatic advice and ability to understand that our appetite for risk is a factor in how we want to approach certain issues."

In the Media

- Quoted in article on shared parental leave in the *Evening Standard* on 29 January 2015.
- Quoted in article on flexible working, *Evening Standard*, July 2013.
- Quoted in *Daily Mirror* article on shared parental leave, July 2013.

Insights

- Co-author, "COVID-19: Managing the fraud risk in the current crisis", Dentons client alert, April 3, 2020
- Author, "Guarding the 'Crown Jewels' – Protecting your business against employees gone rogue", *Freshbusinessthinking.com*, April 2015.
- Author, "Surveying the lie of the land – an update on territorial jurisdiction", *ELA Briefing*, December 2014.
- Author, "Tribunal fees – here to stay, or ripe for reform?", *HR Magazine*, September 2014.
- Author, "Its Reel to Reel red tape ahead" – *HR Magazine*, May 2013.
- Author, "LinkedIn contacts – whose property?" *Cyberspace Lawyer*, April 2013.
- Author, "Employment law reform: knocking down barriers or creating new ones?", *HR Magazine*, April 2013.
- Author, "Casting the net: restrictive covenants for web-based businesses", *Cyberspace Lawyer*, August 2012.
- Co-author, Social media policy, PLC website (maintained).

Activities and Affiliations

- Virginia is a member of the Employment Lawyers Association.

Memberships

- Member of the Employment Lawyers Association

Prior and Present Employment

- Partner – Dentons (2017 to date)
- Senior Associate – Dentons (2015 – 2017)
- Lawyer – Kemp Little LLP (2009 – 2015)
- Lawyer – Baker & McKenzie LLP (2004 – 2009)

Areas of focus

Practices

- Employment and Labor

Industry sectors

- Financial Institutions
- Media, Entertainment and Sports
- Professional Services
- Technology
- Transportation

Issues and opportunities

- Senior Managers and Certification Regime

Education

- Nottingham Law School, 2003, Legal Practice Course
- University of Warwick, 2002, BA, (Joint Honours), Law and Sociology

Admissions and qualifications

- Solicitor, Senior Courts of England and Wales, 2006