

AN INTRODUCTION TO

Forsters' Senior Executives Team

Our Senior Executives team provides holistic advice and support to internationally mobile senior executives on tax, employment and immigration.

TAX

Our team advises on the impact of the UK's connecting factors to the UK tax regime, domicile and residence, and ensures that full advantage is taken of pre-arrival planning to ensure a tax-efficient move for executives (and their families and household staff) moving to or leaving the UK. Analysis of the executive's employment package to secure the best tax outcome in negotiating, for example, bonuses, share incentives, carried interest and good and bad leaver provisions.

Track record:

We have recently advised the CEO of a Singapore bio tech company on his move to the UK. Pre-arrival planning included negotiating the terms of his termination agreement and his new consultancy agreement and agreeing the terms of an issue of restricted shares. Split year tax treatment was obtained for his arrival in the UK so that we were able to assist in a tax-efficient restructuring of his personal and family affairs, including the settlement of a Jersey trust. On arrival, the client entered into a further consultancy agreement with a different bio tech company in India and we negotiated the terms of the agreement which took into account the impact of the UK/India double tax treaty, UK NICs and overseas' workday relief. Tax efficiency was maintained through careful use of the remittance basis of taxation.



"THEY ARE RESPONSIVE, TECHNICAL, PRACTICAL AND PROFESSIONAL. I HAVE NO RESERVATIONS SENDING A HIGH OR ULTRA-HIGH NET WORTH CLIENT TO THEM TO TAKE MATTERS FORWARD FROM A UK PERSPECTIVE - THEY'RE A SAFE PAIR OF HANDS"

Chambers HNW, 2018

FORSTERS' SENIOR EXECUTIVES TEAM

IMMIGRATION

The team advises on the UK's immigration rules most relevant to internationally mobile business executives and entrepreneurs. We have a particular specialism in assisting clients (often with their dependent spouses and minor children) to make applications for the Tier 1 (Investor) Visa and apply under more business-centric immigration routes such as Tier 2 Visas. We also advise European nationals on how they can protect their position and retain their right to remain and work in the UK following Brexit.



Track record:

- Assisting a client of dual French and US citizenship obtain a UK passport.
- Helping a Brazilian national businessman to relocate to the UK with his family under the Tier 1 (Investor) Visa.
- Co-ordinating the application to switch from a Tier 2 General Work Visa to a Tier 1 (Investor) Visa for a senior officer of a global bank.
- Assisting a Hong Kong Chinese national employed by an international investment manager to obtain a UK spouse visa on the basis of her British national husband.

“THEY HAVE CONTINUALLY SATISFIED EXPECTATIONS FOR RELIABILITY AND EFFICIENCY AND ARE ALWAYS DEDICATED TO DELIVERING A QUALITY SERVICE”

Chambers HNW, 2019

EMPLOYMENT

We advise senior executives on all matters relating to their employment. At the start, we are there to negotiate the best terms, including those relating to equity and other financial incentives such as carried interest, often in situations where complex cross-border issues arise. The team is used to handling these negotiations in a way which protects our clients' interests, whilst maintaining good relations with their new employer. At the end, we are there to secure the best possible exit: whilst securing a good financial deal is important, so too is protecting other interests, such as reputation. Separately, if senior executives are being seconded to the UK by an overseas employer, it is important for those secondment arrangements to be reviewed to ensure that, for example, at the end of the secondment he or she has the right to return to their original role.

Track record:

- Assisting a US/Argentinian national negotiate her service agreement and equity arrangements with a UK Plc.
- Advising a Spanish national on his new employment with a private equity fund.
- Advising a French national on his contentious exit from a financial services institution, including advising on his carried interest arrangements.



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“THERE IS A GENUINE SENSE THAT THE FIRM CARES ABOUT
ITS CLIENTS AND VALUES THEM AND THEIR WELL BEING”

Legal 500, 2020



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