

Mariana Caldeira de Sarávia

Partner

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Head of the Employment & Social Security Department, Mariana Caldeira de Sarávia has extensive experience in advising national and international companies involved in a variety of sectors. She has extensive experience on the definition of flexible contractual models for the hiring and appointment of human resources, (re)organization of working time, and restructuring processes, and in the context of collective dismissals and transfers of undertakings.

With over 25 years of experience, Mariana has acted on some of the most relevant corporate restructurings in the banking and construction sectors in Portugal. She also advises on legal and procedural audits, in particular with the purpose of optimising existing internal procedures. Mariana has also been involved in the negotiation of collective labour regulations with trade unions and provides legal advice on social security, pensions and stock option plans.

Focus Areas
Employment & Social Security

Languages
Portuguese
English
Spanish
French

SRS Global
Europe

Experience

- Since November 2023 - Head of SRS Legal's Employment & Social Security Department
- 2013 to November 2023 - Partner at Sociedade Rebelo de Sousa & Advogados Associados
- 2009 to 2012 – Managing Associate at Sociedade Rebelo de Sousa & Advogados Associados
- 2000 to 2009 – Lawyer at Simmons & Simmons Rebelo de Sousa
- 1998 to 2000 – Trainee at Simmons & Simmons Rebelo de Sousa
- 1997 to 1998 – Trainee at the European Commission, Directorate-General XV, Internal Market

Qualifications

- Postgraduate Diploma in Labour Law from the University of Lisbon School of Law
- Law Degree from the University of Lisbon School of Law

Associations

- Portuguese Bar Association
- EELA – European Employment Lawyers Association