



Jan Procházka

Partner

Jan Procházka specialises in banking and finance, and employment law.

In banking and finance, he advises banks, insurers, individual and collective investment entities, and other financial market participants on regulatory requirements. This includes regulatory aspects of transformations, restructurings, and acquisitions, AML, payment services including licensing, financial product distribution, and compliance in the financial sector.

In employment law, Jan handles standard employment law matters as well as matters relating to flexibility, innovative benefits, and international posting of workers. He has experience negotiating terms in employment and management contracts, as well as contracts with statutory body members. Jan has also represented clients in both judicial and extrajudicial phases of employment termination and led projects

focused on assessing employee or statutory body liability for damage and setting up corporate governance.

Jan is also a co-author of the Commentary on the Labour Code published by C. H. Beck in 2018.

Prior to joining our law firm in 2025, he served as a partner and head of the Banking and Finance and Labor Law departments at Deloitte Legal.

Projects

- Advising on the acquisition of a qualified stake in an insurance company and the merger of insurance companies, including representation before the Czech National Bank
- Advising on bank mergers
- Advising on reviewing complete client documentation for a leasing company
- Advising on implementing the Insurance Distribution Directive (IDD) for both an independent intermediary and an insurance company, and designing innovative insurance products using IoT
- Advising on reviewing the regulatory setup and model of a bitcoin mining pool
- Advising a foreign bank entering the Czech market on employee recruitment, including addressing applicable law, taxation, daily employment law operations, preparing internal regulations, and ensuring filing necessary applications and registrations
- Setting up relationships with statutory body members for a major developer, preparing contracts for transitions from employment, and establishing internal approval and liability processes
- Advising on conducting AML and PSD2 audits for a bank
- Advising on obtaining a payment institution licence and assessing its expansion into other EU member states

Membership in professional associations

Czech Bar Association

Languages

Czech, English, German

Education

Charles University, Faculty of Law, Prague (2006), Mgr.

Prague University of Economics and Business, Faculty of International Relations, Prague (2008), Ing.

The University of Passau, Faculty of Law, Passau (2009), LL.M. eur.

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