



CAROLINE NOBLET

Partner

London

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Biography

For more than 30 years, Caroline has had the privilege of advising and leading global corporate client relationships, as they start their journey, grow through acquisition and investment, sell or become a component of a major exchange, particularly the FTSE 350, and thereafter.

In this role, she has worked on a myriad of contentious and non-contentious, UK and international projects, working with global clients across a range of sectors including technology, professional services, industrial products, and life sciences. She has led on hundreds of multi-country employment projects, working with lawyers across the world including those in employment, tax, data privacy, IP&T, litigation, and corporate governance. Her international employment projects include workforce rationalisation and restructuring, global outsourcings and M&A projects, and the roll out of policy and contract programmes. Corporates have also sought Caroline's advice on

highly sensitive cross border workplace investigations and where needed, providing appropriate litigation support. She has also separately led investigations and culture reviews.

Caroline has a strong interest and experience in the interplay of employment law with corporate governance and the DEI agendas as they continue to evolve apace. Working with lawyers across the globe, she has advised companies on workforce issues, including the approach to remuneration. In the UK and internationally, she has advised on an array of senior leadership employment issues which arise throughout the employment cycle, in particular the complexities involved in termination arrangements. Naturally, this advisory work has led Caroline to enforce and defend garden leave, restrictive covenant, and confidentiality obligations.

Caroline is absolutely committed to client service and providing pragmatic and commercial advice in a cost and time efficient way. This means leveraging technology effectively and ensuring the team assigned to the project not only have the appropriate level of technical skill, but are also trained in the project management and other business level skills necessary to deliver projects, which will meet, if not exceed, the needs of a global corporate. To this end and through the projects which she worked on with the C-suite and legal counsel of companies operating in multiple countries, Caroline has developed technology enabled products and services which have received awards from external organisations.

Caroline has been recognised by the major legal publications for many years for her client service and strong pragmatic advice. She has been previously named in The Lawyer Hot 100 and won awards from legal publications for the work she has done in developing employment legal tech products and services. She continues as a mentor for those within and outside the legal sector, as part of her continuing quest to bring talent through.

DIRECTORY RECOGNITION

- Recognised by Chambers and Partners UK 2026 as Band 3 for Employment: Employer
- "She is a fabulous lawyer and completely invested in the client relationship." – Chambers and Partners UK 2026, Employment: Employer
- "Caroline is respected and highly credible as a person. Her responsiveness and strong business acumen is second to none." – Chambers and Partners UK 2026, Employment: Employer

Professional Affiliations

International Employment Lawyer, Employment Lawyers Association

Admissions

- England and Wales

Education

College of Law 1988-1989

Manchester University, BA (Hons), Law & Accounting, 1984-1988

Related Capabilities

- Employment & Labor
- Investigations
- Healthcare & Life Sciences
- Entertainment Industry

Experience

- **Multibillion US Headquartered Life Sciences company** – Advising on the restructuring of its back-office functions in 15+ countries, involving Work Councils and Union negotiations in some countries, putting together document packs to ensure consistency of approach while ensuring local law requirements were met, providing real time project plans, training its HR team in its approach to individual and collective information and consultation, and putting in place a systemised approach to responses to DSARs, complaints and appeals. The project was completed within the set time frame with minimal litigation and on budget.
- **FTSE 350** – Advising on C-suite terminations, appointments, remuneration arrangements, and steps needed to ensure compliance with the applicable corporate governance framework, with supporting documentation and step plans.
- **Nasdaq-listed Data Analytics and Technology company** – Advising on multiple cross border projects, including changes to its remuneration arrangements for employees in Asia, Europe and South America, NDAs, and IP agreements.
- **US Headquartered Nasdaq listed Life Sciences company** – Enforcement of garden leave and restrictive covenant obligations in the context of an employee constructive dismissal, with threatened whistleblower, breach of contract, and discrimination claims. Resolution was

achieved using commercial mediation, affording appropriate protections, without the time and cost of continuing with high court litigation.

- **US Fintech** – Advising on various multi-jurisdictional projects, including RIFs, a global termination approach, and a multi-country training roll out on bullying and harassment.
- **Media company** – Defending a multi-million claim of discrimination and pay involving multiple countries, successfully concluding through a commercial mediation.

Related Insights

News

Aug 03, 2026

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