



Lawyer – Partner

# BERT THEEUWES

- Expert in employment and international law
- Experienced advisor and counsellor

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Bert Theeuwes advises national and international clients in the areas of employment law and international law.

Bert Theeuwes is head of the employment practice in the Brussel office and offers his clients in depth advise in all areas of employment law ranging from hire & fire to reorganizations, international mobility and compensation and benefits. In addition, Bert advises on transnational matters such as EU social security law, expatriation and business migration.

Bert Theeuwes also represents and advises international organizations, sovereign states, embassies, missions, heads of state, diplomats and international civil servants on all issues of public international law and diplomatic relations. In this capacity,

Bert represents clients from all over the world with their global and domestic issues.

Over years of practice, Bert has been included in the Legal 500 multiple times and on separate occasions was praised for providing “high-quality advice in a timely manner”, and for combining “extensive knowledge with excellent strategic skills.” Moreover, clients called Bert a “very practical and a good communicator,” and Chambers says Bert’s clients are “full of praise” regarding his ability to combine an “extensive knowledge base with excellent strategic and operational planning skills in order to comprehensively deal with issues.”

Bert obtained his law degree from the University of Leuven. He followed a graduate program in International Business at Harvard University and obtained a Post-Graduate degree in European Business Law from the University of Paris V.

Bert started his carrier in Brussels as legal practitioner with the law office Skadden, Arps, Slate Meagher & Flom. Later that year he pledged his oath as lawyer and joined LeBoeuf, Lamb, Green & MacRae. In 2007 he became Managing Partner of the Brussels office of Lorenz. In 2016 he joined Kelley, Drye & Warren as Partner in the Brussels Office. In 2018 he started at Monard Law as a Partner.

He lectures and publishes regularly on matters relating to employment law and international law. He is member of the American Bar Association, the European Employment Law Society, the UK Employment Law Society and the Belgian Royal Institute for International Relations.

# EXPERIENCE

- As of 2018      **Monard Law**  
Brussels (Belgium)  
- Partner in the Brussels office;  
- Head of the Brussels employment & executive compensation practice;  
- Public International law practice.
- 2016 to 2018      **Kelley Drye & Warren**  
Brussels (Belgium)  
- Partner in the Brussels office;  
- Member of the employment & executive compensation practice;  
- Head of the Public International law practice;  
- Supervising the Belgian practice (Commercial / Corporate).
- 2007 to 2015      **Lorenz**  
Brussels (Belgium)  
- Managing partner of the Brussels office;  
- Head of the Employment law & Compensations and Benefits practice;  
- Head of the Public International law practice and government relations.
- 1996 to 2006      **LeBoeuf, Lamb, Greene & MacRae**  
Brussels (Belgium)  
- Belgian practice;  
- Employment law & Compensations and Benefits practice;  
- Corporate and M&A practice.
- 1996                **Skadden, Arps, Slate, Meagher & Flom**  
Brussels (Belgium)  
EU Competition & Antitrust practice.

## TRAINING

- 1996            **University of Paris V**  
Post-Graduate Degree in European Business Law - Paris, France
- 1993            **Harvard University**  
Graduate Program in International Business - Cambridge (MA), USA
- 1995            **University of Leuven**  
Law Degree - Leuven, Belgium

## LANGUAGES

English, Dutch, French, German (conversational) & Russian (notions)

**Do or do not.  
There is no try.**

Yoda

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## **PUBLICATIONS AND SPEECHES (SELECTION)**

- Diplomatic Law in Belgium, 2014 Brussels, Maklu, foreword by the Belgian Minister of Foreign Affairs;
- Official Opening Address held at the occasion of the Opening Ceremony of the Brussels Bar at the Egmont Palace in Brussels, 2006;
- De onafhankelijkheid van de advocaat, 2006, Antwerpen, Maklu;
- "EU Policies: A Guide for Business, Social Affairs: Equal Treatment", Brussels, AMCHAM EU, 2005.

## **ARTICLES**

- Belgian Authorities Introduce New Procedure to Obtain VAT Exemption
- New Legislation for Local Staff of Diplomatic and Consular Missions in Belgium: New Rules, More
- Belgian Court Decision on Jurisdictional Immunity of International Organizations in Employment Disputes
- The Parliamentary Assembly of the Council of Europe Calls for Changes to the Internal Remedy - Mechanisms for Staff Members of International
- Diplomatic Immunity Denied by the UK Supreme Court in Domestic Servant Case
- Belgian Constitutional Court Rules on Recent Legislation Protecting Property of Foreign States and International Organizations
- Dutch Supreme Court Upholds Immunity of European Patent Organization in Trade Union Dispute
- U.S. Extends Foreign Sovereign Immunity for Art Works
- New French Court Decision on Liability of Host State for Recognizing Immunity to International Organizations
- Dutch Courts Give Judgment on Immunities of NATO Supreme Headquarters

- Lifting Jurisdictional Immunity of Foreign States Sponsoring Terrorism in the U.S.
- The Impact of Brexit on UK Staff Working for the EU Institutions
- France Adopts Legislation Strengthening Immunity from Execution of Foreign States
- The UN Security Council Adopts Diplomatic Relations Sanctions Against North Korea
- Turkey Arrests and Convicts UN Judge in Spite of Diplomatic Immunity
- Caution with the Models of the “Commission de Bons Offices” when Employing Local Staff in Belgium as a Diplomatic Mission
- New Protocol Circular Notes on Loss or Theft of Special IDs and Residence Permits in Belgium
- Belgian Court Decision on Jurisdictional Immunity of International Organizations in Employment Disputes
- Conference Presentation: Brexit Impact on EU Civil Service

## SEMINARS & WEBINARS

- Annual Seminar for Diplomatic Missions in Brussels, 2022
- Labour Deal, Brussels, 2023

## **MEMBERSHIP & AFFILIATIONS** (SELECTION)

- Member of the American Bar Association
- Member of the European Employment Law Society
- Member of the UK Employment Law Society
- Former Opening Speaker of the Brussels Bar and Board Member of the Brussels - Young Bar Association (VPG).
- Former Vice President and former National Representative of the International Association of Young Lawyers (AIJA)