



Tingji Zhou

Shanghai

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PRACTICE AREAS

- Labor and employment
- Dispute resolution
- Corporate compliance

PROFESSIONAL EXPERIENCE

Mr. Zhou joined the Shanghai office of Han Kun Law Offices in February 2022. Before that, he was a partner with Shanghai Young-ben Law Firm.

Mr. Zhou mainly specializes in areas of labor and employment, dispute resolution, and commercial compliance. He was selected by the Supreme People's Procuratorate of the PRC as a member of the advisory expert pool for civil and administrative cases, which provides legal advice regarding civil and administrative cases protested by procuratorates nationwide. Mr. Zhou has served for many years as a visiting lecturer at the Shanghai University of Finance and Economics, where he teaches labor law and labor relations.

Mr. Zhou is a member of the Labor and Social Security Practice Research Committee of the Shanghai Bar Association. He is proficient in labor and employment compliance practice, especially in providing legal solutions for enterprise labor and employment management and issues. He has in-depth research and practical experience in employee performance assessments, reward and punishment systems, standardized implementation of labor contract terminations, non-competition protection management, and employee placement in M&A and reorganization of enterprises. In addition, Mr. Zhou has extensive practical experience in handling labor arbitration and litigation matters; he is well versed in the main points and difficulties of each aspect of disputes, good at planning dispute resolution strategies, and can effectively discover and organize evidence. He has successfully represented clients in a variety of major and complex labor dispute cases.

In the areas of dispute resolution and commercial compliance, Mr. Zhou specializes in corporate legal risk control and formulating compliance systems. He has served as legal counsel for several large enterprises, providing efficient legal services for compliance reviews, equity transactions, and dispute resolution.

EDUCATION

Mr. Zhou received dual bachelor's degrees in Law and International Economy and Trade from Shanghai University.

QUALIFICATIONS

Member of the PRC Bar

Shanghai Real Estate Agent

HONORS AND AWARDS

China Business Law Journal - 2022 Rising Stars for Lawyers in China's Legal Market

Recommended Lawyer in Labor and employment (The Legal 500 Asia Pacific, 2026)

Stellar Accolade (LegalOne, 2025)

SOCIAL RESPONSIBILITIES

Member of the Advisory Expert Pool for Civil and Administrative Cases of the Supreme People's Procuratorate of PRC

Visiting Lecturer at the Shanghai University of Finance and Economics

Member of the Shanghai Bar Association

Member of the Labor and Social Security Practice Research Committee of the Shanghai Bar Association

WORKING LANGUAGES

Chinese, English



周庭吉

上海

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业务领域

- 劳动人事
- 争议解决
- 公司合规

工作经历

周庭吉律师 2022 年 2 月起加入汉坤上海办公室。加入汉坤前，周庭吉律师为上海原本律师事务所合伙人。

周庭吉律师的主要专业领域主要为劳动人事、公司合规及争议解决。周庭吉律师被最高人民检察院选任为民事行政案件咨询专家库成员，就全国范围内检察院抗诉民事行政案件提供咨询意见。周庭吉律师连续多年被聘为上海财经大学客座导师，从事劳动法与劳动关系的教学工作。

周庭吉律师系上海市律师协会劳动与社会保障业务研究委员会委员。他精通劳动人事合规业务，尤其擅长为企业提供各类劳动人事管理和问题的解决方案，在员工绩效考核、奖惩体系、劳动合同解除的规范化操作、竞业限制的保护管理、企业并购重组中员工安置等方面深入地研究和实务经验。同时，周庭吉律师在处理劳动争议仲裁、诉讼中也有丰富的实践经验，深谙争议各环节的要点、难点，善于筹划争议解决策略，能有效地发现并组织证据，成功代理了各类重大、复杂的劳动争议案件。

在争议解决和商事合规领域，周庭吉律师擅长公司法律风险控制和合规建设，担任多个大型企业的常年法律顾问，为企业的合规审查、股权交易、争议解决提供高效的法律服务。

教育背景

周庭吉律师毕业于上海大学，取得法学和国际经济与贸易双学士学位。

执业资格

中华人民共和国律师执业资格
上海市产权经纪人执业资格

荣誉与奖项

《商法》(China Business Law Journal) 2022 年中国法律市场律师新星
劳动法推荐律师 (亚太法律服务五百强 The Legal 500 AsiaPacific, 2026)
实力之星 (Legal One, 2025)

社会任职

最高人民检察院民事行政案件咨询专家库成员
上海财经大学客座导师
上海律师协会会员
上海市律师协会劳动与社会保障业务研究委员会委员

工作语言

中文、英文