

Julia Viohl

Partner

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Focus Areas

Hiring, Performance Management and Termination
Investigations
Litigation and Trials
Discrimination and Harassment
Policies, Procedures and Handbooks
Immigration and Global Mobility

Overview

Julia Viohl advises national and international clients on all aspects of employment law. In addition to ongoing legal advice for companies in their day-to-day HR operations, Julia represents her clients both in out-of-court negotiations and in judicial proceedings, also with group, company and local works councils. Her primary areas of practice cover the drafting of contracts, termination processes (including internal investigations as well as representation in court up to the Federal Labor Court), legal support for restructuring as well as immigration law.

Before joining vangard, Julia worked for a number of years for an international law firm. She was admitted to the bar in 2011 and is a specialized lawyer (Fachanwalt) for employment law. She regularly publishes articles and gives lectures on various employment law topics.

Professional and Community Affiliations

- Member, Employment Law Working Group, German Bar Association, 2011

Recognition

- Named, The Best Lawyers in Germany©, Employment Law, *Best Lawyers*, 2020-2021

Education

Law Degree, Humboldt University of Berlin, 2008

Bar Admissions

Germany

Languages

German

English

Publications & Press

Littler Attorneys in Four European Countries Recognized in the 2025 Editions of Best Lawyers™

Littler Press Release

June 21, 2024

Littler Attorneys in Five European Countries Named to the 2024 Editions of Best Lawyers™

Littler Press Release

July 18, 2023

Littler Attorneys in Six Countries Recognized in 2023 Editions of Best Lawyers™

Littler Press Release

June 24, 2022

Handling Harassment Allegations in Europe: Critical Do's and Don'ts

Littler Podcast

September 9, 2019

New Statutory Instrument Relaxes the Employer's Obligation to Record Working Time (Minimum Wage Act)

vangard Blog

January 2015

Caution! New Obligations for Employers to Record Working Hours for Mini Job

vangard Blog

November 2014

Speaking Engagements

Around the World: Can You Export U.S.-Style Performance Management?

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2024

How to Scale Your U.S. IE&D Data Collection to a Global Workforce While Considering the Data Privacy, Culture, and Local Laws

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024