

Björn Rustare

Partner, Lawyer



Location	Stockholm
Mobile	+46 70 366 98 07
Language	Danish, English, Norwegian, Spanish, Swedish
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Björn Rustare has over 20 years' experience in the field of employment law, including advice related to reorganizations, cross-border business transfers, M&A transactions, management agreements and incentive programmes, collective bargaining agreements, working environment issues and trade union relations.

Björn is ranked as one of the leading employment lawyers in Sweden according to Chambers Europe and received a Leading Individual ranking in the Legal 500 guide for 2023. He was appointed employment law lawyer of the year in Sweden 2022 by International Advisory Experts and is seen as one of the world's leading employment law practitioners according to Who's Who Legal.

Qualifications

Professional background	Partner, Advokatfirma DLA Piper Sweden KB	2019
	Partner, Osborne Clarke	2018
	Employment Counsel, Roschier	2017
	Corporate Counsel, PostNord Group AB	2012
	Corporate lawyer, Swedbank Group AB	2009
	Senior Associate, Vinge	2006
	Lawyer, The Equal Opportunity Ombudsman	2003

Education	Degree of Master of Laws, LL.M, Lund University	2003
	Studies in law, Universidad Autónoma de Madrid	2002

Memberships	Member of the Swedish Bar Association
	Member of Nova
	Member and co-founder of Star
	Member of Arbetsrättsliga föreningen

Experience

Selected experience

- Advised EQT on various matters in several countries related to investments, senior advisors and executives, policies, procedures and more
- Advised TikTok in all employment law aspects related to its expansion in the Nordic region
- Advising Voi Technology in all of its employment law-related matters in several European jurisdictions as well as in the US
- Advising Visit Sweden in several employment law matters in Sweden and in other European and several global jurisdictions
- Advising Combient in all of its employment law-related matters, including cross-border issues
- Advising the North Alliance group in several employment law-related matters
- Advising Utopia Music in its global expansion and managing legal advice in all jurisdictions

Ranked in Employment, 2025

"Björn provides practical and timely advice and has great people skills."

"He has an amazing ability to understand our core business in a quick manner. He gets to the heart of our issues and interests so quickly, which is super helpful."

"Björn Rustare has a good understanding of customers' needs. He is service-minded and has great expertise."

Ranked in Employment, 2024

"Björn Rustare is a super calm, sophisticated legal adviser who leverages a great commercial understanding to reach nuanced solutions"

"Björn is outstanding in the area of employment law. His skills, knowledge and calmness are so appreciated"

Ranked in Employment, 2023, 2022, 2021, 2020, 2019 and 2018

Ranked as "Leading Partner" in Employment, 2025



"The service provided by Björn Rustare has been exceptionally professional. His extensive experience is evident in every interaction, and he takes the time to thoroughly understand the customer's expectations. Björn's communication is both open and transparent—he clearly outlines what we can expect from his service and ensures there is no ambiguity. Most importantly, he consistently delivers exactly as agreed, demonstrating both reliability and a strong commitment to his clients. It has been a pleasure working with someone so dedicated and precise."

"Björn Rustare is very competent, pragmatic and approachable. He is the most knowledgeable employment lawyer in Sweden. A true class act."

Ranked as "Leading Individual" in Employment, 2024

"Björn Rustare's broad experience, including in-house, gives him great business acumen and understanding, which is paired with solid employment law knowledge. This combination makes for quality, practical and very useful "hands-on" advice."

"Björn Rustare always delivers as promised and beyond. He is always dedicated to delivering high-quality answers and he is solid and diligent and can quickly grasp what the core issue is and what would be suitable advice for the specific situation."

"Björn Rustare is Sweden's leading employment lawyer. He supports clients and offers practical advice."

Ranked as "Leading Individual" in Employment, 2023

Named one of the world's leading employment lawyers

International Advisory Nominated as Sweden's Employment Lawyer of the Year 2022
Experts

Client Choice Awards Nominated as final candidate on several occasions

Services



Employment



Employment