

Sonia Cortés

Partner

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Practice Areas

International Employment Law
Executive Compensation
Business Restructuring and M&A
HR Advice and Counsel
Retail
Hospitality

Overview

Sonia Cortés is an experienced employment lawyer with particular experience advising on and addressing senior executive and boardroom disputes, recruitment practices, terms and conditions of employment, discrimination and harassment, termination of contracts and dismissals, the enforcement of post-termination obligations, transfer of undertakings on acquisition and disposal of businesses, restructuring projects and redundancies.

Sonia has close to 20 years of experience in managing large projects which are often of an international nature and encompass complex and highly sensitive business issues. She regularly provides strategic advice on restructuring situations.

Sonia advises on employment issues with a business-oriented approach and is noted for finding solutions to complex issues, often for multinational companies. With a history of acting for manufacturers and retailers, as well as companies in the IT, chemical and metal sectors, she is accomplished at providing commercial and pragmatic advice.

Sonia is recognized for her work in the field of Spanish Employment and Labour Law by leading international legal guides, including *Chambers Europe*, *Expert Guides*, *Who's Who Legal* and *Best Lawyers in Employment*.

Recognition

- Named, The Best Lawyers in Spain™, 2021-2025
- Recommended, Labour & Employment, *Who's Who Legal*, 2024

Education

Law Degree, University of Barcelona Faculty of Law, 1988

M.B.A., International Business School of Madrid, 1997

Bar Admissions

Spain

Languages

English

French

Spanish

Publications & Press

Littler Attorneys in Brazil, Colombia, Mexico, Portugal, Puerto Rico and Spain Recognized in 2025 Best Lawyers™ Editions

Press Release

November 14, 2024

The Global Guide Quarterly (Quarter 3, 2024)

Littler Global Guide Quarterly

October 23, 2024

2024 Summer Olympics Series: Spain

Littler ASAP

July 29, 2024

The Global Guide Quarterly (Quarter 2, 2024)

Littler Global Guide Quarterly

July 24, 2024

Littler Global Guide - Spain - Q1 2024

Littler Global Guide Quarterly

April 17, 2024

Littler Attorneys Named in 2024 Best Lawyers™ for Colombia, Portugal, Puerto Rico and Spain

Press Release

November 16, 2023

Littler Global Guide - Spain - Q2 2023

Littler Global Guide Quarterly

July 21, 2023

Littler Global Guide - Spain - Q1 2023

Littler Global Guide Quarterly

April 12, 2023

Littler Global Guide - Spain - Q4 2022

Littler Global Guide Quarterly

January 26, 2023

Littler World Cup Matchups Part 4: Drug and Alcohol Testing

Littler ASAP

November 23, 2022

Littler World Cup Matchups Part 3: Workplace Safety

Littler ASAP

November 21, 2022

Littler World Cup Matchups Part 1: Paid Vacation and Annual Leave

Littler ASAP

November 17, 2022

Littler Global Guide - Spain - Q3 2022

Littler Global Guide Quarterly

October 25, 2022

Littler Global Guide - Spain - Q2 2022

Littler Global Guide Quarterly

July 18, 2022

Littler Global Guide - Spain - Q1 2022

Littler Global Guide Quarterly

April 18, 2022

Littler Global Guide - Spain - Q4 2021

Littler Global Guide Quarterly

January 19, 2022

Littler Attorneys in Three Countries Named to 2022 Best Lawyers™ Lists

Press Release

December 6, 2021

Littler Global Guide - Spain - Q2 2021

Littler Global Guide Quarterly

July 19, 2021

AI's Potential Role in Employee Discipline Draws Attention in Europe

SHRM Online

June 15, 2021

Littler Global Guide - Spain - Q4 2020

Littler Global Guide Quarterly

February 26, 2021

Antonio Pedrajas and Sonia Cortés: “The current client profile demands that law firms be digitized since they want telematic access to their files through intranets or apps”

El Derecho

February 3, 2021

Littler Attorneys in Four Countries Named to 2021 Best Lawyers™ List

Press Release

November 20, 2020

Events & Speaking Engagements

Supporting Employees with the Four Ms: Menstruation, Miscarriage, Maternity and Menopause

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023