

Legal advice in Germany – without the legal fog.

Your German lawyer when business gets complicated.

German employment law. Contracts. Negotiations. Claims. Compliance. Practical solutions for international companies doing business in Germany.

Are you a foreign company employing people in Germany?

Entering the German market?

Selling to German customers?

Buying from German suppliers?

Or already doing business in Germany and suddenly facing a legal problem?

Then you probably do not need a 50-page legal memo.

You need someone who understands German law – and understands business.

I am Anne Claire Schroeder-Rose, German attorney-at-law and specialist employment lawyer with more than **20 years of professional experience**.

I advise international companies and SMEs on German legal matters, in English and German.

My approach is straightforward:

Understand the problem. Assess the real risk. Find a workable solution.

German law is different. Your business does not have to become complicated because of it.

International companies often discover that German law works differently from what they are used to at home.

This is particularly relevant when employing people in Germany.

German employment law comes with its own rules on employment contracts, termination, working time, vacation, remuneration, employee rights and employer obligations.

A contract template that works perfectly well in the UK, Switzerland, France, Italy or the US may not provide the protection you expect when used for an employee in Germany.

The same applies to commercial contracts.

A clause that appears perfectly reasonable from an international perspective may have very different consequences under German law.

This is where local legal expertise matters.

I help international companies understand what German law actually requires – and, just as importantly, what is practically sensible for their business.

German employment law for international companies

One of my core areas of practice is **German employment law for international employers**.

I advise foreign companies that have employees in Germany, whether they are establishing their first German operation or already have an established team.

Typical questions include:

- How should a German employment contract be drafted?
- Can we use our international or group-wide employment template?
- How can we terminate an employee in Germany?
- What are the risks of a dismissal?
- How should an employment dispute be handled?
- What about probation periods, vacation, working time or remuneration?
- Are post-contractual non-compete clauses enforceable?
- What does German employment law require from an international employer?

Sometimes the legal answer is straightforward.

Sometimes it is not.

And sometimes the legally possible solution is not the commercially sensible one.

That distinction matters.

My job is not simply to tell you what German employment law says.

It is to help you make a sound decision in your specific situation.

When a German contract becomes a business problem

Contracts are another area where international companies can quickly run into difficulties.

A German customer claims that your company has not delivered what was agreed.

A supplier demands additional payment.

A project has gone wrong.

A customer refuses to pay the final percentage of the contract price.

Or a contract contains provisions that nobody paid much attention to when it was signed – until something goes wrong.

This is where my experience in **international contract management and negotiations** becomes particularly valuable.

I have worked for many years in legal and commercial functions within internationally active industrial companies, including IT and plant engineering.

I therefore look at contracts from more than one perspective.

What does the contract say?

What was actually delivered?

What did the parties understand?

What was documented?

What is the other side likely to argue?

And, most importantly:

What outcome makes sense for your business?

Claims: defend your position – but know how strong it really is.

One of the most difficult situations in international business is a commercial dispute where both parties believe they are right.

For example:

A machine or plant has been delivered.

The customer says it does not perform as expected.

The supplier says that it delivered exactly what was contractually agreed.

The discussion turns into a dispute about specifications, scope of supply, acceptance, changes and additional requirements.

The positions harden.

This is where I can help.

I support companies in the **defence of claims as well as the enforcement of their own contractual claims**, including in international contexts.

I look at the contract, the project history, the documentation and the commercial background.

Then we assess the actual position.

Not the position you wish you had. The position you really have.

That honest assessment is the starting point for a good negotiation strategy.

Software audits and excessive compliance claims

Another increasingly common issue is the software compliance audit.

A software company audits your organisation and subsequently presents a substantial financial claim.

The claim may be legitimate.

But it may also be based on an interpretation of the licence agreement that deserves closer examination.

Before paying, it makes sense to ask:

What did we actually agree?

What licences were purchased?

What use was permitted?

What exactly is being challenged?

How was the amount claimed calculated?

Is the claim legally and contractually justified?

I support companies in assessing and negotiating such claims.

The fact that a claim is presented professionally – or appears in an audit report – does not automatically mean that the amount demanded is legally owed.

**A demand is not the same thing as a claim.
And a claim is not automatically a valid claim.**

An external German legal department – without building one.

Not every international company needs its own German legal department.

But many companies need someone who knows the business, understands German law and can step in when necessary.

That is where my work as an **external legal counsel** can be useful.

I can support your company on an ongoing basis or when a specific issue arises:

- German employment law
- employment contracts
- contract review and drafting
- international commercial contracts
- contract negotiations
- claims and disputes
- compliance issues
- risk assessment

- negotiation strategy
- support for management, HR, sales and procurement

The scope can be adapted to your needs.

You get experienced legal support without having to build a full German legal department.

