



MARIANNE GRANHØJ

Partner, København

Marianne Granhøj har beskæftiget sig med arbejds- og ansættelsesret i de sidste 23 år og leder Kromann Reumerts afdeling for ansættelsesret. Hun indtrådte som partner hos Kromann Reumert i 2009.

Marianne har indgående erfaring med at rådgive de finansielle virksomheder med de herfor gældende særlige regulatoriske og overenskomstmæssige rammebetingelser. Også vilkårene for de børsnoterede virksomheder og rådgivning til bestyrelser om direktørers kontraktforhold og løn- / incitamentsstrukturer fylder meget i det daglige arbejde.

I hele sin karriere har Marianne i betydeligt omfang beskæftiget sig med retssager og tvisteløsning og gennemførelse af interne undersøgelser. Således har Marianne ført et stort antal sager for de ordinære domstole, arbejdsretten samt faglige og private voldgiftssager. Endvidere bistår Marianne ofte i forhandlingsprocesser vedrørende ledelsens forhold i forbindelse med virksomhedsoverdragelser, samt i projekter vedrørende ind- og udstationering og immigration.

Marianne arbejder i betydeligt omfang med udenlandske selskaber. Marianne brænder for det internationale arbejde og deltager aktivt, herunder i bestyrelsesarbejdet, i flere internationale organisationer. Gennem sit internationale arbejde er hun også i stigende grad blevet involveret i løsningen af CSR-relaterede problemstillinger for klienter.

I sin rådgivning lægger Marianne stor vægt på at forstå virksomhedens situation og effektivt afkode grundlaget for at opnå et optimalt resultat. En tæt relation og ligefrem dialog skaber det bedste fundament for at kunne løse såvel mindre udfordringer som større projekter, hvor rådgivning på strategisk niveau er påkrævet. Enhver opgave tilgås ud fra devisen, at det juridiske kun sjældent kan stå alene.

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SPECIALER

Ansættelses- og arbejdsret

Outbound legal

Retssager og voldgift

BRANCHER

Den finansielle sektor

Healthcare

Teknologi, medier og telekommunikation

KROMANN REUMERT

Who's Who Legal Labour & Employment 2019 Analysis

Labour & Employment

Kromann Reumert is home to one of Europe's top employment lawyers in Marianne Granhøj, who wins plaudits for her superb ability on issues relating to the financial service sector. Sources call her "very knowledgeable".

Chambers Europe 2019

Employment

Marianne Granhøj earns particular praise for her advice on the implementation of remuneration plans, especially for senior executives. She also advises on collective and individual dismissals. Noting Granhøj's "insight into the whole Nordic market," one pleased client comments: "She has extensive experience within the field and is very business-oriented and pragmatic." Interviewees further highlight her dedicated follow-up on completed matters, saying: "She goes beyond what is expected."

Legal 500 2019

Employment

The department at Kromann Reumert is 'very competent and engaged' and provides 'to-the-point advice'. Key practitioners include Marianne Granhøj, who advised Gjensidige on its collective redundancy process.

Who's Who Legal, Thought Leaders Global Elite 2019

Labour and Employment

Marianne Granhøj has been recognized as a Thought Leader Global Elite for 2019 in Who's Who Legal 2019 edition. The named Thought Leaders within their field are the listed global lawyers who obtained the highest number of nominations from peers, corporate counsel and other market sources in the most recent research cycle.

Chambers Europe 2018

Employment

Marianne Granhøj holds substantive expertise in advising clients from the financial sector, as well as handling matters involving cross-border transactions. A client describes her as somebody who tries to create a positive atmosphere and also provides "very thorough advice."

Legal 500 2017

Employment

Kromann Reumert's 'top' practice often handles employment litigation and the personnel aspects of transactions. Clients recommend Marianne Granhøj.

Chambers Europe 2017

Employment

Marianne Granhøj frequently acts for clients in the financial sector and advises on executive incentive schemes as well as regulated collective agreements and internal investigations. She assisted FIH with the closure and sale of its banking activities, handling the collective bargaining process and issues related to executive management.

Who's Who Legal 2016 and 2017

Labour, Employment & Benefits

KROMANN REUMERT

Marianne Granhøj is listed in Who's Who Legal 2016 and 2017 among the most highly regarded individuals in the EMEA within Labour, Employment & Benefits: Marianne Granhøj focuses her practice on advising financial businesses and listed companies on employment terms and salary/incentive schemes for executive officers. She possesses a "sharp mind" and has a "diligent manner".

Chambers Europe 2016

Employment

Marianne Granhøj is "excellent and very good at advising on bonus scheme matters," according to clients. She specialises in employment law issues arising in the financial sector in particular, and recently assisted the Pension Fund for Lawyers and Economists with the HR aspects of its activities.

Chambers Europe 2014

Employment

Sources comment that Marianne Granhøj has a "great international reputation" in employment matters. She has particular expertise in labour dispute mandates.

Legal 500 2014

Employment

Kromann Reumert's 'professional and competent' five-partner practice handles transactional and standalone matters. Marianne Granhøj successfully represented Tvilum in a High Court case concerning the termination of an agency agreement.

Chambers Europe 2013

Employment

Commentators describe Marianne Granhøj as "very service-minded." She has considerable experience of advising on bonus and incentive schemes.

Who's Who Legal 100 2013

Management, Labour & Employment

Marianne Granhøj is listed in Who's Who Legal 2013 among the world's 10 most highly regarded individuals within Management, Labour and Employment: "At Kromann Reumert in Copenhagen, Marianne Granhøj is an experienced employment litigator and "internationally renowned" for her abilities in this field"

Chambers Europe 2012

Employment

"Sources say Marianne Granhøj stands out as "a leading practitioner."

Who's Who 2013

Employment

"Marianne Granhøj is an "expert" at dispute resolution within the management labour and employment sector and has appeared before a range of different courts."

KROMANN REUMERT

aktiviteter

Co-Chair for IBA Employment and Industrial Relations Committee

Medlem af the International Bar Association (IBA)

Medlem af European Employment Lawyers' Association (EELA)

Medlem af Foreningen for Ansættelsesretsadvokater

Medlem af Dansk Forening for Arbejdsret

Medlem af Human Resources Committee hos American Chamber of Commerce (AmCham)

publikationer

Artiklen: Aflønning i finansielle virksomheder, Revision & Regnskab nr. 5 2014

Forfatter til kapitlet om Danmark i The Employment Law Review, Law Business Research LTD, 2010 & 2. udgave 2011

Medforfatter til kapitlet om Danmark i Hiring the Best Qualified and Most Talented Employees, Klüwer International 2008

Forfatter til kapitlet om Danmark (Non-competition and Employment issues in Denmark) i værket "Restrictive Covenants in Employment Contracts and other Mechanism of Protection of Corporate Confidential Information", Klüwer Law International 2006

Artiklen: Ny bekendtgørelse og vejledning vedrørende lønregulering i finansielle virksomheder

Artiklen: Nye regler om lønpolitik i finansielle virksomheder

baggrund

Partner 2009

Ansæt hos Holland & Knight, New York, foråret 2002

Cand. jur. fra Aarhus Universitet 1996

Født i 1972

bestalling og møderet

Møderet for Højesteret 2008

Advokat 1999

Sprog

De skandinaviske sprog

Engelsk