Henning M. Heitmann

Partner

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Expertise areas

Employment law

Forensic services

Compliance and Risk management

Dispute resolution and litigation

Henning Heitmann is specialised within employment law through a focus on this area from his work from 1999 up until today. His experience includes two years working in the Ministry of Labour before he entered into general employment law practice as an attorney.

His clientele mainly consists of business participants. A key part of his work is to provide strategic and legal assistance in change processes. Continuous counselling and negotiations are also significant in this field, as the focus is normally on finding efficient solutions in conflict situations. During the last few years, forensic services have also become a larger part of his practice.

Henning regularly litigates before the courts in cases where agreement solutions have not been achieved.

He is Aftenposten's expert on employment law and often provides professional comments relating to labour legislation issues in national media. Aftenposten refers to Henning as "one of Norway's best employment law attorneys".

He regularly lectures on employment law before leaders and HR consultants in the private sector. Henning also has extensive experience with board work throughout several years in various industries.

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I have used the services of Henning Heitmann on two occasions, and can highly recommend his efficient and solid advice. In settling disputes, I would absolutely have him represent me versus the other side – he is analytical, sharp, efficient and a strong negotiator.

- Client, Legal500, 2022

Work experience

2012–
SANDS Advokatfirma DA
Partner

2001–2011
Brækhus Advokatfirma

Partner | Senior Associate | Associate

2000–2001
Ministry of Labour and Government Administration
Consultant

1999–2000
Communities and Local Government
Senior Executive Officer

Education

1999
University of Oslo
Cand.jur.

Awards

2024
Legal 500
Recommended lawyer in the category “Employment”

2010 -
Chambers & Partners
Recommended Heitmann within Employment Law annually since 2010, and inter alia states: Henning Heitmann advises on a wide range of employment matters, including contentious matters, whistleblowing, transfers and dismissals.

2010 -
Legal500
Has recommended Heitmann within Employment Law annually since 2010, and writes in the 2020 edition: Henning Heitmann is skilled, thorough and always responds quickly. Finds creative solutions and is excellent when negotiating with the counterparty. Friendly attitude and solution-oriented. He also works with our HR-department to increase internal legal competence, which has given great results for the past two years. Excellent discussion partner