



Heidi Anita Skjærvik

Senior Lawyer

Heidi Anita Skjærvik is affiliated with the company's employment law department. She regularly assists employers upon establishing employment relations, with challenging personnel matters, dismissals, change and downsizing processes and other labour law disputes.

Heidi has extensive experience with various contract law issues, including preparation of contracts, interpretation and negotiations. She also has experience from other disciplines such as general property law, compensation law and privacy (GDPR). In addition, she has regular litigation assignments before the courts.

Heidi wrote her master thesis when she was employed as a research assistant at the University of Oslo.

✉ has@sands.no

☎ +47 33 01 77 73

☎ +47 97 14 69 92

Expertise areas

Employment law

Data protection / Privacy

Work experience

- 2021–
● **SANDS Advokatfirma DA**
Senior Lawyer
- 2014–2020
● **Zenit Advokater AS**
Senior Associate
- 2012–2014
● **SANDS Advokatfirma DA**
Associate
- 2011–2012
● **University of Oslo**
Research Assistant

Education

- 2012
● **University of Oslo**
Master of Laws

Publications

- 2012
● **"Gjerder i beiteområder" ("Fences in pastures")**

