Federico Torzo

Position Partner
e-mail ftorzo@qltlex.com
Languages Italian, English, French, German
Office Milan



Biography

Federico Torzo is a Partner in the Employment and Labour Law Department of QLT Lex & Tax and advises Italian and international clients on the full spectrum of commercial, corporate and employment law matters, both in and out of court. Federico joined QLT Lex & Tax in 2026 after more than 30 years of experience in prominent Italian firms.

His practice combines employment and corporate law expertise, enabling him to assist clients in strategic transactions where workforce management issues are closely intertwined with broader business objectives. He regularly advises multinational groups on cross-border employment matters and extraordinary transactions, such as collective redundancies and transfers of undertakings.

He is frequently involved in international projects requiring coordination with foreign counsel and multi-jurisdictional teams.

At the same time, he has extensive experience in employment litigation, representing clients before all levels of the Italian courts, including the Supreme Court of Cassation, in disputes involving dismissals, executive employment, discrimination, workplace conduct, employee claims and other complex employment law matters.

After obtaining his degree at the Alma Mater University of Bologna (maxima cum laude), he attended a seminar in International Relations at the Business Department of the University of Bologna.

Federico was admitted to the bar in 1994 and to the Italian Supreme Court of Cassation in 2008.

Federico operates at an international level, frequently participates in international seminars as panelist and moderator, and has published various articles in specialized journals. He is mentioned in the most prestigious international legal directories as an employment law expert.

Federico is particularly appreciated for his commercial approach, strong negotiation skills and ability to navigate complex situations involving multiple stakeholders.

According to Chambers, Federico is particularly appreciated by foreign clients, who say: “He collaborates well with international counsel and adopts a team approach to advising clients on complex situations. It also helps that his English is flawless.” Legal 500 reports that “Federico Torzo has ‘a strong negotiating style’.”

Federico is a member of AGI (Italian Employment Lawyers Association), EELA and IBA.

Recent Activities:

• Programme coordinator and lecturer for four advanced employment law webinars organised by Maggioli, one of Italy’s leading professional training providers.

Recent awards / recognitions:

• Chambers & Partners (ranked since 2010) – Employment
• IFLR1000 – Notable practitioners, M&A, Italy (2024-2026)
• LeadersLeague – Mentioned for labor advisory, Italy (2026)
• Milano Finanza – “Selected” in employment (2026)