



NADEZHDA CHERNOVA

St. Petersburg |

INTENTION

Dear members of the St. Petersburg International Business Association!

It is a great honor for me to run for the SPIBA Human Resources Committee!

I started my professional way as a general in-house lawyer many years ago. But as soon as I came into contact with the field of personnel management in my work I realized it`s my real path on which I would like to develop myself. That's why, I have been specializing in labor law for over 10 years.

In contradistinction civil law, labor law in Russia is considered to be quite simple and very conservative. However, when immersed in its rule, a huge number of subtleties can be found that a lawyer needs to properly manage in order not to destroy the fragile relationship between employer and employee, but also to protect the interests of the company at the same time.

Unfortunately, labor law is not as popular an area of law as corporate or real estate, as it is pass for a little bit archaic. Very often, this specialization is inconsiderable for Russian in-house lawyers. Therefore, the exchange of experience, opinions and the joint contribution of specialists in this matter seems to me very important. I would like to contribute to the development of labor law and its popularization as a modern branch of law.

EXPERIENCE

HR MANAGER LEGAL SUPPORT & SOCIAL PARTNERSHIP

BALTIKA BREWERIES (PART OF CARLSBERG GROUP)

2021 - PRESENT

CHIEF LABOR RELATIONS SPECIALIST

NORTHERN CAPITAL GATEWAY (PULKOVO AIRPORT)

2019 - 2020

LABOR LAW EXPERT

MEGAFON

2016 - 2019

SENIOR LABOR LEGAL ADVISOR

X5 RETAIL GROUP

2016

LEAD COUNSEL

ORKLA BRANDS RUSSIA
2012 – 2015

LAWYER
JFC GROUP
2009 - 2012

EDUCATION

2003 –St. Petersburg Law Institute of the General Prosecutor's Office of the Russian Federation. Prosecutor's and Investigative Faculty. Jurisprudence.

KEY SKILLS

Legal support of the personnel department and business functions. Support of labor dispute. Official legal representation. Interaction with employee representatives.