

# Kaja Kaarby

## Managing Associate



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Location	Oslo
Phone	+47 24 13 15 00
Mobile	+47 41 91 66 23
Language	English, Norwegian
Email	kaja.kaarby@dlapiper.com

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Kaja Kaarby is a lead lawyer in DLA Piper's Employment law group. She provides legal advice within all aspects of employment law. Kaarby assists Norwegian and international clients within both individual and collective employment law, including day-to-day advice on all employment related matters.

Kaarby has experience with extensive reorganisation and redundancies as well as individual dismissals and collective dismissals. She assists clients in all phases of reorganisation and redundancies, including strategic and operational assessments, information and consultation and preparation of necessary documentation. Kaarby regularly advice clients in relation to TUPE, preparation of employment contracts, internal guidelines and policies, employee involvement and assistance regarding HES matters. She frequently assists with due diligence within the field of employment law.

In addition to employment law she also works with intellectual property rights, particularly in relation to personal data matters.

# Credentials

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Education	King's College London, Master of Laws (LL.M.) in Intellectual Property and Information Law	2013
	University of Tromsø, Masters of Law	2012
	UCLA School of Law, 1st semester of 5th year	2011
	University of Oslo, 1st and 2nd year of Masters of Law	2009

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Memberships	Member of the Norwegian Bar Association.
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# Experience

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Prior experience	Lead Lawyer, DLA Piper Norway	2018 -
	Lawyer, DLA Piper Norway	2016 - 2018
	Associate, DLA Piper Norway	2013 - 2016

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# Rankings

The Legal 500, 2025	Kaja is recommended for <i>Employment</i> by The Legal 500, 2025.	
The Legal 500, 2024	Kaja is recommended for <i>Employment</i> by The Legal 500, 2024.	
The Legal 500, 2023	Kaja is recommended for <i>Employment</i> by The Legal 500, 2023.	
The Legal 500, 2022	Kaja is recommended for <i>Employment</i> by The Legal 500, 2022.	
The Legal 500, 2021	Kaja is recommended for <i>Employment</i> by The Legal 500, 2021.	
The Legal 500, 2020	Kaja is recommended for <i>Employment</i> by The Legal 500, 2020.	
The Legal 500, 2019	DLA Piper 'goes above and beyond for its clients' and has 'a professionalism, attitude and thoroughness that makes it very trustworthy'. Practice head Per Benonisen 'brings a wealth of experience to every matter he works on'; he recently advised Spotify on its employment contracts and assisted Discovery Networks Norway with its reorganisation. Other key names include associate partner Gunn Kristin Olimstad and lead lawyer Kaja Kaarby, who has 'a 360 degree approach to matters and provides outstanding advice'.	

## Services

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Employment



Intellectual Property and Technology



Intellectual Property and Technology



Employment



Corporate M&A



Corporate

## Sectors

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Technology



Technology