



Juan José Montero

DIRECTOR

ABOUT

Juan José Montero, Director at BLP in San Jose, specializes in Labor & Employment. He has led due diligence processes for multinational companies acquiring local businesses and conducted labor audits for national companies. He handles labor litigation and administrative proceedings before various state institutions. Juan José develops hiring and compensation strategies for both expatriates and locals and is part of the litigation team with a highly favorable record in client favor, boasting extensive experience in negotiations and private conciliation.

EXPERIENCE

Uber operations in Central America. BLP represents UBER in its operations and progressive incursion into the Central American market, successfully handling its affairs before public service agencies, national transportation councils, constitutional chambers, administrative jurisdictions, and other government and judicial entities in all regional countries. Uber's operating presence in Central America remains the most high-profile legal issue in the region.

Counseling Amazon Web Services (AWS) on the launch of its first operation in Central America. The firm's services included configuration of the corporate structure, application to the Free Trade Zone system, advice on labor matters, and obtaining all licenses needed to operate in the Latin American market.

Papa John's implements new regional employment policies. BLP assisted Papa John's in the preparation, constant updating, and implementation of regional employment policies that impacted at least three countries in Latin America and the company's structure, with hundreds of employees in the region.

BLP advises a well-known restaurant chain. BLP has been advising KFC on the restructuring of its management salary schemes to improve its efficiency.

ASSOCIATIONS & AFFILIATIONS

- Costa Rica Bar Association
- International Bar Association: Member

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PRACTICE AREAS

- Labor & Employment

ACCREDITATIONS

Education

- Master's Degree in Business Administration and Law, Summa Cum Laude, Escuela Libre de Derecho, 2023.
- Notary and Registry degree, Summa Cum Laude, Escuela Libre de Derecho, Costa Rica, 2020.
- Mediation and settlement procedures (private mediator), Consorcio Especializado Pro Cultura de Paz, Costa Rica, 2020.
- Mediation and settlement procedures in labor & employment cases, Consorcio Especializado Pro Cultura de Paz, Costa Rica, 2020.
- Law degree, summa cum laude, Escuela Libre de Derecho, Costa Rica, 2013.

LANGUAGES

- Spanish
- English