

ATTORNEY, SENIOR ASSOCIATE  
**JELIZAVETA HENNO**  
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## PROFILE

Jelizaveta Henno heads the real estate practice at NJORD. She has extensive experience in real estate, construction and contract law gained from working in these areas since 2006. She assists clients with the most complex transactions at all stages, including planning, drafting legal documents (including agreements), negotiating, closing, and post-closing assistance.

In addition to the long working practice in the law firm, Jelizaveta has worked as an in-house counsel in one of the largest retail companies in the Baltic region and consulted on a wide range of legal issues. Jelizaveta's professional background also includes working as a lawyer in a notary's office.

Jelizaveta also has significant experience in various commercial transactions and trade deals, legal and regulatory matters related to private and venture capital and intellectual property. Her competence also includes assistance with projects and transactions involving different jurisdictions.

## PUBLICATIONS

- ["Turnover-based rent: who benefits from that?"](#). rmp.geenius.ee, 16.05.2022
- ["What can employers do to protect their companies against cyberattacks?"](#) Rmp.ee, 23.02.2021
- ["Construction contracts in times of pandemic: who is responsible and what rights does the client have?"](#), Ehitusuudised.ee 08.05.2020
- ["The ordered goods do not meet expectations. Return it!"](#) Rmp.ee 30.12.2019
- ["What must the legal start-up sales package look like?"](#) Rmp.ee, 01.07.2019.
- ["Can the employer prescribe a dress code?"](#) Rmp.ee, 25.02.2019.
- ["What should an employer know about employee's copyright?"](#) Rup.ee, 14.02.2019.
- ["Can a smart house be a backdoor to your personal data?"](#) Rmp.ee, 07.01.2019.
- ["Sale of an immovable or cutting right"](#). Rmp.ee, 12.12.2018.
- ["Is plagiarism and copying inevitable in the fashion industry?"](#) Rmp.ee, 07.11.2018.
- ["What does it mean to sell real estate „as is“?"](#) Rmp.ee, 28.05.2018.
- ["4 common mistakes made when concluding a lease contract"](#). Rmp.ee, 16.05.2018.
- ["Is it legal to offer accommodation with Airbnb?"](#) Rmp.ee, 08.05.2018; Ärileht.ee, 09.05.2018.
- ["Management Board Member Agreements in Estonia"](#). Rmp.ee, 24.05.2017.
- "Transition from a sole proprietorship to a private limited company in Estonia". Rmp.ee, 27.03.2017

## MEMBERSHIP

- Estonian Bar Association

## EXPERIENCE

- 2018– Attorney, NJORD Advokaadibüroo
- 2015–2017 Assistant attorney, NJORD  
Advokaadibüroo
- 2014 Assistant Attorney, MAQS  
Advokaadibüroo
- 2011–2014 In-house lawyer, MAXIMA Eesti
- 2009–2010 Assistant attorney, MAQS  
Advokaadibüroo
- 2006–2009 Notary Office Triin Lekk, Ülle  
Anmann and Egle Uri
- 2004–2006 Andmevara
- 2004–2005 Ministry of Foreign Affairs

## EDUCATION

- 2011 University of Tartu, Faculty of Law, MA
- 2009 University of Law, Faculty of Law, BA
- 2003 University NORD, BA

## LANGUAGES

Estonian, English, Russian