



## Juan Elizalde Trisan

Senior associate

Barcelona

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### Human Capital Services Tax

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Juan Elizalde is a senior associate in Garrigues' Human Capital Services Department, where he practices as a lawyer and consultant in the areas of compensation and benefits and human resources organization and planning at companies.

He has extensive experience in designing and implementing compensation systems and remuneration formulas and in providing tax and legal advice on director, senior executive and employee pay. He also provides recurring advice relating to the management of international employee assignments, as well as to the design and implementation of international mobility policies.

He also provides recurring tax advice for individuals in the field of Personal Income Tax, Wealth Tax and Non-Resident Income Tax.

As a member of this line of business since 2011, he has advised domestic and international companies (listed and unlisted) from a wide range of industries.

## Experience

Juan Elizalde is a senior associate in the Human Capital Services Department of Garrigues, having joined the firm in 2011. In his professional practice, he has participated in a diverse range of projects, including:

### 1. COMPENSATION AND BENEFITS

- Implementation of flexible compensation systems
- Definition and application of target-based variable compensation systems
- Implementation of medium-term cash and stock-based incentive systems (SOP, SAR, RSU, etc.)
- Implementation of retirement-linked compensation systems
- Participation in due diligence processes and in tax inspection proceedings

## 2. INTERNATIONAL HR MANAGEMENT

Extensive experience in international worker mobility matters, providing advice on expatriate-related issues of an organizational, tax and legal nature.

## 3. DESIGN AND IMPLEMENTATION OF SALARY STRUCTURES AND STRATEGIC HR MANAGEMENT

Design of compensation models for organizations with a view to attracting talent and enhancing employee performance based on principles of internal fairness and external competitiveness.

## 4. BOARD COMPENSATION

Advice to appointments and compensation committees of the boards of numerous companies in relation to compensation policies and their alignment with each organization's business strategy.

## 5. TAX ADVICE

Recurring tax advice for individuals in the field of Personal Income Tax, Wealth Tax and Non-Resident Income Tax.

## 6. WORK-LIFE BALANCE, FLEXIBILITY, DIVERSITY AND EQUALITY

Implementation of HR management models that prioritize flexibility in the workplace and ensure best practices in the areas of equality and work-life balance.

## Academic background

- Law Degree, Universidad de Barcelona.
- Master's in Corporate and Business Law, Universidad de Barcelona.
- Executive Master's Degree in Business Law, Centro de Estudios de Garrigues in collaboration with Harvard Law School.

## Teaching activity

He conducts training and refresher courses for the staff of clients' human resources, legal and financial departments, as well as for the firm's new hires.

He is a regular speaker in the HR Directors' Forum organized by Garrigues, which brings together executives from a large array of companies with a view to sharing and proposing solutions to the main HR organization and compensation issues.

## Memberships

Barcelona Bar Association.

## Publications

Contributor to the publication of the handbook "Respuestas Memento 1000 preguntas sobre expatriación" (Memento Answers 1,000 Questions on Expatriation). Francis Lefebvre, 2022

<https://garrigues.xebook.es/Record/Xebook1-101686>