SHIN & KIM



Jong Soo Kim

Partner

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Mr. Jong Soo Kim is a partner at Shin & Kim, mainly practicing in the areas of Labor, Employment, and Industrial Accidents & Safety.

Mr. Kim majored in labor law in Seoul National University. He is also a member of the Seoul National University Society of Labor Law and of the Society of Labor Law Practice under the Supreme Court. Mr. Kim represents clients in litigations and provides legal counsel in the areas of employment and labor law.

Mr. Jong Soo Kim earned his LL.B. from Seoul National University College of Law, followed by his LL.M. and J.D. from Seoul National University Graduate School of Law and Seoul National University School of Law. Prior to joining Shin & Kim LLC, he completed the judicial training course at the Judicial Research and Training Institute as the 37th class and served as a judge advocate. He also holds an LL.M. from UC Berkeley School of Law, and is admitted to the New York State Bar.

Mr. Kim has authored articles on various legal issues and participated as a speaker and panelist in numerous domestic and international seminars in the areas of labor and employment and serious accidents, and has been recognized as a Leading Individual in the field of employment by international publications such as Chambers Asia-Pacific and the Legal 500 Asia Pacific.

Professional Career

2024-2025	Visiting professor, Seoul National University School of Law
2020-2021	Visiting professor, Seoul National University School of Law
2011-Present	Shin & Kim LLC
2008-2011	Judge Advocate, Republic of Korea Air Force
2008	Judicial Research & Training Institute of the Supreme Court of Korea

Key Experience

- Represented major corporation in shipbuilding and steel industries in employer-status disputes
- Represented companies in lawsuits related to the work status of consignment sellers, an apparel company's store managers, an education workbook team leaders, and others
- Represented large manufacturers in the tobacco and automobile sectors in illegal dispatch lawsuits
- Represented public broadcasting organizations and broadcasters in comprehensive wage system lawsuits
- Represented Guarantee-related financial institutions and state-owned policy banks in wage peak system lawsuits
- Advised major economic organizations on HR systems development and restructuring
- Advised public broadcasting-related organizations on working hour systems improvement
- Advised on labor disputes for Company P, Company K, Company S, and others
- Advised on workforce restructuring for Company S, Company K, Company T, and others
- Advised major food manufacturing companies on the Serious Accidents Punishment Act.
- Represented Company K, Company P, and others in the investigation cases of workplace harassment and sexual harassment
- Represented Company K, and H, and others in a preliminary injunction to enforce a non-compete clause

Education

2016-2017	UC Berkeley School of Law (LL.M.)
2008-2010	Seoul National University Graduate School of Law (Ph.D. coursework completed)
2004-2008	Seoul National University Graduate School of Law (LL.M.)
1999-2003	Seoul National University College of Law (LL.B.)

Qualifications

2020	Admitted to bar, New York
2008	Admitted to bar, Korea

Languages

Korean, English, Japanese, German

Professional Activities

- A Brief Study on the Allocation of Responsibilities and Roles of Local Governments in Social Security (Social Security Law Research, Vol. 14, Issue 1, 2025)
- Study on History of Social Security Legislation I (2022, co-authored)
- Country Q&A: South Korea - Business Crime and Investigations in South Korea: Overview (Thomson Reuter Practical Law, 2022, co-authored)
- Production Conversion to Electric Vehicles and Labor Issues (EV Magazine, Vol. 17, November 2021)
- [ESG and Labor] Labor Issues to Consider in Relation to ESG (Labor Law, June 2021 issue, Vol. 361, 2021)
- Status of Professional Sports Athletes under Labor Law (Labor Law, April 2021 issue, Vol. 359, 2021)
- Validity of the Comprehensive Wage System in the Broadcasting Industry (Labor Law, February 2020 issue, Vol. 345, 2020)
- A Review on the Consultation and Adjustment System in the Framework Act on Social Security (Social Security Law Review Vol. 6, No. 2, 2017)
- A Research on Sickness Benefit (Social Security Law Review Vol. 5, No. 1, 2016)
- A Study on Presumption of Actual Income for the purpose of the National Basic Living Security Act (Social Security Law Review Vol. 3, No. 2, 2014)
- Review of the draft bill on the eligibility of the National Basic Living Security Act (Journal of Social Security Law Vol. 3, No. 2, 2014)
- Rediscovery and succession of social security idea of the first constitution with “Equal LivingRight” as the main theme (Social Security Law Review Vol. 2, No. 2, 2013)
- Review on the Eligibility Requirements of the National Basic Living Security Act (Social Security Law Review Vol. 1, No. 2, 2012)
- A Study on Unauthorized Non-benefit Medical Care in View of Social Security Law (Social Security Law Review Vol. 1, No. 1, 2012)
- Study on Judicial Precedents in relation to Social Security (2010, co-authored)
- Principles of Supplementation in the Public Assistance Law (2008)

Professional Accolades

- "Leading Individual" for Employment, Chambers Asia, 2021-2026
- "Leading Lawyer" for Labor & Employment, Asialaw Profiles, 2025-2026
- "Leading Lawyer" for Labor, Legal Times, 2019, 2021-2026
- “Leading Lawyer” for Labor and employment, Benchmark Litigation, 2025
- "Best Lawyer" for Labor & Employment, JoongAng Ilbo, Korea In-house Counsel Association, 2025

- "Recommended Lawyer" for Employment, Legal500, 2019
- "Lawyer of the Year" for Labor, Legal Times, 2018

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