

Tim Goodwin

Call: 2019
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AREAS OF EXPERTISE

Employment & Discrimination, Personal Injury, Professional Regulatory & Discipline, Industrial Disease, International & Travel

2019: Called to the Bar | 2012: Admitted to the Solicitors' Roll

Tim is recognised as a leading employment junior who is described in the current edition of Legal 500 as “*first-rate*” and “*quick on his feet*”. His employment work is complemented by a personal injury practice that is focused on psychiatric injuries arising from workplace stress, harassment and bullying. Tim is currently Head of 12KBW’s Employment Practice Group and was a finalist for the Legal 500’s *Employment Junior of the Year 2023* award.

Tim qualified as a solicitor in 2012 and, before being called to the Bar, practiced as a Senior Associate in a Tier 1 rated City employment firm. In that role he was responsible for cases at all levels and across the broad spectrum of employment disputes. Tim’s considerable experience of employment disputes and civil litigation has furnished him with a level of expertise and knowledge that is well beyond his year of call, meaning that he is frequently instructed on complex, difficult and high-value cases.

Tim has considerable advocacy experience, appearing in tribunals and county courts on a near-daily basis. He also appears in the High Court and Employment Appeal Tribunal, often unled. Tim combines his court work with advisory and drafting work, and can be depended on to deliver results consistently, quickly and commercially. Additionally, Tim has extensive experience of alternative dispute resolution, including formal, informal and judicial mediations, settlement negotiations and arbitration.

Business Protection & Restrictive Covenants

Tim has considerable experience of all types of cases relating to confidentiality, trade secrets and post-termination restrictive covenants, having specialised in these types of disputes whilst practising as a solicitor. Tim has a strong and respected practice at the Bar advising on and representing clients in these fast-paced, commercial employment disputes.

Tim’s experience includes:

- Bringing and defending injunctions against employees who are in breach of their post-termination restrictive covenants.
- Team move disputes, including acting at an early stage to stop moves and defending against oppressive attempts to stifle legitimate competition.
- Trade secret litigation, including seeking orders for delivery up, search orders and security for costs.
- Various cases involving highly sensitive material, including working with confidentiality clubs.

Tim has worked on a number of cases in this arena, including:

- Appearing for a defendant employee in injunction proceedings relating to post-termination restrictive covenants. Tim was also instructed for the High Court speedy trial.
- Managing a High Court claim for breach of contract and damages arising from the same in respect of a large team move.
- Assisting with a large confidentiality dispute involving proceedings being issued in three different European jurisdictions.
- Working on proceedings involving ex-employees attempting to set up a hedge fund in competition with their former employer, using the employer's proprietary algorithmic data.
- Defending an individual in a vexatious breach of contract action brought in relation to excessive post-termination restrictions.

Tim's experience as a solicitor means that he is uniquely placed to take on a much greater share of responsibility than clients might normally expect of Counsel. Tim has recently been instructed in an acrimonious restrictive covenant and confidential information dispute in which he was able to bring substantial added value because of such experience