

Joanne Varia

Tax Director

I am a legal director in Fox Williams' tax and incentive team. I am active in a broad range of tax matters, employee share schemes and management incentive arrangements.



Jo has extensive experience advising on a broad range of direct and indirect tax matters, including in the context of public and private UK and cross border M&A and private equity transactions, corporate re-organisations and restructurings, and venture capital investment.

Jo regularly advises on tax issues affecting entrepreneurs, investors and business owners (including venture capital tax schemes). She has a specialism in employee share schemes and management incentive arrangements for private companies and works closely with Fox Williams' employment groups and professional practices groups in relation to the tax issues arising in the context of the remuneration of employees, directors and partners.

Jo advises UK and overseas clients including listed companies, mid-tier corporates, owner-managed businesses, partnerships and LLPs and individuals in a wide range of business sectors including travel and leisure, real estate, banking, financial services, technology and digital and fashion.

After working for Travers Smith for eight years, Jo spent several years as a tax knowledge lawyer at Freshfields Bruckhaus Deringer, and joined Fox Williams as Tax Director in May 2018.

Legal Expertise

- Corporate tax
- Employee share schemes/management incentives
- Employee taxation (including internationally mobile employees)
- Tax aspects of M&A
- Venture capital investment

Experience

- Advised a technological materials company on a substantial investment into the business and its eligibility for EIS relief.
- Advised Jonas Software on the tax aspects of its acquisitions of Uniware Systems, Corvid Paygate and Green 4 Solutions.
- Advised on the tax aspects of the sale of the online legal publisher, Justis Publishing, to global legal research company vLex Holdings Limited.
- Advised a digital technology company in the sports sector on establishing a new EMI option plan.

Memberships

- Share Plan Lawyers Group