

# Nikita Sonecha

Senior Associate

 London

[nikita.sonecha@brownejacobson.com](mailto:nikita.sonecha@brownejacobson.com)

+44 (0)330 045 2654



## Nikita has experience of a range of non-contentious and contentious work.

Nikita, a senior associate, helps companies resolve employment issues, improve their employment position and prevent issues arising.

For organisations, she provides strategic employment advice to employers of all sizes, from start-ups to multinationals. She helps HR teams, directors, MDs and CEOs to make commercial decisions that maximise opportunities, minimise risk and prevent dispute situations. She is also experienced in business restructuring, and how to deploy employment strategies that achieve commercial objectives.

Nikita advises on dispute situations that organisations can face, and has particular expertise in dismissals, disciplinary and grievance processes, and post-termination restrictions. Where possible, she attempts to resolve disputes using cost-effective methods such as negotiation and mediation, but is experienced at handling tribunal cases if required.

She also advises some individuals on their employment, from recruitment through to departure, including resolving issues that arise along the way. She has extensive experience in discrimination, particularly race, age, and disability. She also advises many senior executives on complex employment matters such as service agreements, commissions, bonus arrangements and exit provisions.

Nikita is a Committee Member of the ELA Training Committee and been published 5 times in the Employment Lawyers Association magazine whilst writing on a wide breadth of topics.

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## Expertise

Private clients