

PARTNER

Fernanda Nasciutti

Fernanda Nasciutti is one of BMA's Employment & Labour partners, specializing in corporate consultancy and strategic litigation.
She advises businesses on the various aspects of employment and labor law and has extensive experience in pension and social security matters.
She represents clients before the courts and administrative authorities in complex cases such as inquiries, public civil actions, collective actions, and individual claims involving sensitive matters such as work-related accidents and lawsuits brought by former executives.

LANGUAGES

Portuguese, English, French

INFORMATION AND CONTACT

55 21 3824-5844 fna@bmalaw.com.br

OAB

OAB/RJ nº 107.089

Practice Areas

French Desk | Labor and Employment | Mineral and Metals Industry

Professional experience

Fernanda acts for national and international companies in advisory and litigation prevention matters, including the drafting and review of contracts, internal policies, implementation of short- and long-term variable compensation structures, and negotiations with unions on profit-sharing plans and other issues. She also has experience in dealing with the employment and labor challenges, both contentious and non-contentious, arising from privatization of state-owned companies as well as sensitive matters, such as moral and sexual harassment, burnout and modern slavery conditions.

She provides support to the firm's Corporate teams on employment and labor issues involved in mergers and acquisitions (including salary equalization and benefit plans), and works with various other practice areas, including Compliance (notably in investigations involving employees and in preparing and presenting moral and sexual harassment training sessions), Digital Law and Data Privacy (employee and human resources data privacy compliance), Arbitration, and Tax and Social Security.

With over 25 years of experience, Fernanda has advised companies in sectors such as energy, banking and financial services, telecom, mining, infrastructure, insurance, transportation and logistics, technology and entertainment and services. She is actively involved in the firm's French Desk and is a member of the BMA Diversity Committee and of the BMA Compliance Committee.

Education

Employment Relations Management Update Program – Fundação Dom Cabral (2013).

LL.M. in Procedural Law – Universidade do Estado do Rio de Janeiro – UERJ (2007).

Specialist in Labor Law and Procedure – Universidade Candido Mendes – UCAM (2001).

LL.B. – Universidade do Estado do Rio de Janeiro – UERJ (2000).

Recognitions

Fernanda is featured in prestigious legal rankings such as Chambers Brazil, Legal 500, and Análise Advocacia Mulher.

She received the Next Generation Partner of the Year award in the labor category at Legal 500 Brazil Awards 2026.

In addition to her remarkable technical expertise, Fernanda knows the corporate environment in depth.
Chambers Brazil