I do not believe in legal advice that stops at “it depends.”

Of course, sometimes it does depend.

But after more than 20 years as a lawyer, I have learned that clients usually need more than a list of possible legal interpretations.

They need to know:

What is the risk?

What are our options?

What would you recommend?

What should we do next?

I am comfortable giving a clear view.

If your position is strong, I will tell you.

If your position is weak, I will tell you that too.

If negotiation is likely to produce a better result than litigation, we should discuss it.

And if a claim should be resisted firmly, I will help you develop the arguments and strategy to do so.

Pragmatic does not mean soft.

It means knowing when to push, when to negotiate and when to walk away.

More than 20 years of experience – from both sides of the table.

My professional background combines several perspectives that are particularly useful to international businesses.

I have worked as:

Attorney-at-law

with a focus on business law and German employment law.

Specialist employment lawyer

with extensive experience advising employers.

General Counsel

with responsibility inside internationally operating companies.

Contract and commercial manager

dealing with contracts, claims, negotiations and commercial risks.

Negotiator and mediator

helping parties find workable solutions when positions have become difficult.

Trainer

teaching professionals and managers how to understand contracts, manage claims and negotiate more effectively.

This combination is important.

I know what it means to give legal advice.

And I know what it means to have to make a business decision based on that advice.

AI is useful. But German legal expertise still matters.

Artificial intelligence is changing legal work.

I use AI where it adds value.

It can help analyse contracts, compare documents, structure information and accelerate research.

But there is an important limitation:

AI can give you a very convincing answer that is incomplete or simply wrong.

The difficult part is often not getting an answer.

It is knowing whether the answer is actually correct.

That requires asking the right questions, identifying missing information, understanding the legal context and recognising when an apparently plausible answer does not stand up to closer examination.

After more than 20 years in law, I know that the details matter.

So my view is simple:

Use AI as a tool.

Do not outsource your legal judgement to it.

German law. International business. One point of contact.

If you are an international company doing business in Germany, you do not necessarily need a large German law firm.

You may simply need **the right person to call when something becomes complicated.**

Someone who understands German law.

Someone who speaks your business language.

Someone who can work in English.

Someone who understands contracts, employment law, negotiations and the commercial realities behind them.

And someone who is prepared to tell you what they really think.

That is what I offer.

How my other services fit together

Legal-Germany.com is my English-language entry point for international companies seeking legal support in Germany.

If your main issue is **German employment law**, you can also find more information about my work for international employers on **ACS legal**.

If your challenge is primarily **international contracts, Contract Management, claims or commercial negotiations**, visit **Contract Management**.

And if you would like to learn more about me, my legal background and my approach to legal advice, visit **Bei Schroeder im Recht**.

Explore my other legal services

ACS legal

German employment law, contracts and legal support for international companies.

→ acs-legal.com

Contract Management

International contracts, negotiations, claims and outsourced legal department services.

→ contract-management.pro

Bei Schroeder im Recht

My personal German-language legal practice and information on employment, contract and business law.

→ bei-schroeder-im-recht.de

ra-schroeder-rose.de

My German-language corporate legal profile, with a particular focus on procurement, sales, contracts, claims and pragmatic solutions for businesses.

→ ra-schroeder-rose.de

Need a German lawyer?

Whether you are entering the German market, employing people in Germany, negotiating with German business partners or dealing with a contractual dispute:

Let's talk about what is actually going on.

No unnecessary legal jargon.

No generic textbook answer.

Just a clear assessment of your situation and a pragmatic way forward.

Anne Claire Schroeder-Rose

Attorney-at-law | Specialist Employment Lawyer | Business Mediator

Ravensburg, Germany

Advising international companies throughout Germany and across borders

German & English

Legal advice in Germany. Clear. Practical. Business-minded.

Get in touch →

SEO-Setup für Legal-Germany.com

Hier würde ich die SEO-Ausrichtung bewusst **englisch** und sehr konkret machen:

Meta Title:

German Lawyer for International Companies | Legal Germany

Meta Description:

German lawyer for international companies: German employment law, contracts, claims and negotiations. 20+ years of experience. Practical legal advice in English.

H1:

Legal advice in Germany - without the legal fog.

Primäre Keywords:

- German lawyer for international companies
- lawyer in Germany
- German employment lawyer
- German employment law for international companies
- German contract law
- legal advice Germany
- German lawyer English speaking
- employment law Germany for foreign companies
- external legal counsel Germany
- German contract lawyer
- German claims management

Sekundäre Keywords:

- doing business in Germany
- entering the German market
- German employment contracts
- German law for foreign companies
- international contract negotiations
- German commercial law
- German legal counsel
- legal support Germany
- German labour law (*britische Schreibweise zusätzlich berücksichtigen*)