

# GDPR for EU HR

Introducing your team



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tomorrow's  
world.

# Your GDPR for EU HR team

The first year of the GDPR has kept HR teams busy. From HR data mapping and audits, contract of employment changes, drafting of staff privacy notices to dealing with changes to HR data retention, criminal records checks and handling of health data there's been much to do! We've been working with our clients on a pan European basis to help with HR GDPR compliance and continue to do so into the second year of the GDPR.

We have established a dedicated team of employment lawyers from our European offices who all specialise in advising on data protection issues for HR teams and can provide you with a 'one stop shop' for responding to the GDPR in all your EU jurisdictions.

Please click on a contact to read more about their specialism and expertise.

# Your GDPR for EU HR team



**Olivia Sinfield**

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## Olivia

Olivia has more than fifteen years' experience in advising employer and senior executives in the full range of contentious and non-contentious issues arising during the employment life cycle.

Olivia re-joined the London employment team in 2016 having worked for a niche employment law practice for the last seven years. This has provided her with an additional perspective having advised both employers and employees. Prior to that, she worked for five years at Osborne Clarke joining from another international law firm.

Olivia has extensive experience in advocacy in the Employment Tribunal having represented Respondents and Claimants at preliminary and full hearings. She has also participated in the Judicial Shadowing Scheme.

Olivia is experienced in dealing with a wide range of employment issues but has particular experience in advising in relation to HR GDPR and Data Protection Act 2018 compliance issues. This involves taking a pro-active approach to client's GDPR for HR compliance projects. Olivia works with clients in conducting their data mapping audits, identifying compliance gaps and helping to close these gaps and advising in relation to the nitty gritty day to day data protection and privacy issues that impact HR.

Olivia has a particular interest, and experience, in providing legal and HR training to HR departments and managers in a broad spectrum of employment issues and particularly in relation to HR data protection issues. Most recently, she has provided clients with training and spoken at external events, in relation to data subject access requests, HR data retention and provided general GDPR for HR updates.

Olivia prides herself on giving practical and accessible, user friendly, 'no nonsense' pragmatic and commercial advice.

Olivia is a member of the Employment Lawyers' Association.

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# Your GDPR for EU HR team



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## Marije

Marije is an experienced Associate Director based in Osborne Clarke's Amsterdam employment team.

She acts for a wide range of clients, including large multinational companies and businesses, in the consumer goods & retail, healthcare, knowledge & education, information technology and production industry sectors.

Marije provides day-to-day advice to HR and in-house legal teams in respect of collective dismissal, consultation, termination of employment, bonus disputes, worker status and other employment issues. She has a successful track record in advising on strategic employment law and assisting and litigating in complex employment law issues.

She gives clear, pragmatic and commercial advice that combines technical expertise with insight into current industry practice.

Marije joined Osborne Clarke in 2016, having previously worked at De Brauw Blackstone Westbroek and the local boutique firm HDK advocaten.

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## Vinciane

With over 17 years of experience, Vinciane is senior counsel in the employment team in Brussels. She is recognised as a 'very efficient and commercial' lawyer by Legal 500.

She specialises in the labour implications of company takeovers and business downsizings as well as cross-border employment and social security matters.

She also advises on GDPR compliance in HR, in particular by helping clients conduct their gap analysis, assisting with GDPR risk management and mitigating risks by the drafting of their employees' policies and handling staff communications.

Her expertise in the real estate, retail and digital business sectors is valued by both Belgian and international clients and she has extensive experience advising clients based in the US and India.

Vinciane also assists companies with various kinds of labour disputes before the Belgian labour courts, and with senior executive appointments and dismissals. In that regard, she regularly coordinates cross-service and multi-jurisdictional projects.

She was one of the founding team members of Osborne Clarke Belgium in 2013.

Vinciane regularly publishes client insights and newsletters, such as the Business Immigration newsletter. She also holds regular client training sessions and engages as speaker at employment conferences.

She is a member of the European Employment Lawyers' Association and the Belgian Employment Lawyers' Association.

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# Your GDPR for EU HR team



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## Maud

As an associate in the employment department, Maud provides legal advice in employment law: from conclusion to potential termination of employment relationships, including HR-related questions raised during the performance of employment contracts.

She also offers assistance regarding labour relations matters, such as for example, functioning of employee representative bodies, running of collective bargaining or anticipation and management of the social impact of companies' transformations and reorganizations.

In addition, Maud assists clients in case of litigation on employment and labour law matters.

More generally, Maud helps clients assess and ensure their compliance to the latest applicable regulations, accompanying them through the implementation and all related legal adjustments. In particular, Maud is able to provide support regarding the labour and employment aspects of the European GDPR.

Prior to joining Osborne Clarke, she had gained experience in Employment & Labour Law working as an in-house legal counsel in the software industry for a French-based international listed group.

Maud holds a Master 2 degree in Labour Law (Paris I Panthéon-Sorbonne University, 2014).

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# Your GDPR for EU HR team



## Philipp Raben

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## Philipp

Philipp is a certified specialist for employment law. He advises national and international clients extensively on all aspects of individual and collective labour and employment law.

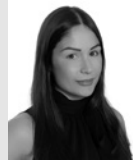
He has 3 main focus points advising companies: employment data protection, works constitution law and restructuring of companies.

In addition to out-of-court advice, he represents national and international clients before local and state labour courts.

Philipp studied law in Passau, Nantes (France) and Freiburg. He obtained his Ph.D. from Hamburg University. Before joining Osborne Clarke in January 2017, he worked at Norton Rose Fulbright for over 3 years.

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## Cristina

Cristina advises on labour and employment issues, for Italian and foreign clients, in a variety of HR related matters, with particular reference to employment relationships, freelance and project work contracts, management relationships, and agency matters.

She also advises businesses on all matters pertaining to the management of labour relations with staff, from the drafting of employment contracts or other forms of working relationships, to the termination of the same. Cristina also acts in employment issues relating to M&A work, transfers of business and corporate restructurings. In particular she assists in issues arising in connection with union relations and union representation, as well as collective redundancy procedures.

She joined Osborne Clarke directly after graduation from the Bocconi University, Milan in 2011, and qualified in 2013.

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## Paula

Paula is a member of the IT, IP and data protection department at Osborne Clarke Spain. Paula provides legal assistance in the field of data protection law to national and international companies in the life science, healthcare and digital sector, among others.

Paula's daily legal advice involves providing support to clients by analysing both new and ongoing projects as well as websites, apps and medical devices, among others, from a data protection perspective. She also has a wide experience in the implementation of GDPR projects in leading Ixex 35 companies and she regularizes international data transfers to the United States and countries that do not provide an adequate level of data protection and she also provides legal assessment over data processing activities related to clinical trials and genetic analysis. Paula has also a deep knowledge in the fields of eHealth and eCommerce.

Paula joined Osborne Clarke Spain in July 2015.

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