



# Geraldine Carr

**Partner**  
**Dublin**

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## Expertise

Geraldine is a partner in the Employment, Pensions and Benefits Group. She provides strategic, practical and commercially focussed advice to international and domestic clients on all aspects of employment law. Her practice spans a variety of sectors, including technology, financial services and pharmaceuticals.

Geraldine has extensive experience advising in relation to the management of employees on a day to day basis, including the drafting and implementation of contractual documentation and employment policies and procedures, as well as guiding employers through crisis management issues in the context of workplace investigations, misconduct allegations, grievances, bullying, harassment, and performance management procedures.

Geraldine has particular expertise in advising clients on senior executive appointments and terminations, particularly in regulated industries, as well as case managing employment injunctions and defending claims before the Workplace Relations Commission, the Circuit Court and the High Court.

She provides pragmatic advice on the employment law aspects of corporate restructurings, outsourcings, and individual and collective redundancy situations.

Geraldine worked with Matheson's US client base from the firm's San Francisco and Palo Alto offices for six months in 2017 / 18. As a result, Geraldine has a deep understanding of the key distinctions between employment law in Ireland as compared with other jurisdictions.

She frequently provides bespoke employment law workshops to clients. She is a regular speaker at conferences and a tutor at the Law Society's professional practice course for trainee solicitors. She also regularly publishes articles on employment law matters. Topics on which she has recently written and spoken on include: "Fair Procedures and the Right to Cross Examination during Workplace Investigations", "US Employers in Ireland: Key Distinctions Between the Employment Law Landscape in the US and Ireland", "Recent Developments in Employment Injunctions", "Common Pitfalls and Developing Trends in Employment Law in Ireland", "Important Ruling Extends the WRC's Powers to Disregard National Law that is Contrary to EU Law", and various articles on Ireland's workplace relations system.

Geraldine is an active committee member of the Employment Law Association of Ireland (ELAI) and the Law Society of Ireland's Employment and Equality Law Committee. She is also an active member of the American Bar Association's International Labor and Employment Law section and the European Employment Law Association of Ireland. Geraldine originally qualified as a Chartered Tax Adviser.

## Experience Highlights

- Strategic advice to a financial institution in relation to a restructuring of its senior leadership team in Ireland, having regard to complex financial regulatory issues
- Representing a financial institution in relation to a creditor business on the successful defence of multiple related claims before the Labour Court under the transfer of undertakings legislation, resulting in a highly publicised decision clarifying the law in favour of transferor employers in Ireland
- Advising an international manufacturing corporation on highly sensitive employment and industrial relations issues in relation to a restructuring of its workforce and the implementation of collective redundancies
- Advising a leading financial services provider on establishing operations in Ireland as part of its post-Brexit strategy from an employment law perspective, including advice in relation to the application of the cross border merger regulations, relocation of employees, restructuring of its senior management team and complex issues arising under the transfer of undertakings regulations
- Advising employers on gender pay gap audits and preparations for proposed mandatory gender pay gap reporting obligations in Ireland
- Advising a technology company in relation to the successful resolution of discrimination and victimisation claims
- Representing clients on the defence of claims before the employment fora regarding the misclassification of workers and atypical working arrangements
- Advising numerous international companies on the establishment of operations in Ireland, including advice on employee compensation and benefits, immigration issues, compliance and ongoing management issues
- Advising on a number of high value private equity investments and acquisitions from an employment law perspective, including advising a leading financial institution on employment issues arising in the context of an acquisition, which involved the negotiation of detailed employment indemnities and warranties

## Accolades

Geraldine Carr is recommended.

**European Legal 500 2020**

Geraldine Carr is named a next generation partner.

**European Legal 500 2020**

Geraldine Carr is "*first class*".

**European Legal 500 2020**

Geraldine Carr is "*very experienced*".

**European Legal 500 2019**

Geraldine Carr is recommended.

**European Legal 500 2019**

Geraldine Carr is "*technically strong, commercial and highly personable*".

**Chambers Europe 2019**

Geraldine Carr has "*very strong judgment and also strong negotiation skills when dealing with opposing counsel on our behalf.*"

**Chambers Europe 2019**

Geraldine Carr is recommended.

**European Legal 500 2018**

## Education

University of Limerick (Bachelor of Arts in Law and Accounting)

University College Cork (Master of Laws, LL.M)

Admitted as a solicitor in Ireland

Law Society of Ireland (Diploma in Employment Law)

Irish Taxation Institute (Chartered Tax Adviser qualification)

## Related Practice Areas

[Commercial Litigation and Dispute Resolution](#)

[Employment, Pensions and Benefits](#)

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