

Employment Law

Effective risk management und strategic planning during the pre-phase

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Greenfield investments present a high level of complexity, with effective risk management and strategic planning serving as critical factors in the early-on decision-making process for the investments.

Your key questions, challenges and objectives



- Setting up a new legal framework for all employment law matters
- Development of a comprehensive strategy for an attractive working model
- Support in all labor and immigration law issues that may arise in connection with cross-border employee assignments into Germany and abroad (Global Mobility)

How we support



- Individual employment law (esp. consulting on the employee life cycle) and collective employment law consulting from individual questions to an extended "workbench for employment law", drafting and review of HR and employment policies
- Strategic consulting services for your individual project, like new work, HR compliance, HR due diligence and company pension schemes, assignment of external personnel and matrix organization
- Immigration services as well as services with regards to international assignments of employees in Germany and abroad
- Experienced focused teams as well as interdisciplinary and international collaboration with our KPMG Law offices abroad
- Presentation of legal framework which influences working behavior (e.g. rules and regulations regarding working times, overtime work, holidays, tracking of performance, sensitive personal data, collaboration with workers council and members of co-determined supervisory board elected by employees, ...)



Dr. Thomas Wolf

Partner
KPMG Law
Rechtsanwaltsgesellschaft mbH

+49 172 3016459

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Examples of relevant credentials

Pre-phase – Site selection and state subsidies

Pre-phase – Other

Build phase – Core business

Build phase – Support processes

KPMG

Ongoing Employment Law Consultancy

Labor law advisory services to automotive supplier in the day-to-day business, including representation in court and negotiations with employees' representatives

2021 – ongoing

KPMG

Staff Reorganization

Implementation of a staff reduction and relocation measure, including negotiations with employees' representatives and trade union

2023 – 2024

KPMG

Ongoing Global Mobility Consultancy for Industrial Manufacturer

Preparation of international assignments, including draft of contractual documents, provision of immigration services, tax and social security advice

2021 – ongoing

KPMG

Global Mobility Consultancy

Design of GMS processes, including advisory services in the context of registration and equal pay obligations under EU/EMD regulations

2022 – ongoing

KPMG

German Market Entry

Advise on all aspects of German employment law, including support with recruiting, drafting HR policies and employment contracts and implementation of HR processes

2023 – ongoing

KPMG

German Market Entry

Comprehensive immigration support for opening production facility, including developing suitable immigration strategy, implementation of necessary document gathering process, immigration trainings, drafting required documentations, alignment with local labor authorities as well as German embassy in home country, filing of visa and work permits

2024 – ongoing