

Nicola James

Partner

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Focus Areas

Business Restructuring and M&A
International Employment Law
Financial Services
Healthcare

Overview

Nicola James is experienced in advising on all aspects of employment law, but she has a special focus on complex and international transactions including multijurisdictional carve-outs, mergers and acquisitions, outsourcings, business transfers and reorganizations.

Nicola has experience advising a broad range of clients including those in the entertainment, healthcare, retail, and financial sectors.

Her notable work includes advising:

- Universal Music Group (UMG) on the separation of the Parlophone Label Group from EMI Records and its subsequent sale to Warner Music Group for GBP 487 million
- Kantar (a Bain Capital portfolio company) on its multi-jurisdictional carve out and disposal of Kantar Health to Cerner corporation
- Marlin Equity Partners on its acquisition of the global Arcserve business from CA Inc., transferring employees in 28 jurisdictions
- Emerson Electric Co. on a number of its carve out transactions (both sale and acquisition side) including the purchase of the Tools and Test business from Textron Inc. and Intelligent Platforms business from General Electric Company

For her work with UMG and Marlin, Nicola has been part of the teams winning Commercial Team of the Year 2013 and 2015 at the British Legal Awards and Lawyer Awards respectively.

Nicola previously worked at international law firms Baker McKenzie and King and Wood Mallesons. She has also worked in-house as senior employment counsel for NBCUniversal covering UK, EMEA, and APAC.

Professional and Community Affiliations

- Member, Employment Lawyers Association

Recognition

- Named, Recommended Lawyer, *Legal 500*, 2023-2024

Bar Admissions

United Kingdom (England and Wales)

Publications & Press

Number of companies failing to report gender pay gap dropped in past year by 71%

HR News

July 19, 2024

Number of Companies Failing to Report Gender Pay Gap Dropped by 71% in Past Year

Solicitors Journal

July 16, 2024

Pay Transparency: Is Change Afoot in the UK?

Littler Insight

April 30, 2024

European Employers Navigate New Pressures Around Flexible Work Models, AI Adoption and Divisive Social Issues, Littler Survey Finds

Littler Press Release

November 8, 2023

The Littler 2023 European Employer Survey Report

Littler Report

November 8, 2023

My company is looking into setting up a multi-jurisdictional operation but may have to restructure its European presence in doing so. What should we look out for?

Littler 2 the Point Video

August 17, 2023

Women's World Cup 2023 – Equal Pay for Women in and Out of Sports

Littler Insight

August 4, 2023

“Show Me the Money” – the EU Pay Transparency Directive Comes into Effect

Littler Insight

June 29, 2023

Speaking Engagements

Boards, HR, and Legal: Developing and Organizational Approach to Equal Pay

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024