

# Rita Tavares Catarino

Associate | Lisbon

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*Law is a tool that aims to pursue what is fair. Compliance with the legal rules of conduct that underlie it is based on the basic principles of transparency and mutual trust that guide the relationship between the Lawyer and the Client, which are crucial to the presentation of solutions that best serve their rights, freedoms, and interests.*

A Senior Associate in the Labor and Social Security Law area, Rita has 19 years experience, having practiced law in both law firms and companies throughout her career, in the Human Resources and Banking areas.

Rita comes from a versatile and diversified background, providing legal support both to management and staff of companies and as a lawyer providing legal advice for the clients of the law firms where she worked.

In Portugal, she has advised on major transactions relating to company acquisitions, sales, mergers and restructurings, monitored legal proceedings and administrative offenses, participated in legal audits, as well as defining and implementing internal procedures and projects. Moreover, she also provided training, having worked as the Legal and Compliance Director of a Multinational company, where, in addition to the legal side, she took on the responsibility of coordinating the Legal Department of Adecco Portugal, with the subsequent directing, managing and coordinating of a team.



## Experience

Legal advice in the labor area to national and international companies, with regard to both individual and collective labor relations.

Daily advice to national and multinational companies operating in Portugal.

Participation in legal audits.

Internal and external legal training to staff and clients through her participation as a speaker on Conferences and Workshops.

## Practice Areas

Labor and Social Security

Labor Litigation

Compliance

## Languages

Portuguese

English

Spanish

## Professional Path

Legal and Compliance Director at Adecco Portugal (june 2021 - august 2023).

Legal Counsel at Banco BPI, S.A. – Human Resources Department (march 2019 – june 2021).

Senior Associate at Espanha & Associados - Sociedade de Advogados, RL - (june 2015 - february 2019).

Legal Counsel and In-House Lawyer at Lusotemp – Empresa de Trabalho Temporário, S.A. – “TALENTER” (october de 2011 – may 2015).

Associate at Almeida Ribeiro & Associados – Sociedade de Advogados, RL (january 2008 - september 2011) e Trainee Lawyer (march 2007 - december 2011).

Trainee Lawyer at Mota Soares, Oliveira & Associados – Sociedade de Advogados, RL (october 2004 - february 2007).

## Academic Background

Law degree, University of Lisbon, Faculty of law – 1999 to 2004.

Post-graduation in Employment Law, University of Coimbra, Faculty of law – 2009

Fundacion Masfamilia – Madrid – "Curso en Gestion de la conciliacion – Modelo EFR - 2019".

Institute of Social and Political Science – University of Lisbon - "Professional inclusion of People with Disabilities".